

Constituent Support for the FTC's Noncompete Rule



Colorado | Statewide Impact

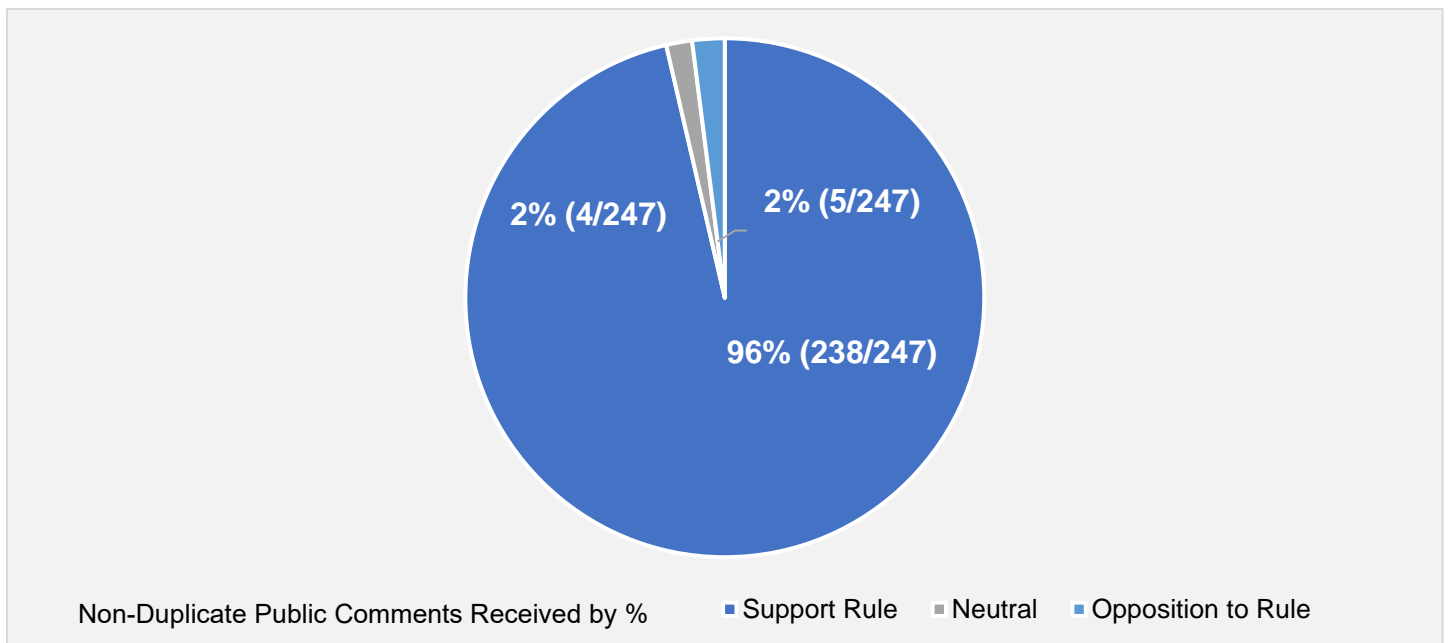


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final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

Colorado Covered Workers	Increase in Total Annual CO Worker Earnings	Increase in Average Annual CO Worker Earnings
2,251,980	\$1,484,772,427	\$659

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





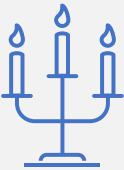
Notice of Proposed Rulemaking: 238 of 247 CO Commenters Support



Support Across Sectors of the Colorado Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"My name is Eric..I am the owner of a company called Great Western Building Systems and we are located in Colorado. . . . I have witnessed the damage that overly broad non-competes can cause to individual workers. Many companies use these non-competes to unfairly limit worker compensation and mobility within their career field. Many people have been forced into long and expensive litigation just for the right to work Good for the FTC and President Biden's executive order. This rule will open up many opportunities for our nation's workforce and encourage many small businesses. I hope it get's placed into law exactly as written."</p> <p style="text-align: right;">-Eric B.</p>
	<p>"I graduated with an engineering degree in 1995 and immediately went to work for a technology company in Silicon Valley. When I left my first job after three years and went to a competitor, I was threatened by my first employer even though California had effectively banned non-competes. I ultimately had my new employer write a letter of indemnification, even though my role at the new company had little overlap with my responsibilities at the prior company...I believe cross-pollination and open competition is why silicon valley has the greatest pace of innovation and development in the world. One tangential observation, the new position at the new company came with a —60% raise. I was clearly under-compensated by my first employer and only by getting offers from competitors was I able to ascertain my true market worth."</p> <p style="text-align: right;">-Eric.</p>
	<p>"I work for a billion dollar transportation company that cut pay 25% for the sales staff effective January 1st of 2023 despite back to back record years. 100% - they cut pay because there is a non compete that is required to work for them and this non compete puts shackles on the sales staff to sit back and take the pay cut without options in the industry we are all specialized in. I applaud the FTC for releasing me and my coworkers from the tyranny that have to live under with a non compete."</p> <p style="text-align: right;">-Kyle</p>
	<p>"I was terminated as a barista in good standing at Starbucks. When I began pursuing franchise options at a competitor brand, I was let go for non-compete. I was punctual, effective, and had no prior conflict with management."</p> <p style="text-align: right;">-Ron C.</p>

	<p>"Thank you for recognizing this unfair legal agreement designed to maximize corporate profits at the expense of hard working . . . employees. As a business owner, I have never added these clauses and I have emphasized to my employees, " if you have a better employment option or future opportunity than I can offer, please take it". My turnover rate is minimal and I have loyal and dedicated employees."</p> <p style="text-align: right;"><i>-Jeff D.</i></p>
	<p>"I work in a community that is small and most workers make hourly salary at or that are less than minimum wage. I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth!"</p> <p style="text-align: right;"><i>-Bernadette E.</i></p>
	<p>"I am a physician Anesthesiologist in Denver, Colorado. The anesthesia job market in Denver for the last 7 years has been dominated by a national group which has coerced most of the Hospital systems into entering exclusive arrangements for anesthesia services, essentially shutting out any competition. Any physicians employed by this national entity were required to agree to a noncompete clause in their contract. Now, with the national shortage of anesthesiologists, the hospitals are struggling to find physicians that are not restricted by this noncompete clause to provide anesthesia services for their patients. This is creating hardships for patients, hospitals, and providers alike and thus is not in the best interest of the community and the public at large. I request consideration of this input and hope that the FTC takes a strong stand in prohibiting all noncompete contract clauses in the future."</p> <p style="text-align: right;"><i>-Bernd</i></p>
	<p>"My current IT Sales employer uses the Non-Compete as a way to lock us in with the company and has numerous times filed legal law suits against co-workers who left to another company (didn't even compete) as a means to keep talent. . . . If this ruling gets passed I feel it will allow us to make decent compensation structure that is competitive."</p> <p style="text-align: right;"><i>-Harvey</i></p>
	<p>"I would like to strongly support the elimination of noncompete clauses. For three reasons. First, employers often spring them on employees when it is too late for the employee to effectively do anything about it. Second, even the threat of enforcement of an illegal noncompete can have the same impact as one that is lawful. Third, in some cases, noncompete agreements violate religious freedom...As it is written, it effectively prohibits me from working in my area of expertise and my demonstrated professional field. The area of restriction is also nearly the entire globe. However, my previous employer has millions of dollars in reserves and a top notch lawyer on retainer. I have miniscule resources in comparison and the entire process could take longer to resolve than the length my</p>

	<p>non- compete. So even though every lawyer I've spoken with says it's not legally enforceable, it is effectively enforceable because we are not operating on fair terms...My work is more than a career. As a person of faith, I feel called by God to do the work that I do. My profession is a matter of religious conviction not a vocational choice. The noncompete violates my right to practice my faith and be obedient to my calling. There is nothing more important to me than to live as best as I can according to my religious values and principles. Even though my noncompete would not likely hold up in court, for the reasons explained above, it effectively bans me from practicing my religion."</p> <p style="text-align: right;">-Josh</p>
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Additional Support from Colorado

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Shannon	<p>"As a specialty trained surgeon currently working at the only children's hospital in a major metropolitan area, my non compete prevents me from creating a private practice that would allow me to deliver much needed healthcare to children who cannot travel to the major medical center. These clauses contribute to the failure of the American medical system and contribute to physician burnout."</p>
Jared	<p>"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. I am thrilled that you are considering taking action to end non-compete 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. These agreements stifle innovation and inhibit competition. Thus, agreements are anti-worker and anti-capitalist. Furthermore, as you know, noncompete agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements."</p>
Aaron	<p>"Noncompete agreements are abusive to employees, and cause unneeded hardship during an already difficult time. Employees should have the freedom to work for any employer, at any time of their choosing."</p>
Ameera	<p>" Physicians with noncompetes in their contracts are 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</p>

	<p>working conditions. This can effectively hold physicians hostage at unfavorable working conditions for decades, while employers evade market forces that would necessitate change. . . . Ultimately, noncompete clauses at large healthcare employers are detrimental to our nation's long term ability to maintain access to quality care, and should be outlawed."</p>
Bilal	<p>"Please put an end to this atrocious non complete clause. It harms patient care. It is stressful for practicing physicians suffering abuse from employers but can't leave. It's affects continuity of care. The only benefit is to help with financial greed of corporations. Absolutely 100% end it, NOW!"</p>
Jill	<p>"After dedicating the majority of their young lives to pursuing the study of medicine, a physician joins the work force almost a decade after their peers. Non-compete clauses impair the ability for physicians to seek the right position for themselves, being forced to uproot their families/partners to move outside of the non-compete radius - this is immensely disruptive to wellness and contributes to physician burnout, forcing doctors to stay in positions that increase their rates of depression/suicide or to uproot and move out of city or state, even when an optimal opportunity is available that would not cause this disruption. I strongly support removing non-compete language!!"</p>
Courtney	<p>"I support a federal ban on noncompetes. We're currently in a physician shortage. Non-competes are an undue burden and lead to physicians either stopping the practice of medicine completely or leaving their communities either temporarily or permanently. Both of these outcomes only worsen this shortage and directly impact the health of the American people."</p>
Isabelle	<p>"Hello, I am a physician. I have seen the harm that non compete does to physicians and their patients. I am writing to express my support to ban non compete clauses for physicians and health care workers in general. If anyone is unhappy in a working situation they should have the freedom to move freely. . . . 1- physicians who cannot work within a certain perimeter may stay in their current hospital system just because they feel trapped. This leads to burnout and then poor care for patients. 2- physicians are vastly employed by big institutions who have many clinics over a certain area. It is thus impossible for them to stay "out of the non compete" area except by leaving entirely their community. 3- physicians may decide to leave for the 2 year period doing locums. This leads to disruption for their family time (this is my own situation! Where I'm not seeing my young kids every other week!). we should not have to chose between our kids and sustaining ourselves because of non compete. 4- Non compete leads to less choice for patients. By forcing physicians to work outside a perimeter around their previous institutions (that's usually where the issue is), you are not allowing their patients to continue care if they wish to with their own physicians. This has led to a disruption in continuity of care which is detrimental to the patients."</p>
Samantha	<p>"Ban non-compete clauses. Non-competes often require specialized employees to uproot their lives and families in order to seek employment elsewhere, which</p>

	<p>keeps employees trapped in dead-end positions with low wages if they can't afford to move. It degrades our communities, it increases employee burnout, and it prevents workers from organizing and negotiating for better working conditions, benefits, and salaries. Non-compete clauses prioritize company profits over the lives and livelihoods of the employees that generate those profits. End non-compete now!"</p>
Michael	<p>"I agree with this rule. I have a non-compete with my current employer. It is not used to stop disclosing trade secrets, as one employee was allowed to go to a competitor after being let go and asking permission. It is used to stifle employee mobility and keep wages down. Get rid of non-competes."</p>
Gian	<p>"Non-compete agreements, at their most basic form seek only to protect the companies that utilize them without regard to the employees they inhibit. When quarterly, I get to review my company's financial results that include 35% profitability and I receive 25% of the gross commission I generate, it becomes increasingly clear that the power of the company far exceeds the value of the group of employees they rely on to generate most of their income. The routine argument that the 75% goes to pay for support and administrative staff salaries is clearly a misdirect relative to the true breakdown of distribution of income to employees. When conspired the commission splits arranged in CA for the same company, it's clear the companies can still profit and pay income generating employees a significantly higher split across the country and still provide the level of service and resources required to be successfully in the sales industry."</p>
Megan	<p>"Hello! This is an excellent new rule proposition. I would like to strongly encourage its application to also apply to health care workers. Most physicians have to sign a non compete clause which almost always makes a doctor have to leave the city or state they are working in to get a new job. It is causing zero competition without the threat of a big move. I am a pediatric sub specialist and often have limited hospitals I can work in. Hospital systems will work to make this rule not apply to them so I encourage wording to include healthcare providers explicitly."</p>
Lorraine	<p>"Please end Non-Compete Clauses in employment. These are unfair to workers and stifle competition."</p>
Connie	<p>"Please stop hampering people's ability to find better jobs with higher wages and more favorable working conditions. This ISN'T the American way."</p>
Dan	<p>"I support the proposed change to eliminate do not compete clauses for contracts. While employers have other protections in place for IP and trade secret theft, in many industries these are not even an issue and these clauses solely limit employees ability to seek a better job without significant impact on the employee or their family. They only serve to punish labor and limit their ability to get paid in a competitive wage environment."</p>

Jacqueline	"Non-compete clauses should not only apply to physicians- many of us are the sole breadwinners for our family. We just want to do good work and be treated respectfully."
Dylan	"Non-compete agreements hold both companies and workers back. States that have banned them have had great results."
Samantha	"Banning non competes would be a very positive change for the physician community and healthcare in general. If a physician is able to leave a job that is not a good fit or toxic without punishment, it would decrease burn out and in the long term help with physician retention. In general, there is a physician shortage as more and more physicians leave clinical positions for non-medicine jobs or non-clinical positions as they otherwise have limited options if they need to leave an employer and are subject to noncompetes. Physicians should also have a fair work market like any other profession. Noncompetes undermine the healthcare market Banning non competes promotes a more free market approach to healthcare and would better hold practices accountable for how they treat their employees"
Sasa	"My name is Sasa (Sasha) and I am 100% in support of this change. I have just gone through this issue with my previous employer, and had attorneys involved. It is absolutely ridiculous that anyone should ever be prevented from doing honest work. It is not consistent with the capitalist way of how things work in this country. It is the land of opportunity, is it not?"
Diane	"Hello, I'm writing to express my opinion that the FTC ban non-compete clauses. Non-compete clauses hurt the American worker, especially the middle and lower classes. Please help workers feel seen by giving us a sense of agency and empowerment."
William	"Please stop non-compete clauses. It's wrong. Intellectual property is important and there are other laws to protect it. Workers should be able to increase their wages by changing jobs."
Janel	"I support a federal ban on noncompetes. We're currently in a physician shortage. Non-competes are an undue burden and lead to physicians either stopping the practice of medicine completely or leaving their communities either temporarily or permanently. Both of these outcomes only worsen this shortage and directly impact the health of the American people."
Amanda	"I am a physician. Non compete clauses hams patients by disrupting the patient physician relationship when a physician changes employment. It causes physicians to leave communities they would love to stay in because of non-compete clauses. They should end."

<p>Ramona</p>	<p>"Non compete clauses are harmful to both individuals and society as a whole. By suppressing wages, they add to the growing divide between the wealthiest and the middle class. Our loss of a strong middle class harms our economy as this group drives most of the economic engine through purchases. Another issue is freedom. Non compete clauses are a direct violation of our most basic freedoms to choose. Choice is the foundation of capitalism and a free market. Without choice, real choices with known advantages, disadvantages and costs, our economic system breaks down. Over the last few decades, restrictions to freedom of choice, laws that favor companies over workers and the greater good of the country have eroded our democracy at its very foundation. Please limit or out law this non-compete clauses so that workers can once more exercise choice in the market place of jobs."</p>
<p>Haley</p>	<p>"Noncompete clauses should be banned, especially for physicians! Hospital admin overreach has had egregious effects on the level of care provided. There is no profession for which banning these clauses is more crucial!"</p>
<p>David</p>	<p>"I am a veterinarian working for a large corporation. Getting this job required that I sign a "Confidentiality and Non- Solicitation" agreement that effectively prohibits my working anywhere else in the large metropolitan area where I live for a period of 2 years following the termination of my employment, no matter the cause. I would have to move. This is stifling and absurd. I feel owned. I am a strong proponent of making all such agreements illegal. Thank you."</p>
<p>Joe</p>	<p>"Thank you! Unleash creativity and entrepreneurialism while supporting workers and improving their lives."</p>
<p>Rita</p>	<p>"Non-compete clauses absolutely need to be abolished. When working at Microsoft as a vendor (contractor), Microsoft hired a different contractor company that managed 50+ employees. The old (fired) contracting company stated the employees couldn't work for the new company due to the non-compete clause. It was a nightmare! We were not allowed to work for 45 days until this was resolved. All the vendors did not know there was a non-compete clause because that was established directly with Microsoft. As vendors/contractors, we worked for the contracting company that hired us. Many of the most talented left as the new company was lowballing our salaries and benefits to the extreme. The vendors had no recourse and were completely caught in the middle. Abolish non-compete clauses!"</p>
<p>Cara</p>	<p>"I am writing to support eliminating non compete clauses. I was victim to a non compete clause after being let go without cause. My former employer harassed me and made multiple bogus threats that I was violating my non compete. I was unable to work in my field for a year. I am still recovering financially. It's been two years since I was fired. Non competes are only necessary for protection of very certain IP. My former employer tried to keep me and succeeded in keeping me</p>

	from an entire field with the bullying of their lawyers for a year. I sincerely hope you eliminate non competes."
Diane	"Ban the NPRM, it is the right thing to do!"
S	"Non-compete clauses in employment contracts are crippling for every industry. Employees are forced to work at reduced levels or in different industries which acts as a drain brain. Specialized skills and knowledge bases are needed. Non competes are being used as ridiculous tools of punishment to control market share."
Pranav	"This is a fantastic proposed rule. As a veterinarian, non-compete clauses have been a staple in the contracts of doctors for many years. If someone lives in a city and is experiencing a toxic work environment, a non-compete clause can prevent him/her from being able to work virtually anywhere else in their city and cause them to have to relocate. This also means that in many instances a veterinarian cannot start their own professional practice in the city that they live. There is already a corporatization of veterinary medicine as well as a shortage of veterinarians occurring, both of which are driving up prices to consumers. With the various difficulties that come with owning a practice already, let's remove at least this one roadblock so that more veterinarians can have the ability to start practices where they live, and thereby increase competition and decrease the cost of care!"
Michael	"Non compete agreements are absolute nonsense. Its time our government starts doing things to protect workers."
Ron	"Not allowing someone to Work in the field that they have experience is just wrong!"
Nancy	"I'm not an attorney nor do I presume to understand all of the issues. However, after many years in a number of professions I believe the non- disclosure act in journalism favors businesses over the rights of the individual and against the interests of the public."
Adrian	"I am an ER Physician who works in rural, underserved communities. Please ban non-compete clauses. They divert funds from small hospitals. Some corporations with these clauses span across states and regions. The corporations do not care if patients lose their physician (death, maternity leave, severe illness such as Covid Pneumonia) and will deny qualified replacements due to non-compete clauses. Please ban them immediately."
Cristina	"Don't ban physicians from fording fair equitable work by allowing employers to add non compete clause to our already overbearing contracts. I hate moving every single time I want a job change for growth and development."

Jeannette	"It's long past time for this oppressive, unjust practice to be banned."
Linda	"Please stop businesses from trapping their employees. Non-compete clauses must go."
Tracy	"Please vote to do away with the non compete. It makes working for rural populations such as the Indian Health Service almost impossible and deprives patients of access to their providers."
Salvatore	<p>"Non-compete clauses in employment contracts are restrictions that prohibit employees from working for competitors or starting their own businesses in the same field after leaving their current employer. These clauses can reduce competition, limit innovation, and have negative impacts on the economy. Therefore, non-compete clauses should be banned. Firstly, non-compete clauses limit job mobility and hinder career advancement for workers. Employees with specialized skills and knowledge are unable to use their expertise in similar fields or advance their careers, thus creating a barrier to job opportunities and entrepreneurial ventures. This limits the potential for innovation and growth, and restricts the free flow of talent and ideas in the market. Secondly, non-compete clauses have negative effects on small businesses and startups. These companies rely heavily on talented and experienced employees to innovate and grow, but non-compete clauses make it difficult for them to attract and retain such employees. This ultimately limits the potential for these companies to compete with larger, established firms and hinders the creation of new and innovative products and services. Lastly, non-compete clauses have limited effectiveness in protecting company secrets or confidential information."</p>
Brian	<p>"To the Federal Trade Commission, As a physician and surgeon, non-compete agreements (NCA) have for too long plagued the healthcare system and the ability for physicians to work and live where they desire. I am an orthopedic surgeon in Colorado and I have been personally affected by this issue as I signed a contract with a non- compete agreement . . . even after several negotiations with a healthcare lawyer as the clinic was determined to maintain the NCA. . . . Signing this contract was the only manner in which I found it possible to stay in a desirable location to work as an orthopedic surgeon near the Boulder and Denver areas as the physician market here is very difficult to enter, especially as a young surgeon. As a native Coloradoan with family and in-laws remaining in the cities Golden and Evergreen, it is critically important that my family (including my wife and 19-month-old daughter) were able to stay close to our relatives. . . . Physicians do not owe their employers for their medical education (which is already purchased at premium costs and debts) and there are no significant trade secrets that physicians can carry between employers."</p>
Katherine	"Non-compete clauses in physician contracts impair a physician's ability to earn a livelihood. As hospital systems and medical groups consolidate, the "reach," or

	geographic restriction specified in no compete clauses has continued to expand, further restricting physicians' employment opportunities."
Eugene	"I was very surprised to hear that Non-Compete Clauses are being used in what I would describe as blue collar jobs. The intent is clearly to keep people from seeking to change employers in pursuit of a better wage. In my opinion this is akin to slavery in which the opportunity to improve one's situation is thwarted by employers seeking to keep employees in their place. I strongly urge the FTC to ban these practices which go against everything this country should stand for. The fact that the Chamber of Commerce is fighting to preserve this form of bondage does not surprise me but it should inform the Commissioners as to which way they should rule on this issue."
Katelyn	"This is super important but needs to also include not for profits! As a physician it is super hard to job hunt due to very strict non-compete clauses that can make you move far from your home area!"
Thomas	"I strongly support this measure! Abolishing noncompete clauses would promote dynamism and increased employment in the American economy, giving it a sorely needed boost. Noncompete clauses have devolved to become a drag on the market, limiting employment that would otherwise be possible as well as representing an unnecessarily skewed balance of power between employers and employees. I urge the FTC to adopt this measure as quickly as possible!"
Frustrated	"Exempting physicians from noncompete clauses is a recipe for disaster. Physicians are increasingly treated poorly by hospitals and nonprofit hospitals. For patient safety, we choose to leave at some point. We need our livelihood protected, when we stand up for the protection of our patients. AHA has zero physicians on their board and should not be considered a spokesperson for physicians."
B	"Non-compete clauses should be abolished. Non-disclosure agreements can be used to protect trade secrets and avoid conflicts of interest."
Kevin	"Dear Chair Lina Khan, If a market is to be free, its labor must be. The work you are doing to level the playing field for American workers is vital, and I am writing to wholeheartedly support your effort to ban noncompete agreements. It is a deeply American principle to foster freedom of choice in our working lives, and its effects will bring benefits to our economy, our future entrepreneurs, and the general working conditions of our people. Noncompete agreements stifle our economy, making our employers hypocrites to the dedication of the principles that make this nation good. Workers in regions and sectors with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, and I am proud to see you move this country in the direction of promoting human flourishing. The only people this will offend are those who seek to control the hearts, minds, and bodies of other individuals, and the dedication to labor's liberty this proposal evokes is deeply aligned with the most important principles of our nation. Banning

	<p>noncompete agreements is the most significant federal action to improve conditions for American workers I have witnessed in my lifetime, and it is great to see the FTC working to lift up the hearts of the less enfranchised."</p>
Jamie	<p>"I vehemently support a ban on non-compete clauses."</p>
Nicholas	<p>"I am in the process of changing jobs. I would consider myself to be a high-skilled worker, but certainly not highly compensated. I have a PhD in one field. As such, it is natural that all jobs I take share many common elements relating to my expertise. My new company does not compete with my old company in any way. Nevertheless, while I doubt my old company's claims would hold up in court, my old company has made reference to how I am prohibited from engaging in certain activities that could be construed as competitive in the first year of my employment with my new company. I believe these claims are spurious, but they do have a chilling effect. I don't believe my company will prevail (and I doubt they will pursue legal action) but the claims themselves are unsettling, unnecessary, and have a negative effect on me, an employee. This clause in my employment agreement has given me pause for quite some time as I have contemplated this move. I am eager for the FTC to strike down non-compete clauses. I think that this rule makes clear (though perhaps could make more clear) the fact that banning noncompete agreements does not change the prohibition stealing intellectual property. However, over-broad noncompete agreements have an unnecessary chilling effect and hurt the economy."</p>
Brian	<p>"Please move forward with eliminating non-compete clauses from contracts. Workers with the most valuable, specialized skills often have a limited number of potential employers and industries where they can work. If these workers are not able to negotiate fair compensation (or find other work), the incentives to seek specialization will suffer and fewer people will work to develop these highly valuable skills."</p>
Andrew	<p>"Non-competes should be outlawed for all but the most senior executives. They prevent people from finding employment in a fair and open jobs marketplace. Please protect the people from the powerful interests who only want to enrich themselves at the cost to society."</p>
David	<p>"Reading the proposed rule, I can imagine no reason why the proposed rule shouldn't be made effective and binding upon employers."</p>
Nathan	<p>"Non-compete agreements represent an ideology that is in conflict with the free market. A worker should not be threatened with a legal action for trying to get the best price in return for their labor. Non-compete clauses/agreements are another way for greedy corporations to pay their employees as little as possible and using the legal system to do it. It is un-American, anti-democratic, anti-capitalist, anti-worker, and pro-subjugation. Also, I'm looking forward to seeing a renewed effort to break up illegal monopolies. Something that hasn't happened (with a couple exceptions) since President Roosevelt. What a shame! Shame on this country,</p>

	<p>especially it's government, for letting corporations run rampant and treat the workers, our economy, and the environment with disdain. Where is the oversight to protect the workers? where is the regulation to keep greedy companies from destroying our environment? Where is the legislation to make sure our economy is not reliant on foreign manufacturing? For shame!"</p>
Bernardo	<p>"This is a critical step toward creating more fairness in the market! Huge support."</p>
Cameron	<p>"Dear Chair Lina Khan, I strongly support your extorts to ban non-compete agreements nationwide. These agreements utilized lengthy legal verbiage to intimidate employees into staying in their roles should they look to seek other employment in their field of expertise. These contracts also put the employee at an unfair disadvantage and potentially drive economic hardship should the employer decide to terminate their employment and then bar them from future employment in their field of expertise. I am however in favor of other contractual limitations that prohibit the solicitation of employees and clients of the employer or sharing trade secrets or proprietary inventions and business solutions with competitors. These measures allow the company to protect itself but do not hinder an employee's professional growth path. Banning non-compete agreements will help to both allow employees the basic right of employment choice and also help to promote a more fair and competitive job market. Thank you for your leadership on this issue, I truly appreciate the work you are doing with this and ask that you please issue a final rule that bans noncompete agreements so we are all working on a fair playing field. Best, Cameron Felton"</p>
John	<p>"Dear members of the Federal Trade Commission: I am writing to strongly encourage you to impose a rule that bans noncompete clauses. A foundation of prosperity and upward mobility in America is the right to seek employment elsewhere, especially for low and moderate income people. These individuals typically do not have easy access to legal counsel, may not be able to delay securing employment, and may not be aware of the ramifications of the "fine print" in employment contracts. Having the right to seek better opportunities elsewhere, within whatever field or industry a person wants, should be considered a fundamental freedom for all Americans. Kind regards, John Felty"</p>
Steve	<p>"In regard to the proposed Non-Compete Clause Rulemaking, Matter No. P201200, I would like to voice support for the Commission's proposed changes to make non- compete rules much less widespread. As a former Chief BR or Talent officer for Vail Resorts (US largest ski company), Visteon (Tier One automotive supplier) and Bridgewater Associates (world's largest hedge fund) along with over 15 years in high tech firms I have witnessed the evolution of non-competes going towards a select few (who have economic leverage) to the masses (who do not). It's fundamentally unfair to restrict those with little access to intellectual property and whom lack the leverage to demand fair compensation for the restrictions placed upon their future employment. I' in now coaching executives, and we make employers commit to paying wages during a "garden leave" if they enforce a non-compete...a middle manager does not have that luxury despite probably needing it</p>

	<p>more. In short, non-competes should indeed be restricted to a limited few whom (a) have access to true IP, and (b) are compensated for their tenure of non competition. Thank you for your consideration."</p>
Carolynn	<p>"I am strongly in favor of getting rid of noncompetes for everyone. But particularly for Physicians. As a physician myself, I have seen so many colleagues who are trapped in terrible positions because of noncompetes. There's an unlimited amount of patients and there's no reason that physicians need to have noncompetes. The doctor-patient relationship, a secret and patients should be able to transfer with their doctor wherever the doctor needs to go. Employers are using noncompetes as a way to force Physicians into continuing in their positions instead of negotiating with the physician. It is contributing to access issues for patients and disrupting the scared doctor patient relationship. Do not exclude physicians from this policy change"</p>
Jason	<p>"Dear Chair Lina Khan, I greatly support your proposed ban on non-compete agreements. I'm a conservative and view this noncompetes as anti-capitalism. It has also personally stifled my career and salaries due to unique skill sets. This simple ban could promote growth and competition for our country and is a great policy change. Appreciate your work. Sincerely, Jason Fry Littleton, CO"</p>
Marianne	<p>"I'm a single parent of two adult daughters. Raising them on my own was unexpected and very difficult. I've created this comment in hopes of benefiting them and all younger people still in the workforce. Non- compete clauses are patently unfair 'agreements' that benefit only employers. Prospective employees are forced to sign if they need the job. This is completely unbalanced, and I very much hope that such contracts will be banned. Thanks for your consideration."</p>
Sarah	<p>"Non- competes hurt workers, unfairly impact minority groups, inhibit personal economic and professional growth, and harm the economy on the whole. Currently, several states have restrictions placed on non-competes which protects workers in those states. These restrictions that protect employees ought to be extended at the Federal level. In a world where remote workers comprise roughly 1/3 of the American work force, we need clear federal guidelines. In our current environment, remote workers who are employed by an out-of-state employer and/or move between states face challenges trying to understand which laws apply to them. Creating a federal ban on non-competes resolves this concern. Non-competes give all the favor to he employer and harm the employee. I understand wanting to protect legitimate business interests, but all too often, non-competes only keep a former employee from being able to find meaningful work in their respective industry. People are held back in their career growth and earning potential when they are unable to work in their industry for 6 months to 3 years (the most time ranges found in non competes). Alternatively, people might be forced to switch industries all together, effectively resetting their career progress. Ultimately, this means industries that could benefit from the ideas and work of workers restricted by non-competes are also harmed. Furthermore, non-competes disproportionately impact women and People of Color as evidenced by multiple</p>

	<p>studies. How can we claim to be a country that upholds freedom and equality if we allow (on the federal level) laws that unfairly negatively impact women and People of Color? I hope the FTC will take into account the thousands of stories being told in these comments speaking about the negative impacts of non-competes. Non-competes should not exist. You have the power to put an end to decades of harmful practices that hurt workers and the economy. Please do the right thing and ban non competes."</p>
Kelly	<p>"Please do not exclude physicians from the non-compete rule. As an emergency physician I am paid by the hour and have no access to any privileged business information. Prohibiting me from working at the other hospitals in town only serves to fatten the bottom line of the business and keep me from speaking out about safety issues."</p>
Maureen	<p>"Non competes are wrong and completely in opposition to the American dream. How can I get ahead if I can't get away?"</p>
Daniel	<p>"I fully support a ban on the use of non-compete agreements for employment contracts. This is a discriminatory practice that punishes workers for no fault of their own. It's immoral, unethical, and abusive. Non-compete agreements damage the economy and make America a less competitive country with a less dynamic economy. They should be illegal."</p>
Jami	<p>"Hi, I work in Colorado State Government. My ED added clauses to all vendor contracts banning them from hiring most employees from my agency. This effectively prevents me from being hired by any company in the healthcare industry in CO. I support the FTC's ban on non-compete clauses. I also ask that language be added to prohibit similar language being added to vendor contracts as a backdoor means of a non-compete clause that then prevents employees from leaving government sectors to work within other areas of their industry. These clauses prevent workers from finding well-paying jobs, leaving toxic work environments, or growing within their fields. This policy will make it easier for workers to have options."</p>
Chris	<p>"Non-Compete Clause Rulemaking, Matter No. P201200 - I support the rule to eliminate non-compete clauses. Because of a non-compete clause my wife must continue to work for a company she no longer wishes to work for or leave the workforce for 2 years. Our other option is to relocate to another city outside the radius of the non-compete."</p>
Shelena	<p>"Companies should not be allowed to force workers into non-competes. A rule against this is long overdue."</p>
Thomas	<p>"As an Automotive Executive and unfortunate recipient of a Non Compete Disclosure, it's caused many outside of the organization opportunities to fall off the table. For a publicly traded company, it is also prejudice and unfair to only enforce</p>

	<p>the disclosure to select employees. It's a "hit or miss" mentality. Competition is reality when it comes to competing for consumers. Competition should be reality for those serving our consumers without the harsh Non Competes in place. When employers treat their employees "right" the employee doesn't want to leave anyway. If the employee isn't the right fit, or vice versa, the employer should allow the employee to find the right fit without penalty."</p>
Michael	<p>"Long overdue. non-compete clauses and those worded to try to not sound like non compete "i.e. worker must pay damages if they seek work elsewhere in a given radius" are a plague on workers"</p>
Amanda	<p>"I support the FTC's decision to ban non-compete clauses from worker contracts. As someone who has worked under this system before I have seen the harm it does to workers and to making the company culture less supportive. Please get rid of this practice."</p>
Prena	<p>"To whom it may concern: Physicians took an oath to put patients first, they also have a fiduciary responsibility to their patients. The corporate practice of medicine is illegal in most states. Noncompete agreements are in direct conflict with the ethical practice of Medicine because they put Physician's at risk of being strong, armed into practicing unethical medicine, and into putting their employers over their patients. Physician should have a right to work and move freely just like every other person. Physicians are the value creators. There's no intellectual property or business value that is created by health system employers -they bring patients and doctors together, they are compensated, handsomely for that service, and they should have no further influence or jurisdiction over the practice of medicine. Sincerely, Prema Gupta, MD A young physician hoping for a fruitful career taking care of patients"</p>
Andrew	<p>"The elimination of the NPRM would indeed provide individuals seeking employment with greater freedom in the job market by allowing them to participate without fear of punishment or constraint from the non-compete clause. The removal of such restrictions can lead to increased competition and innovation in various industries, benefitting both workers and consumers."</p>
C	<p>"Hey FTC, non-compete clauses are anti-competitive and monopolistic. Corporations have grown to have way too much power, and are using non-compete clauses to suppress worker and individual rights unfairly. Even smaller companies are using non-compete to abuse and underpay workers and manipulate job markets. These, and any causes like them, should be banned permanently within the borders of the United States."</p>
Mark	<p>"Good afternoon. I am delighted to see the proposed rules eliminating non-compete clauses. Such clauses are contrary to the overall health of the economy due to the restriction on the free flow of labor, without encumbrances. Record corporate profits shows that the pendulum of economic power has swung dramatically toward businesses, particularly the very large businesses. Many</p>

	states, including Colorado where I reside, already are ahead of the federal government, and it is time for a national standard on this in protecting the free flow of talent."
James	"I am very happy that the Non-Compete Clause Rule is being implemented. This rule only helps owners keep wages down and hurts workers. Low wages are part of the problem of homelessness and banning non-Compete clauses helps address that issue."
Wendy	"I'm absolutely in favor of banning the non-compete clauses. Having been subject to them for years as a software developer, they limited my ability to find new work, locking me into employment situations that don't allow me to advance my career, my skills, or improve my income or health benefits. If I decide, or am forced, to leave my employment, my former employer should not have that level of control over my next job."
Michael	"RE: Non-Compete Clause Rulemaking, Matter No. P201200 I support preventing companies from creating formal non-compete contracts as a condition of employment. These type of agreements impact both employees and consumers negatively."
James	"Non competes are literally against the very core of capitalism. The only reason they exist are anti-capitalistic in nature. If companies were to invest in retaining employees instead of sucking the very soul of working out through their wallets, non competes would never have existed in the first place."
Zachary	"Non-Compete Contracts are anti-competitive and stifle growth for American workers"
Julian	"As a captive "Independent Contractor" for a large insurance company, this vile would be a lifeline should I decide to pursue an independent agent opportunity. The insurance company I represent, has gradually cut commissions over the past few years, while fattening its bottom line through sky high policy renewals and rates the new business that makes it extremely uncompetitive compared to peers. There is absolutely no reason why I should be held prisoner and not be able to pursue far more favorable, and beneficial opportunities, for both myself and my family. Insurance will be an industry where employees or contractors will have a significant advantage should this rule go in effect. I am in favor of this rule and can't wait for it to be implemented."
Lauren	"Iain in favor of banning non-compete clauses. In my experience many large corporations use them as a weapon to force employees to accept contracts and terms is employment that are very unfriendly to workers (e.g., paying below market salaries with poor benefits) while still making record profits. It effectively enables companies to squeeze every mince of productivity of workers at the expense of their physical and mental health, but those workers are effectively trapped by a

	<p>non-compete that would force them into situations that are bad because of long commutes, having to take an extended break from employment, etc. I know of companies that are forcing employees to sign non-competes even where the state bans them, threatening the employee with having to defend themselves against a frivolous lawsuit that the company knows it cannot win. It is yet another symptom of the corporate greed plaguing the US."</p>
Brandon	<p>"I 100% support this. Please make this a priority as the practice of Non Competes are unethical, anti-labor and anti-competitive and harm the working class. I have worked in tech for 20 years and this has made growing my career both chaotic and forced me to incur a harder job search multiple times. Workers don't have the means to have lawyers on retainer which creates a real active fear, especially in competitive industries, of vengeful ex employers trying to limit movement in the workforce without improving their culture or management issues."</p>
Lisa	<p>"After 19 1/2 years with my company out of Texas I was fired in November. The noncompete I was coerced into signing has a 3 1/2 year waiting period after termination and geographical boundaries as stipulations that are unreasonable. PLEASE!!! do away with these noncompetes. Please!!!"</p>
Lisa	<p>"Non-competes aren't good for business. They supposedly are in place to protect the employers confidential information, files, designs, etc. That has nothing to do with the employee who has spent their entire career in one field and wants to work for another employer but restricted because of an unreasonable noncompete agreement. It only hampers the employee from continuing to do what they do well with another employer. I'm trying to get out of my noncompete that is incredibly UNREASONABLE! 500 mile geographic limitation from a company that has 249 US locations as well as a 3 1/2 year noncompete time period. By then I'll be into retirement and won't need the agreement or it to be voided. I need this bill to pass so I can continue working and doing what I do well for another employer. The employer I left after 20 years got a lot out of me and is very prosperous due to my efforts. Now I want to go to another employer. Please, please pass this bill so I can live again. I've attached my noncompete just in case you want to review how insane it really is."</p>
Ariana	<p>"I support this bill and hope this can be pushed through to legislation. Corporate entities have way too much power and oftentimes enforce these rules even with involuntary terminations. We are lagging behind other nations across a variety of industries; allowing people the opportunity to return to work in their field of expertise keeps innovation moving. Also, the statistic about healthcare costs is staggering. Having to pay for marketplace insurance as opposed to sponsored plans is extremely cost prohibitive, and for terrible coverage. This bill is long overdue."</p>
Alex	<p>"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</p>

	<p>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 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. 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. It could also worsen patient outcomes. I urge the FTC to reject the AHA's proposed exemption and uphold the noncompete rule for all workers, including physicians."</p>
Ashton	"A++++++ would law again!"
Ezra	"Thank you, that has been needed for years. Free market is the best market."
Codi	<p>"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 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. I urge the FTC to reject the AHA's proposed exemption and uphold the noncompete rule for all workers, including physicians. It is essential to protect workers' rights and promote a fair and competitive job market. Thank you for your attention to this matter. Sincerely, A concerned medical student."</p>
Matthew	<p>"As a technical worker who is currently trapped in a non-compete clause, I whole heartedly support rescinding non-compete clauses. My business partner would like to start a competing business because we believe we can run operations better, and provide better value to the government. We need our current salaries to survive, which makes it next to impossible to escape our current employers. I would be forever thankful if this were passed. Additionally, it would also help if there were a non-retaliation part to this. There are only so many government contractors, another fear is our current company would get us blacklisted due to their connections in competing, or being brought on as a sub to a larger contractor. Thank you!"</p>

Mark	"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth!"
Jenn	"As a physician I feel non compete clauses affect us in a very detrimental manner. I support eliminating them for all of us especially those in health care."
Anita	"Thank you for taking on the non-compete clauses in employment; I endorse the NPRM! This will benefit consumers as well as workers, and it will also benefit good companies by leveling the playing field."
William	"I fully support this rule."
Morgan	"This will allow physicians to provide better patient care! A win for physicians and patients."
Zachary	"FTC commissioner Wilson cannot be trusted to weigh in on this proposed rule given her long-running association with both the American Bar association and the Chamber of Commerce as it pertains to this proposed rule. She will categorically ignore any comments in favor and instead come up with some far-fetched hair-brained reasoning as to why this rule is a stain on American patriotism and freedom. The reality is that LAWYERS of all people are the only ones who currently benefit from protections against non-compete agreements and Commissioner Wilson would like nothing more than to deny that right to remaining 330M Americans."
Danielle	"Non-competes are an unfair advantage to all new graduates, associates and supportive staff that work tirelessly at subpar wages that favor any long-standing, pre-existing corporate employer. These contracts prohibit professional workers from pursuing their careers, and therefore making appropriate income, after acquiring astronomical amounts of debt from their higher education achievements. Not only that, non-competes keep unhappy employees in their positions because they know they don't have another nearby option in their career to make similar wages. This further leads to mental health issues amongst professionals which further disrupts the level of care they are able to provide to the general public. In my particular area, my non-compete restricts me from pursuing my profession anywhere nearby. I would have to drive a minimum of one hour away to perform my job that I attended 8 years of higher education for. It's absolutely unnecessary and ridiculous. Our area is in NEED of more veterinarians, yet my non-compete keeps me from helping my own community."
Lucas	"Thank you for doing this. My brother has gone through legal troubles because of the vindictiveness of a company he no longer works for which should have no say or ability to restrict his employment opportunities at that point. People train and become specialists such that their best and possibly only opportunities to further their career and maintain their standard of living is in a similar role at a competing

	company. Banning non-compete clauses is long overdue. They are blatantly anti-competitive, and a blight to economic health."
Travis	"37 yr old male construction worker. I currently work under a non-compete agreement, in Colorado state. The application of non-compete agreements with low wage, hourly workers is directly conflicting to an American's ability to exercise their god given freedom and pursue their dreams, on the best on the path of their own choosing, without abandoning their profession."
Janel	"The use of non-compete agreements are unconscionable when used against low level employees without privileged corporate data. They are often used not to protect institutional knowledge but to reduce the power of employees to receive fair compensation and reduce competitiveness. We don't allow price fixing or other forms of collusion, this is no different. There may be some very limited cases where it is strictly necessary, but they are most often used as an unfair advantage in the labor marketplace. I commend this action to outlaw them and hope you carve out as few exemptions as possible."
Adam	"Capitalism thrives on competition. The right to earn a living is fundamental."
David	"Non-compete clauses are unfair. Non-compete clauses stifle employees' ability to advance their careers."
Parker	"I think that non-compete clauses and documents do not help anyone but companies that are trying to exploit their workers more by limiting their options of employment. Let the free market decide."
Adam	"As far as I'm concerned Non-Compete agreements are anti-free market and the authority of Courts to enforce them is Constitutional questionable at best. They only hurt the market and allow large companies to abuse their employees and artificially depress wages by fear."
Katharine	"I am a primary care physician. Every single contract that I have seen (and signed) has contained a non-compete clause. In fact, my current contract has a non-compete clause to the tune of a 25 mile radius for TWO years after leaving my current place of employment — in other words, I need to leave town if I want to change jobs and continue to see patients. These clauses are incredibly detrimental not only to physicians as employees and laborers, but also to patients and communities who stand to lose access to their doctors if a doctor opts to leave their current place of practice for one reason or another. These clauses are designed to be anticompetitive, to limit the employment opportunities for physicians, and to lock them into employment agreements in which they have little leverage to demand change, improved work standards or benefits, more time toward patient care, or the myriad of other things that would improve healthcare outcomes and keep doctors on the job for longer. Add this to the fact that there is an estimated shortage of approximately 55,000 primary care doctors in the US

	<p>within the next decade. We cannot afford to restrict the ability of highly trained physicians to serve their communities simply for the economic advantage of healthcare systems. I strongly encourage the FTC to pass this regulation and to eliminate the widespread, inappropriate use of non-compete clauses in the US labor market."</p>
Jen	<p>"I support ending the non-compete clause for physicians"</p>
Kelly	<p>"My UFCW pension plan also has a non-compete requirement, with very restrictive rules as to where a person may work, how many square feet the merchant may have, what category of products are for sale, etc. This is entirely non-skilled labor. I believe that pension plans should also be prohibited from enforcing this policy, or intimidating with the threat to curtail benefits. I've been out of the industry for nearly 20 years, but am still "required" to complete an affidavit (attached) that I will not perform "prohibited work". My wife is in the same situation. I can only assume that thousands of others may be limited in their employment opportunities by these restrictions. I'm not even sure that this is legal now, but would like to ensure that it's not allowed going forward. Thank You Attachments IMG0846 IMG_0847"</p>
Tara	<p>"This would be a great benefit to all of us who are unjustly working under non-compete clauses. I have a 5 year non-compete clause where I cannot work in my field as a real estate broker or managing broker or in any capacity for any type of business that is in competition who also owns a title company and a mortgage company. If I were to leave or get fired, I would be not able to work in my profession. I have been reluctant to make a change in my employment even though the company has treated me badly and has been a party to violating what I believe are RESPA laws and employment laws including EEOC and Equal Pay for Equal work laws due to the existence of my non-compete which I have attached here. Original Comment This would be a great benefit to all of us who are unjustly working under non-compete clauses. I have a 5 year non-compete clause where I cannot work in my field as a real estate broker or managing broker or in any capacity for any type of business that is in competition with HomeSmart who also owns a title company and a mortgage company. If I were to leave or get fired, I would be not able to work in my profession. I have been reluctant to make a change in my employment even though the company has treated me badly and has been a party to violating what I believe are RESPA laws and employment laws including EEOC and Equal Pay for Equal work laws due to the existence of my non-compete which I have attached here."</p>
Daniel	<p>"Hospital systems have and continue to implement non-competes to geographically restrict physicians and threaten their livelihood and happiness, which ultimately impacts patient care. It needs to be banned."</p>
Jen	<p>"I wholeheartedly support outlawing non-compete clauses. Non-complete clauses are a huge overreach- companies should have no control over what a person does</p>

	when they're no longer employed by that company. Non-compete clauses only exist to hurt workers and should never be allowed. Thanks for your time."
Rita	"defend workers from these exploitative contracts, ban noncompete agreements"
Joseph	"I'm writing today in support of your effort to ban noncompete agreements. Ultimately corporations must be reigned in on their control over the citizens of the United States. Non-compete agreements remove freedom, stifle creativity and innovation, and hurt all of our citizens as a direct result. The biggest example to me is the effect this can have on medicine and hospitals. Currently, the fact that Non-competes exist in this industry is an abomination and has a huge negative effect on both the employees bound by the agreements and also the patients receiving care. By binding people to these agreements, entire careers are effectively trapped in a situation where they are unable to simply move on if the professionals bound believe business practices to be unethical, such as egregious price increases on publicly funded medical advancements and otherwise (In the example of the covid-19 vaccines among many other publicly funded necessary medical advancements that should be nationalized as a matter of public health and safety). This is a must pass first step in order to effectively rein in corporate power and allow for a more just and a more ethical nation. We must increase worker power and stability, and ensure all people within our nation have the freedom to make decisions based on their own morals without being tied up by authoritarian and hostile corporations. As a nation, we must ensure individuals have the ability to push back without being strong armed and coerced by oppressive systems and inescapable financial situations that have historically handicapped them against corporate power. If people need to have a job to live, they must have the freedom to work for any employer without being cornered by any agreement that doesn't deal in safety or necessary regulation. Thank you for your work, and please issue a final rule that bans noncompete agreements."
Beth	"Physicians must not be controlled by noncompete contracts. This disrupts patient care & access. PC & TC should never be allowed to control one another. This is how monopolies begin & greed takes over. Healthcare should not be a commodity - we are all individuals."
Claire	"We veterinarians deserve to navigate our careers without arbitrary restrictions imposed on us by employers who are afraid that their clients, OUR clients, will develop such meaningful relationships with us that they will choose to follow us when we pursue new opportunities in our communities. Attachments FTC Non-Compete Comment"
Barbara	"Please support FTC ban on non-compete clauses; they hann the economy greatly!"
David	"I am a practicing physician and I strongly disagree with the exclusion of physicians from non compete rules. This will lead to poorer health outcomes,

	poorer outcomes for patients, poorer choice for patients, and poorer working conditions for physicians"
Patrick	"This is a great rule, and I completely support it. It is much needed to ensure worker rights and economic mobility."
Melanie	"I had a non compete as a physician in Louisville KY years ago. I had to leave KY to practice my specialty when I lost that job due to a chairman switch. Non competes are horrible. I, as a radiologist, don't have my patients follow me. Just silly."
Mark	"As a family physician, non-competes are unfair and limit my ability find additional work close to home."
Amanda	"As a broadcast professional who works in an on-air capacity I've been hampered by non-competes in the near past. It is patently unfair to tell an employee that that they are not allowed to continue in the field the have studied in and often paid for certifications for any period of time, especially when broadcast companies feel no allegiance to those employees and often lay people off or fire them without cause. There should be no protections for the company if there are no protections for the employee. Broadcast companies have used these to derail the careers of several of my colleagues who were forced to leave the industry to feed their families. Please do away with non-competes!"
Andrea	"Non-compete clauses severely disadvantage employees. When it comes to concerns over intellectual property, narrowly written non-disclosure agreements should be sufficient. When I left a low-wage menial job I had secured right after college, I was hit with a letter by my former employer "reminding" me of the non-compete and non-solicit clauses in my contract. This was a very stressful and intimidating experience for a 22-year-old who was making \$12 an hour at my previous employer and had gone to a \$ 55k-a-year job that allowed me to meet my financial obligations. I had to seek legal counsel to draft the required response and was very paranoid for a long time. These clauses are often written to be overbroad and the threats for "breaking" them put a significant financial burden on the low-wage employees receiving these threats. When it comes to executive exclusions for a non-compete ban, I do not support it. There is no title standardization across industries, and there are many situations where those with "Director" and "Vice President" level titles are little more than high performing individual contributors, or middle managers. A ban on non-compete clauses would protect employees from the scorn of the employers they have left and bolster the economy. I grew up in the Greater Boston area around the time Burlington, MA became a large tech hub. Concurrently Silicon Valley was also growing rapidly and becoming the West Coast tech center. The two were competing with each other for talent and influence. We can see from history though that the CA ban on non-competes stimulated the economic activity in the area, and MA's non-compete laws have

	stifled it's growth despite what some could argue is a significantly stronger talent generation engine (Boston Universities)."
Joe	"I strongly believe that the FTC is on the right track with its effort to rein in the use of non-compete agreements. As the agency notes, these clauses were once found only in employment contracts for senior-level employees with access to true proprietary information and corporate secrets, but they have proliferated to even hourly and contract workers. A non-disclosure clause has some of the same effect and can be used where necessary, although for most employees, neither should be used. I would find it acceptable for contracts for very senior employees - C-suite and possibly VP-level positions - to have non-compete clauses. But I don't think they are acceptable at any other level of employment. I have spent 25 years in freelance journalism and have even seen contracts for stories that included non-compete clauses - including that I may not write about this or any similar subject for a set period of time. That's a ridiculous thing to impose on a freelance contractor, especially since the phrasing is often vague enough that it could be taken to mean an entire subject area is off-limits. I've been successful in getting these clauses struck from contracts, but only with work, and only when weighing whether it's worth using my "capital" to push for that change on the chance that a prospective client will simply kill the contract and walk away, leaving me with unsold work. If there were clear rules disallowing these clauses, that would make life a lot easier. As a final point, in disallowing non-competes, I'd encourage the FTC' to think broadly about how employers might try to creatively sidestep the new rules and enforce what are effectively non-competes by other means. There's no point in disallowing a narrow class of contract language if inventive corporate lawyers can simply accomplish the same thing by other means."
Jason	"Non-competes should be banned. The real issue is loss of IP which can be covered under an NDA. These non-competes are currently used for so many different levels and positions, preventing someone from working in an industry for a year or two. Imagine having ten years in an industry and understanding how the industry works. Not being able to work there is harmful to the workers and used to keep employees at their current positions where they would otherwise leave due to lower pay or an environment they don't enjoy. I fully support completely eliminating non-competes."
Christopher	"I am a physician practicing for 15 years, serving my community both as a physician, but also a community educator and researcher. I strongly urge you to support the federal roll back of non-compete clauses especially for health care providers. These are a de facto method to depress wages and limit the ability for individuals to negotiate for themselves in good faith. The free movement of goods and services, part of the free market principles that lead to increased efficiency, is completely invalidated by the presence and enforcement of non-compete clauses. Even if these are found non-enforceable in a court, the cost and time to fight against a non-compete is so overly burdensome that it is not a viable option. Currently, I read reports that the American Hospital Association is lobbying for an exception for physicians and other healthcare providers. This monopoly should not be allowed to dictate unilaterally the terms of employment for healthcare workers

	throughout the country. Attorneys have enjoyed this protection in every state for years, and it is only fair and reasonable to extend to all professionals."
J	"As an individual who currently is working with a non-compete clause in my employment contract, I support the proposal to remove non-competes. My company has a very wide reach within its industry, so you could make an argument that ANY other company within the same industry is a competitor. I'd be at risk of being sued if I left the company to join one of them. I can't make use of the industry specific knowledge I've gained when I look for my next job. Thanks for making this proposal, I very much hope it is approved."
Elisa	"It's wild that people in a specialized field, or even a non specialized field can be shackled to a bad employer due to non competes."
Amar	"Please include non-competes for physicians and healthcare workers. As a physician if I am being treated unfairly and have a non-compete limiting my practice to a city, I will have no option but to move away. The problem is that all the patients I care for will not have a specialist in their area and will be without specialized care because of the non compete. It is an unfair tool that stifles competition and goes against capitalist values. Thank you, Amar Mannina"
Rodolfo	"As a physician I fully support this rule."
randolph	"I do think we need to do away with the noncompete clause in contracts and all businesses. I also see the other side of the story, but it's more compelling to do away with the noncompete clause, rather than to keep it."
Joseph	"The function of a democratic government is (or at least should be) to protect and serve the people. Even if we take the idea the corporation are people seriously they are still vastly outnumbered by the common folk. Moreover, corporations can't suffer, humans can. As such, any rule that disproportionately benefits corporations at the expense of the common folk is a failure of the whole system. If an employer can ensure a skilled worker can't take those skills elsewhere it gives them disproportionate control over them. Moreover it is anti competitive since it destroys the key incentive for both a company to reward it's workers and innovate against competitors."
Michael	"This is very much needed to see personal growth, as well as be able to provide a stable and financial stability for my family. Right now, most customers keep their business because of not just the companies, but the employee's work relationship with the local manager or sales reps. If the company changes, the employee is stuck at the company because of the noncompete, even if there are layoffs there noncompete sticks and does not allow the employee to stay in the industry and creates setbacks in the employee's life. Most companies lie about the noncompete validity in most states, and this cost employees time and money with lawyers or looking for a new job."

Neil	"I left working in a hospital setting because of corporate mergers limiting ability to be autonomous in my practice. There should be no exceptions for hospitals or any industry to allow non compete clauses"
Shawn	"Yes please"
Cara	"I am a citizen who has been harmed by noncompete clauses on medical personnel. They disappear, and all my confidential medical information details disappear with them, when they leave the abusive workplaces where I happen to have found these practitioners. Once I discover that they are prohibited from staying in touch with me, then of course I must refuse to see any other practitioners at that bad workplace, because the problems will just happen again there. It is hard to find a good PT or OT who is not bound by these nasty contracts. Please forbid non-compete clauses in work contracts."
F	"The very basis of -free enterprise" is the ability of its constituents to actually be free. Non-compete restrictions keep workers from being so. They need to be abolished."
Phil	"I strongly support this measure for anyone paid less than 1 million per year."
Zachary	"As a young adult starting my post-graduate career, the Non-Compete Clause Rule will greatly impact myself and many others within the staffing industry. I started my career with a staffing agency right after graduating college, and a year later I ended up moving to a new state and chose to work for a different staffing firm. Within a few weeks my old employer threatened to sue me for breaching my non-compete agreement. Not only did they attempt to do that immediately after starting a new job that I was very excited about, but when I put in my notice to my former employer, my boss threatened me after I refused to stay with the company. He said, "We have some of the best lawyers and a lot of money. Even if we don't win immediately, we can make it go on for so long that your new employer can't afford to defend you anymore, and they will have to let you go". I was scared and confused. I'm just a young adult trying to make something of myself in the staffing world. I wasn't taking anything from them and ironically, I was still supporting my previous employer through the friends I made while working there. I provided my old co-workers detailed information on previous business partners as I knew I could no longer work with them due to the non-compete agreement, and even though I didn't need to do that, I valued doing the right thing. I don't work with anyone or any company that I worked with at my previous employer, and other than my job title, my new role is entirely different. It is unfair that employers can have this type of power, especially over people trying to start a career. Most of the time you don't have many options when you are young in your career, and trying to find the right company for you is a normal part of the process. People shouldn't be held back in making career changes, they should be encouraged. If a company listens to their employees and treats them well, they shouldn't even come across this problem."

Christopher	"Please ban non-competes. My wife is a physician and non competes hinder her ability to practice in her area. Non-competes are anti-capitalist, anti- freedom, and anti-employee. She could not get a job anywhere without signing a non-compete. These agreements are almost never entered into by people with equal bargaining power. Instead, they are forced upon anyone seeking employment. Ban non-competes."
Christopher W.	"I strongly support the FTC's proposal to federally ban noncompete agreements."
Connor	"I'm in strong support of banning non compete clauses outright. Having worked in a specialized industry for 15 years, I'm currently in an employee contract that is extremely limiting for pursuing other opportunities. There are no trade secrets or intellectual property at risk in this case. This is purely driven by employee retention that places restrictions on employees to pursue other opportunities. If we can ban non competes across the hoard, it will help economic growth and enable more entrepreneurs in the US. To me this is a no brainer."
Travis	"Fully support this. I'm in the casino/betting industry and I've had non-competes with both prior companies and my current company. There are a handful of operators so non-competes severely hamper people like me to seek further opportunities"
Adam	"Wonderful. This has been overlooked for too long."
Jeffrey	"I support the ban."
Marissa	"I agree that non-compete agreements should be harmed. While I understand an employer wanting to keep their employees, this industry is not financially lucrative and people need to make a living by working at many different places! They deserve the freedom to work at the amount of places needed to earn a decent income."
Tara	"I feel strongly than non-compete laws should not apply to physicians. I am an emergency medicine physician. My patients do not follow me, but in order to leave my current place of employment, I am forced to uproot my family and move out of state. This is absurd and unfair"
Charles	"The negative consequences of physician noncompete agreements far outweigh any potential benefits for healthcare organizations. Removing these agreements is essential to enhance physician autonomy, reduce harm to physicians and their families, and improve the overall healthcare landscape. By eliminating noncompete agreements, the industry can address the physician shortage and ensure that patients in all communities have access to quality healthcare. Instead of relying on restrictive noncompete agreements, healthcare organizations should invest in alternative strategies to protect their interests and promote employee

	<p>satisfaction. This includes implementing NDAs to protect sensitive information, offering competitive compensation packages, and fostering positive work environments. By prioritizing the well-being and professional autonomy of physicians, healthcare organizations can contribute to a more robust and effective healthcare system that benefits both practitioners and patients alike"</p>
Ryan	<p>"Please move forward with this proposal. All this does is hurt workers and makes for less competition. These need to be made illegal."</p>
Ryan	<p>"The non compete I was forced to sign or loss my job is affecting my life. The company uses it so that I can't compete in the US, Canada, and over seas. All they do is put hardship on workers and hurt competition. Big companies uses these to pay workers less and make it harder for you to leave and get a better job."</p>
MARTHA	<p>"Forcing a prospective employee to sign and adhere to a non-compete clause as a condition of employment is an unfair business practice: particularly in low-wage service occupations. If an employee signs a non-compete clause and then quits or is terminated from that job s/he is then unfairly restricted from finding work in a similar field with a "competitor". This severely impacts the employee's ability to find gainful employment and make a living in the field where they already have useful skills. The practice is the employer's attempt to reduce competition for their products by placing excessive controls on the labor market, through legal means. It can also result in overall wage and benefit suppression for workers in that job sector. Across-the-board signing of non-compete clauses should be illegal and banned in all future employment contracts and they should be voided in all existing contracts. A better, and fairer way to compensate businesses that provide extensive education and/training (attainment of a college degree or a license, for example), would be to allow contracts where employees are required to work for that company for a number of years after 2+ years of extensive training If the employee decides to quit after all or most of the education/training, prior to fulfilling the employer's work requirement, then the employee should be required to pay the employer a set sum to compensate for the training received."</p>
Lori	<p>"We absolutely need to do away with Non-Compete clauses. I am a Massage Therapist, and non-compete clauses are very disruptive to our ability to work. At most retail massage studios (e.g. Massage Envy, Hand & Stone, Elements, etc.), managers are very reluctant to grant raises. Many are franchises owned by venture capitalists who will cut every corner possible to preserve their profit margin. The most efficient way to get a raise in the current massage job market is to jump to another studio for the hiring bonus. Since employers refuse to pay us for our longevity in the spa, non-compete clauses are a direct impediment to our ability to earn the money we need to cover our basic expenses."</p>
Jacob	<p>"I feel that this is a smart move that will immensely benefit American workers and the middle class. I am glad to hear there are still people in government interested in helping normal people instead of corporate interests."</p>

<p>Todd</p>	<p>"Why should anyone be allowed to tell you, me, or anyone else where or who they can or cannot work for? I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth!"</p>
<p>Todd</p>	<p>"A right that can be taken away, is just a temporary privilege. Please stop this terrible, horrible, outdated practice now."</p>
<p>Justin</p>	<p>"I have lost job opportunities because broad noncompete agreement terms leave businesses afraid of legal retaliation if they hire an employee that signed one, even if it is vague about the terms. Noncompetes should not be used because there is no way to limit their terms or enforcement. There are already laws about the disclosure of trade secrets and an NDA does nothing to prevent an employee from waiting out their contract and going to a competitor with their trade secrets at a later date. This obviously only leaves one real reason they are used, to punish an employee for leaving, and to scare them not to."</p>
<p>Nathan</p>	<p>"To the NLRB: the proposed rule to end non compete agree means clauses in labor contracts is timely, important, and welcome. For most employees, there is no legitimate reason for employers to use non competes as a threat or as a coercive measure. Employees should have the right to seek employment or self employment elsewhere. Non competes are used in an anti competitive mariner by employers, arid his needs to end."</p>
<p>Ross</p>	<p>"The non-compete clause fundamentally undermines the concept of free market competition and gives the practice/employer undue power. Our country benefits from a free-flowing labor force that has the ability to move if circumstances determine that movement is in their best interest. This freedom of movement ensures that employers will need to remain fair in their treatment and compensation of labor in order to remain competitive. Non-compete fully undermines this basic tenet of the American labor economy and allows employers to mistreat their labor with little fear of that labor leaving for a competing employer. It is essentially a form of collusion where all of the employers/practices know that they do not have to put the most competitive working conditions forward to retain labor. This is especially true with employers / practices bringing in new, and often, young employees. As long as they are able to "sell" their practice well up front and get that young Physician, NP, PA, etc. in the door, then they know they have locked that labor in with little recourse if the working conditions they ultimately provide do not match those that were "sold." Ultimately doing away with the non-compete will improve working conditions for the labor force across the board, and promote healthy competition among the employers/practices. As demonstrated throughout this country's history, competition breeds innovation and is undeniably instrumental to progress. Stifling that competition puts a drag on the industry and promotes unhealthy labor conditions."</p>

<p>Nina</p>	<p>"Please do not exclude physicians from this rule. There is no reason that physicians shouldn't be able to have the same job protections as any other employee in the US. The non compete rules for physicians make it so that if a physician needs to change their job currently, they must uproot their family, take their children out of school in order to do so. Or they must live out of hotels for a few years in order to provide their family stability while doing locums work. Please protect physicians and their families from non compete clauses."</p>
<p>Physician</p>	<p>"Here's what I submitted... Physicians should not be subject to non- compete clauses because it can limit patients' access to healthcare, reduce competition, and negatively impact physician autonomy and career opportunities. Firstly, non-compete clauses limit patients' access to healthcare, particularly in areas where there are already limited healthcare providers. This is because physicians may be prevented from practicing in the same geographic area, which can lead to longer wait times, reduced quality of care, and potentially higher healthcare costs for patients. Secondly, non-compete clauses can reduce competition among healthcare providers, which can lead to higher prices and lower quality of care. This is because patients may have fewer options to choose from, which can result in less pressure on healthcare providers to compete on the basis of quality, price, or innovation. Finally, non-compete clauses can also negatively impact physician autonomy and career opportunities. For example, a physician may be prevented from leaving a particular healthcare organization or hospital to start their own practice or work for a competitor. This can limit a physician's ability to grow their career, gain new experiences, or pursue different professional opportunities. In summary, non-compete clauses can negatively impact patient access to healthcare, reduce competition, subject physicians to predatory and abusive employment situations (which I have personally suffered under) as well as limit physician autonomy and career opportunities. Noncompetes force physicians to stay in toxic work environments for the sake of family or their community, and this leads to burnout and ultimately leaving the workforce. Physicians should have the freedom to leave an unsustainable work environment. Noncompetes clauses give the freedom for employers to focus less on employee retention and more on profits, driving increased burnout and unfair labor environments."</p>
<p>John</p>	<p>"As a career counselor I am strongly in favor of this rule."</p>
<p>Pamela</p>	<p>"The current situation is simply slavery. I was utterly appalled to read that folks not privy to trade secrets or inside information could be prevented from finding employment for obscene distances or ridiculous lengths of time. We are supposed to live in a country founded on individual freedom. Businesses have to pay more to employees, less to management and charge more for their products to be fair to the working Americans. Please nullify these unfair laws. While you are at it, you might also negate binding arbitration and non-disclosure clauses. We are retired, so it has no bearing on us, but we do care deeply our fellow citizens."</p>
<p>Patrick</p>	<p>"Free markets are the life-blood of our country. It is errant to believe that the federal or state governments could be the only impediment to free enterprise."</p>

	<p>Corporations must be prevented from blocking talented individuals from freely moving between companies. The sharp increase of unnecessary NCAs also leads to desperate employees getting captured in NCAs simply because they have a job offer at a company that requires them to have an NCA. This perpetuates the cycle of poverty when companies are unwilling to promote from within. Reasons for this lack of upward movement cannot be simply brushed aside as the fault of the worker. NCAs capture individuals with no recourse for improving themselves."</p>
<p>Jeremy</p>	<p>"I am a physician working for a public state university school of medicine (SON!). When I interviewed for the position, I was shown a "member practice agreement" (a non-compete) that briefly discussed the relationship between tghе SOM, the hospital system with which it contracted to provide staff (physicians) and a third party billing organization that was contracted to do all the SOM billing. I was told that all physicians had to sign this in order to have a job with the school of medicine, and that the details of it were specific to particular roles. As a surgeon, the penalties for "breaking" the agreement are different, more strict, than they would be for a less competitive and lucrative field of medicine. I signed it, which is of course my fault as several attorneys have told me - no way around that, but this non-compete has prevented me from leaving my employer to take better, more lucrative positions in my large city, despite multiple offers. Colleagues in other medical specialties have had the same experience. Many years ago, when I inquired of my employer about the non-compete, and negotiating an exit, my attorney was told that I would have to leave, and then I would be sued for breach of contract. There is no way this hasn't kept wages down in my market. While treatment like this affecting lower wage earners is worse in my mind, I am also in a position where I would just have to leave the city, the schools, my friends, on order to practice my craft. I do not have trade secrets. I did not arrive with a lab and require lots of start up investment. I did not require a lot of expensive equipment. This is completely unfair treatment of a labor force. My non-compete, now well over 10 years old, requires 2 years of no practice within the city, a 50 mile radius (including from satellite sites) and a vaguely calculated \$250,000 penalty with an uncertain "estimated patient revenue" section that my attorneys said could go either way depending on a judge - could be way more, could be less. But the SOM would fight, no matter what, and will not negotiate ahead of time. Even exploring a local opportunity a number of years ago led to backlash in my current position. We physicians are absolutely stuck."</p>
<p>Drew</p>	<p>"Hi there, I am a 28 year old employee who has never worked under an NCA, but I have known some who have and the limiting of personal options and employment freedom created is unacceptable. My state just banned NCAs under an income threshold late last year and I can feel the sigh of relief when I tell people that this happened. NCAs provide very little for the greater good and create helpless situations for some employees and a good reason for bad employers to refuse to improve. The law passed in my state went relatively unnoticed. As I understand, this FTC rule would require that employers inform their NCA employees of the unenforceability of that portion of their contract, which I fully support. If I'm understanding that incorrectly, I think this requirement should be implemented. I think the damage of an NCA only goes away when the employee is fully aware of</p>

	<p>their options. This rule should pass for the benefit of the employees of this country. NCAs only serve the employer and the power dynamic between private sector, non unionized employees and their employers is dramatically in favor of the employer. This makes the NCA a requirement, not a negotiable option. There are other legal methods for companies to protect their IPs such as NDAs, making NCAs a disguised way of simply stopping one avenue for competition in its tracks. Thank you for taking the time to review public comments."</p>
J	<p>"I am strongly in favor of this rule. Excellent work."</p>
Nick	<p>"I would like to add my support to the ban on non compete clauses. In my industry (IT) they are being used as threats that despite not going to court still scare away and limit potential job opportunities. You're average worker does not have the resources to fight in court and most potential employers do not care enough for a single employee to deal with the hassle. The end result is employees can be "trapped" in a position or forced to undergo prolonged periods without pay. All the while the cost to the company forcing the non-compete is nothing. The whole system has a chilling effect on workers and ultimately stifles competition and innovation"</p>
Allison	<p>"These non-competes are unethical and restrict workers from their full earning potential. If workers are laid off, they sometimes have to be careful not to get a job in the same sector they worked in. Non-competes are often a part of severance pay agreements which is also unethical. Please remove non- competes and take the side of workers instead of the wealthy. The workers need support, especially in this time of recession and economic uncertainty, and the wealthy already have too much."</p>
Tom	<p>"I am simply writing to express my support for the elimination of non-compete clauses in employee contracts. It seems an unfair practice that puts too much power in the hands of the employer while eliminating any leverage an Employee might have to change jobs or request more pay. Simply put, it is an unfair business practice."</p>
Leah	<p>"Yes, please ban non-competes! It is a corporate tactic to trap workers in a toxic work environment when they avoid addressing issues! It is harmful to workers, and exploits the individual by forcing them to move."</p>
Andrew	<p>"Please please, please end non-compete clauses!"</p>
Robin	<p>"I am writing to encourage you to ban non-compete clauses. We supposedly live in a country that values "the free market". If that is true, then employers should have to compete for talented people and talented workers should be free to work wherever they deem the best possible work environments for themselves. Non-compete clauses damage communities and industries by preventing people with valuable skills to be able to use those skills and also unfairly advantage</p>

	<p>employers. Companies and employers with non-compete clauses are trying to and effectively squashing competition. Yet, our economic system and political systems supposedly support competition as a vital part of a health economy. Non-compete clauses undermine competition and the very, values and tenants our society and governmental leadership hold regarding free markets and open competition. Of course, non-compete clauses always advantage the powerful over the less-powerful. Inherently within them are issues of fairness and justice. What type of situation is it when someone needs work, they have to sign a contract that has a non-compete clause, then if they leave the employer for whatever reason they would have to root up their whole lives in order to be able to contribute their talents and skills to their local communities? It is a situation that is unethical, that increases financial insecurity, that robs our communities of needed services (e.g. health care), that flies in the face of American values of fairness and open competition, that stifles innovation, that stifles the development and growth of new small businesses. The harms of non-compete clauses to workers and professionals and their families and communities far outweighs any benefit to employers and companies. The concerns about the siphoning off of intellectual property or proprietary factors can be dealt with through means other than non-compete clauses. Therefore, I urge the FTC to make a decision in favor of banning non-compete clauses in employment contracts. Sincerely, Robin E. Richard, MD, FACP"</p>
<p>Amy</p>	<p>"I am a OBG'N. The closest OBGYN group is at least 2 hours away in all four directions- 3 of which have a substantial mountain pass. If I leave, I have to move out of the area and can't serve any of this community, a landmass the size of New Hampshire. Non-compete clauses are not in the best interest of rural America. It deprives Americans of quality medical care in the era of increasing amounts of physician shortages. Labor and Deliveries are closing all around us; when hospitals haven't gained the trust of a local mothers, they take their family's healthcare business elsewhere. The hospital struggles and the community's healthcare struggles. The community then is not a healthy community and can then rapidly go downhill. Please help maintain the vibrancy of our small hospitals and the local quality of healthcare. Please do away with non-compete clauses. Our women and children need it."</p>
<p>Adam</p>	<p>"As a pet owner of multiple pets I completely agree non competes should be non existent. Just because an employer isn't willing to pay an employee what they deserve should not prevent them from working in the same area because they found an employer who cares."</p>
<p>Diane</p>	<p>"Non-compete agreements limit workers freedom, by limiting their ability to freely switch jobs, depriving them of higher wages and better working conditions, career growth and depriving businesses of a talent pool that they need to build and expand. I support the notion that non-competes should be made unenforceable to protect individual rights and freedoms."</p>

Paul	"I fully agree with banning noncompete clauses for employees. When I entered the workforce from college, my entry level employee contract contained an NDA. Several coworkers voiced dissatisfaction with poor company decisions but were hesitant to leave, fearing some legal action despite having no access to intellectual property or being a decision maker. These serve only to scare employees. If a company cannot survive if employees leave the a competitor that company is unfit for the capitalistic free market."
Salvador	"I support this legislation as a financial advisor. These rules should have always been illegal and it needs to be implemented."
Calvin	"This is a great proposal. Please implement this."
Ali	"I'm a neurologist who has practiced in several states and remotely via telemedicine for over 10 years. Non-competes keep healthcare companies from improving treatment of their staff because they don't have to worry as much about attrition due to poor work conditions. Happier healthcare professionals take better care of patients and society. I am fully in favor of banning them."
Alison	"Non compete clauses should be illegal and non enforceable. It allows employers control over workers lives, allows for mistreatment of employees with no recourse other than to relocate family away from area. It stifles wages and decreases competition among employers. In the case of physicians, it can break the patient physician relationship unnecessarily due to employer conditions if the physician has to leave the area."
Tirzah	"I am a registered nurse who was required to sign a Non-Compete Clause with my current employer. I'm not even interested in leaving my current job, but I find it severely limiting in my future prospects. Banning Non-Compete Clauses would in so many ways improve the options of working Americans. Please do the right thing and ban this clause."
Leah	"Non-competes should not exist. It is as simple as that. People should not have to suffer financial expense or uplift their families due to non-compete clauses which often keep individuals prisoners in their workplace."
Imran	"I agree a 100% , being a health care worker, I feel trapped in my job with poor working conditions and limits me from seeking better opportunity in the neighborhood due to the tear that it will uproot my family. I support this move , please enforce this as soon as possible"
Wyatt	"I strongly support the proposed new rule banning most non-compete clauses. As an engineer and manager myself, I have seen firsthand that non-compete clauses have negative effects for both workers and businesses. First, for workers who have spent time and money building a skillset, a non-compete can prove

	<p>disastrous when, for whatever reason, they are no longer able to remain with a specific employer. If, by the existence of a non-compete, those workers are rendered unable to find other local work in their field of expertise, they are often forced to move, accept jobs that don't align with their skills, or start over in a new career, all of which put them in very difficult situations. Secondly, and perhaps counterintuitively, non-compete agreements are also often detrimental to businesses. In today's environment of labor scarcity, non-competes limit the ability of businesses to hire talented and experienced workers. Whereas the free movement of workers between similar companies tends to align employees with the roles in which they are most successful, non-compete clauses prevent this natural optimization of the workforce. This results in employees lingering in roles where they are less effective or underutilized, prevents new or growing companies from attracting top talent, and even pushes skilled workers out of their industries for long periods of time. As such, the FTC's proposed ban of most non-compete clauses will be beneficial to workers and their employers. I strongly support the passage of this new rule."</p>
Amen	<p>"Non-competes are a form of imprisonment for doctors who get stuck in jobs that are unsatisfying but they can't move. I was in such a position. It too a toll on my family and my health. Now I quit the job but I am working locums which had me traveling away from my family. We don't deserve this. It should be a free market!"</p>
Alec	<p>"I thing it would be wonderful to completely ban non-compete clauses. They really hurt individuals and their livelihood. Companies can compete by creating better products. They should not be allowed to compete by banning competition. And after all, companies are already protected by Non-Disclosure agreements."</p>
Deborah	<p>"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth! We need to stop unscrupulous and criminal CEO's in their drive to harm their employees. Please do enforce this ban on non-compete clauses. Thank you!"</p>
Holly	<p>"This is 100% necessary for physicians! We are currently held prisoner by the non-compete clauses in our contracts. This is a direct impedance to patient care and access to healthcare. This is also a way for the huge corporations to cap pay and not be held accountable to fair pay and work standards. Physicians deserve professional autonomy and respect in choosing a workplace."</p>
Philip	<p>"I am 100% for this new rule. Non-compete clauses are everywhere. Their only true purpose is to lock people into a job with an employer while stifling competition in the free market. To be clear this impacts not only W- 2 employees, but also those who fall within other types of employment like a 1099. My fiancé right now is struggling to find a job due to non-compete clauses. Most offers are well below the average pay despite being qualified well beyond the norm and require she not work within a significant radius for years after leaving. Pay aside, she is justifiably worried that the work environment could be poor based on peers that have worked</p>

	<p>with such companies along with online reviews by prior employees. Could the work environment have improved or not be as poor as made out at some or all of these places? Yes, it could but taking that gamble comes with unfair penalties to the employee when testimonies turn out to be true. How can we expect a free market to work properly when you cannot leave your job? Employers are not incentivized to improve your pay over time with a non-compete clause. They know you can't leave for a more equitable employer that values your skills, experience, and education. With no true competition for existing or recent employees the marketplace of available workforce becomes only those that are new to an area or field. All of this culminates in an abuse of the employees because employers can get away with it. Employees can be stuck working in a horrid, underpaid, overworked, and abusive environment as the only solution to get out of it is uproot their lives by moving somewhere else or not work at all in the same field their career is in for an extended period. Most cannot afford to not work for a few months let alone the years that these non-compete clauses often demand. The situation is made even worse when you consider the lives of an employee's family. A significant other may not be able to leave their job to facilitate a move to a new location. Forcing children to leave their school, friends, etc. is typically not something a parent wants to do."</p>
<p>Sean</p>	<p>"I believe employees should have the right to seek the best fit for them and this includes being able to seek employment at competitors of their current employer. This gives freedom to workers and promotes competition to provide a more worker friendly environment. People should not be restricted on their ability to find employment that best suits them, the burden ought to be on employers to provide an environment that inspires loyalty in its employees."</p>
<p>Gabe</p>	<p>"As a physician, it's ridiculous that we are prevented from working at multiple hospitals. By getting rid of noncompetes, it will improve the physician shortage by allowing doctors to work both in urban and rural settings. Please stop corporations of hospitals from abusing doctors. Physicians deserve to be able to work where we want and deliver healthcare to people in need."</p>
<p>Nick</p>	<p>"The intention of the FTC's proposed rule is to prevent employers from using non-compete clauses to stifle innovation and prevent their employees from leaving, starting a new business or otherwise operating within their industry with their contacts. Non-solicitation clauses, as cited within the proposed rules, or "non-interference" clauses can also become de-facto non-compete clauses in the case where the employee has longstanding relationships within a professional network, but is precluded for some period of time from working with his or her customers because of these aforementioned clauses. The threat of legal action is so onerous that such employees would be afraid of starting a business using their professional network, because should the challenge on the basis of a de-facto non-compete under the rule fail, his or her entire company could be at risk. In knowledge-based professions, not being able to use one's network, and contract with one's network, is essentially forcing that employee to make the choice of switching industries and starting over, or not being able to work or start a business for the blackout period. An individual's professional network should be seen as very different than, for</p>

	<p>example, an employee downloading a customer list of people—with whom he or she has no ongoing or prior working relationship on his or her last week to take with him or her. Therefore, my proposal is that the rule be amended so that in most cases, non-solicit and language about "interference," be generally stricken down under the federal rule, with rare and specific exceptions carved out for cases such as mentioned above, where a former employee is specifically using privileged information to target another firm's customer base. However, if the firm lists such customers on publicly available locations such as company websites or social media such as LinkedIn, then such exceptions should not apply."</p>
Caroline	<p>"I am a young woman who signed a very strict non-compete agreement in a tiny town in Colorado- it has made starting my own business nearly impossible even though the woman I work for that made me sign it is completely dishonest and doing unethical work. This would change my life !"</p>
Frank	<p>"Obviously, This is just another way for companies to remove power from workers."</p>
STANLEY	<p>"I fully support a total ban (no matter the wage) on non-compete agreements. I understand some businesses worry a ban would put them at a disadvantage, but I do not feel the solution to that problem should be a burden levied against the very employees who built the business up to be in an advantageous position to begin with. The very nature of anon-compete is anti-competitive, anti-freedom, anti-capitalistic, and inhumane."</p>
Alex	<p>"I believe that this new rule change would be highly beneficial for both workers and the overall health of the US economy. Noncompetes are designed to stifle competition within sectors of the economy, which causes consolidation and occasionally outright monopolies. The US government has long identified the need to prevent such consolidation such that wages may freely increase with market productivity, and to prevent out-of-control price increases. Because of the stated mission of the FTC as well as the aforementioned reasons, I fully support this regulation."</p>
Jahnvi	<p>"I live in Colorado and work for a tech company. Because of this, and the unfair advantages that companies have and use over their workers, I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth, which is the promise of our American Dream and should be uniform and standard across the USA. BAN non- compete clauses!!"</p>
Nancy	<p>"Thank you for proposing this rule making regarding non-compete clauses. Particularly for low wage workers, non-compete clauses can have unexpected, devastating consequences. Around the time he turned 50, a close relative had a stroke. Afterward, he had to relearn speech, walking and other skills of everyday living. His ability to remember new information has apparently not come back as strong as it once was. Soon after he received his COVID vaccine, he took a job at</p>

	<p>a restaurant, carefully explaining his limitations when lie applied. His employer had him sign a non-compete clause saying he would not work for another restaurant for an extended period afterward, if he left this job. I never saw this document, and don't know the exact details. As people went back to work after the worst of the pandemic, my relative's employer added other employees. The employer had apparently become frustrated with my relative's limitations. His hours were cut to the point where lie could not have afforded to eat, let alone pay rent, if relatives had not supported him. Perhaps the employer cut hours rather than letting him go because that would have triggered an unemployment claim against the restaurant. Because of the non-compete clause, my relative could not go work at another restaurant. He was stuck. He had to find a new, low-skill, non-restaurant job where his limitations would not result in a similar situation. Please follow through with this proposed non-compete rule making. Non-compete clauses can be bad for any low-wage worker's future if s/he is geographically limited and has few skills. For someone with additional factors, it can be disastrous."</p>
<p>Elise</p>	<p>"I am writing in support of the passage of this bill. As a rural family practice doctor, I have a 2 year 50 mile non-complete clause in my contract. If I wanted to start my own practice, or transfer to another practice in town, I would have to engage in a lengthy and expensive legal process. This unfairly weighs the employment field in favor of the employer. Having to leave my current position to start in a new location would mean disrupting relationships with my patients, disrupting my family's life including my partner's job and my child's schooling. Please pass this law to eliminate non-complete clauses."</p>
<p>Ryan</p>	<p>"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. My current employer has a very poor understanding of the use of non-competes. My company is a defense contractor providing professional operational SME services to primarily the Air Force. I have attempted to explain how our current non-compete clause is far too broad and essentially unenforceable, but they maintain that they have the power to approve-disapprove an employees ability to accept an offer from a competitor in the industry. I'm sure that it will come with no surprise that this employer also uses risks like the non-compete as a barrier to routine, annual comp increase discussions. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements."</p>
<p>Kelly</p>	<p>"Life in the US has long been seen as a way of bettering oneself and "moving up". However a noncompete clause is wholly UN-American because it prohibits those making generally low wages from trying to get a higher paying job by using the experience they've gained. Someone who's worked 3 years making sub sandwiches is unlikely to be harboring major competitive secrets but they aren't paid well enough to take a year sabbatical while their NC contract runs out. The</p>

	people who need to be able to take better-paying jobs for better opportunities are the ones most hurt by non-compete contracts."
Joseph	"Noncompetes do exactly what they say-prevent competition, to the detriment of the health care consumer. Noncompetes drive up cost and decrease care value. They lower provider satisfaction and by extension patient satisfaction. Patients whose providers are less satisfied are more likely to experience harm."
Catherine	"Non-competes disincentivize employers to retain employees based on good working conditions, and allows unethical employers to force employees to stay despite untenable circumstances"
James	"I am strongly in favor of eliminating the use of non-compete clauses, or restricting them to executives, as they were originally intended. As currently used, they create a for of wage slavery: a person must remain with a company no matter the circumstances or be unable to find a different job without completely abandoning their current career."
David	"I am a practicing ED physician for 20 years. During my time I have seen our health system fall to shreds. Patients are the victims ultimately. That includes you and your family. In the name of progress and money big health systems along with health insurance, pharma, and government have systematically trimmed the fat in the name of profits. Non-compete clauses are just one of their many tools. Never before in history have physicians been required to work harder, had less say in how they manage, and been complete removed as directors of the system, and as advocates for their patients. Please help remedy this problem by supporting them and including them in removal of this unfair practice that helps render them powerless."
Sean	"I wholeheartedly support this proposal. I have spent many years building my career and relevant skills, but my non-compete means I'd need to switch so far outside of my expertise that I'd probably need to take a pay cut and title reduction. If I had the freedom to do what I'm good at anywhere that I wished, then I could choose the company that offers the best culture and work environment, incentivizing my current employer to implement healthier policies and culture."
Melissa	"I support the ban on non-compete clauses. I am a veterinarian, and non-competes often block us from job opportunities in multiple cities across the country due to the now high number of corporate run veterinary hospitals. Please continue this fight for the working people."
Matthew	"This proposal would benefit American workers as well as the economy as a whole and should be implemented post haste"
Ryan	"Please pass this"

<p>Heidi</p>	<p>"I am in full agreement with the banning of non complete clauses. I live in a small valley where a transportation company requires signing of non compete for 5 years! That's a ridiculously long term and entirely unnecessary. There are a few other companies nearby but this means a total ban on working in this industry. Please pass this law!"</p>
<p>Dustin</p>	<p>"I am an IT Consultant specializing in Insurance and Banking technologies. I was with my previous company for 12 years before being laid off for no fault of my own. In my contract, I had two year non compete clause which prevented me from finding gainful employment and severely limited my opportunities to work. Essentially, I could not work in my industry, and I could not provide for my family. All this happened during Covid, in a foreign country, with my wife and no support for repatriation or extension of health benefits. We were left to fend for ourselves, and restricted from seeking employment, nor speaking with colleagues or my professional network to find work, because that was considered "enticement" to lure away employees from the company. I lost over 2 years of income, my professional standing, my reputation and most of all, we were facing a global pandemic (lockdown) with no income, in a foreign country, and could not speak to my support network because everyone I knew in that country was because of my work and they were under the same contract and restrictions. I think eliminating 'non-compete' clauses would allow workers to have more leverage and control of their own skills and talents."</p>
<p>Greg</p>	<p>"Noncompete clauses should be banned. They are used by employers to exploit physicians and others."</p>
<p>Kathleen</p>	<p>"Hello I have been affected by 2 non-compete clauses in my employment as a veterinarian. Both of these clauses where written into my contracts when a corporate entity bought out the practice I was working at. One every thinks that something horrible will happen but the purchase of the clinics by a corporation changed everything about these practices. The corporate buyout of veterinary clinics is a whole other issue. But when these practices changed so drastically that I was not practicing medicine but selling wares I needed to leave. Unfortunately that left me having to travel far from my home to be outside of the non-compete and love clients and patients I had cared for years. As I mentioned this unfortunately has happened twice in my carrier again corporate buy outs of veterinary clinics is causing a loss of veterinarians in record numbers post pandemic. The non-competes of miles prevent us from working in our hometowns where we develop relationships and erodes the trust that people use to have in Veterinarians as now we are seen as money grubbers due to the way corporate practices operate. Many factors have led to the current veterinary shortage and animals having to wait days to be seen or many hours in an emergency setting this is just one of them. We as private practitioners cannot fight these large corporations that have multiple lawyers at their beck and call as we are still struggling to pay off our crippling student loans. We all want to practice veterinary</p>

	<p>medicine and look forward to a day when corporations do not dictate where or how we practice Veterinary Medicine."</p>
Greg	<p>"I think this is a great thing. Our company was recently bought out and the buying company lied about everything and forced a non compete on us and I am only in Tech Support. I am now stuck in an under paid job that I hate"</p>
Adam	<p>"Ban non-competes. I don't see why companies can remain in the same business after a relationship with an employee turns sour but the employee is suddenly left unable to leverage their experience and knowledge."</p>
B. Travis	<p>"Non-compete clauses are frustrating, particularly in the field of Information Technology. Whether the company is a consulting firm, a manufacturing company, a healthcare provider, etc. from an IT perspective, email still needs to be delivered, VoIP phones still need to ring, and devices connected to the network need to be updated. These and other IT-related tasks are not proprietary,, they are simply best practices that span any organization of any size. I would ask that non-compete clauses be rendered arcane and no longer applicable in 2023 and beyond."</p>
Megan	<p>"As an independent contractor- yoga teacher- I have been on the receiving end of the ambiguity with non-compete contracts a few times, all of them ended in the favor of the employer and not of myself, the independent contractor. One position I chose to leave for unrelated reasons, but was not able to have any communication or contact with students with whom I had a long-teen and growing therapeutic relationship. I feel that the inability to communicate directly with my students and attend to the impact of my leaving had a detrimental affect on them and on my reputation as a teacher. In two other situations, businesses wanted to require me to sign a non-compete contract which would have limited my ability to teach my craft. In both cases I chose to leave that position in order to maintain the ability to work as much and as often as I need to keep my income. In both cases, studios were offering 5 or less classes/week for me to teach and requiring that I did not teach anywhere else. The ambiguity of the non-compete contract did nothing at the time to support my work as a teacher. I had to leave those jobs in order to be able to maintain my private interests. I believe that this law will benefit teacher and the yoga community as a whole. Having more of a legitimate road for yoga teachers professionally."</p>
Trinity	<p>"Please make non-compete agreements only apply in very select industries with specific and secret information and skills. The overuse and pervasiveness of these non-compete agreements is keeping regular workers from finding better wages in everyday jobs such as Physical Therapy, Aestheticians, General Practice Physicians, Mechanics and even Hairdressers. Wages are already stagnant, Americans are fighting for their financial lives, non-compete agreements when used indiscriminately is unethical and draconian."</p>
Alison	<p>"The non-compete should not apply to highly compensated worker. Propose adding an exemption in line with Colorado Statutory language which follows.</p>

	<p>Otherwise, small businesses could be severely impacted if executives and key personnel who have access to business trade secrets are able to take that information and start a competing business. CRS 8-2-113 language "THRESHOLD AMOUNT FOR HIGHLY COMPENSATED WORKERS" MEANS THE GREATER OF THE THRESHOLD AMOUNT FOR HIGHLY COMPENSATED WORKERS AS DETERMINED BY THE DIVISION OF LABOR STANDARDS AND STATISTICS IN THE DEPARTMENT OF LABOR AND EMPLOYMENT"</p>
Brandon	<p>"Please end the madness and oppression of non-compete clauses for people that do not hold trade secrets. People that work in low level, non-decision making roles not exposed to sensitive business information or decisions should not be bound to non-compete agreements. This is a tool only used to limit employee movement and rights."</p>
Christopher	<p>"Non compete clauses are modern serfdom. They should be illegal for all but the most highly compensated professionals."</p>
Justin	<p>"I support getting rid of non compete clauses in areas that do not involve national security"</p>
Amanda	<p>"I really think that you should allow businesses to continue to require a non-compete for their highest paid executives. Like maybe you could set a threshold where the top 1% of highest paid workers at a company could be subject to a non-compete, or perhaps any worker earning more than 5x the average worker at that company. It is not necessary to implement legal changes that will also increase executive pay at a time when news articles have routinely reported executive pay exceeding 350x worker pay. Please executives have far more access to the inner workings of a business and the trade secrets than an average employee."</p>
Frank	<p>"I am a retired small businessman. I understand that non-compete agreements can be abused, and I think they should be regulated, but not eliminated entirely. For example: after having a reasonably successful retail/service outlet in a relatively small community, a large national chain opened nearby, in direct competition with me. My long time manager quit not long after that. Had he gone to work for the national chain, they probably could have put me out of business. Non-compete agreements should be restricted to managers (as defined by federal labor laws), and expire after a reasonable time, perhaps two years. Please do make the law fair to hourly employees, but do not throw the baby out with the bath water."</p>
Eva	<p>"Dear FTC committee: Non-compete clauses in labor contracts should be limited to only those employees who actually have access to company/industry secrets. Otherwise this is a blatant abuse of employees. It's unbelievable that this hasn't been eliminated already."</p>