

# Constituent Support for the FTC's Noncompete Rule



## Georgia | Statewide Impact

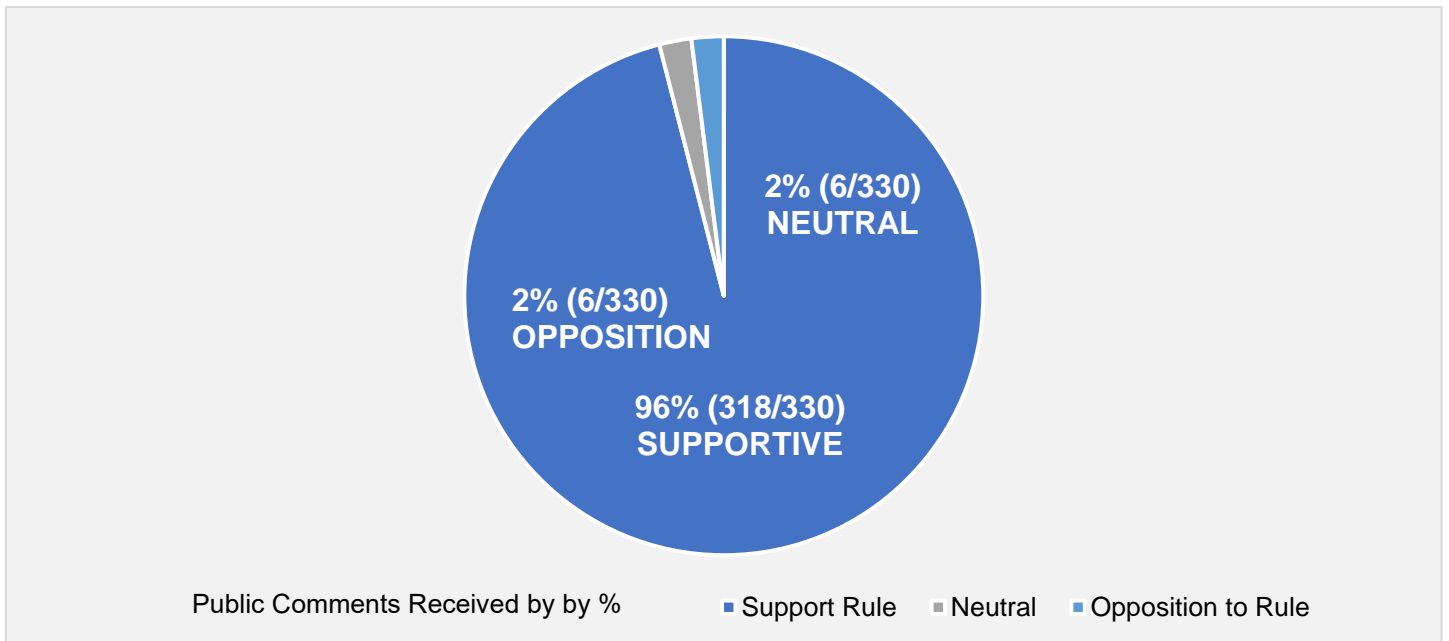


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final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

Georgia Covered Workers	Increase in Total Annual GA Worker Earnings	Increase in Average Annual GA Worker Earnings
<b>3,764,270</b>	<b>\$2,188,893,667</b>	<b>\$581</b>


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

### Notice of Proposed Rulemaking: 318 of 330 GA Commenters Support





**Support Across Sectors of the Georgia Economy**

\*Some comments condensed due to length.

Profession	Comment
	<p>"As a <b>massage therapist working in a spa</b>, I've been stuck. I paid for my education, liability insurance, continuing education, licensing, etc. My place of employment doesn't allow me to work for a year within 10 miles, which eliminates much of the area within range of my home. I <b>feel trapped in a job that didn't really invest anything in my ability to perform my job</b>. Ending non competes would allow me to negotiate a better situation at my current job or have the flexibility to leave if the conditions aren't favorable."</p> <p style="text-align: right;"><b>-N. A.B.</b></p>
	<p>"<b>I'm in the Tech industry</b>, and 100% in favor of prohibiting non-competes. I've been a founder of startups, as well as employee. if someone specializes in a field, but then can't work at any other company in that field, they are essentially an indentured servant at that point."</p> <p style="text-align: right;"><b>-Shannon B.</b></p>
	<p>"I am a <b>55 year old medical oncologist</b> who has practiced in the Atlanta Metro area for 22 years. I initially practiced for my first 15 years with a large multisite practice which I enjoyed very much. Ten years ago it was acquired by one of the large Healthcare systems in Atlanta.. I signed the contract which had a non compete that was 25 miles from all offices that I worked at and essentially meant that if I left I would not be able to practice within the Atlanta Metro area. They told me that they would not negotiate the non compete away or modify it. The reality is I never had any negotiating power...During my employment I endured abusive comments made to me by physician and non physician leadership. <b>At times non physician and physician leaders made implicit and explicit comments about replacing me without giving a reason (My contract had a termination without cause that still would allow the non compete to be enforced). Because of my non compete I could not leave until my youngest child completed middle school and high school.</b> When my youngest child graduated from high school I resigned. I could no longer tolerate working for this organization...I am a physician thirty years into his career and because of this non compete I have to start over. I need to develop a reputation in the new community I work in and develop a referral and patient base. This will take years. The patients I leave behind are devastated and quite honestly are not sure what to do... Although I have suffered professionally and personally from non compete clauses I hope others in the future will not have to."</p>

	<p><b>"As a mid-level executive in highly specific field of HVAC,</b> I strongly support loosening of restrictive employment practices and non-compete agreements. <b>I worked for a company for 9 years and moved into various lateral job functions without a significant title or responsibility increase (because I was trapped).</b> I recently left to go to a much smaller competitor that was starting in the market that gave me a promotion and a path to career and financial growth. After 3 months, I received a threatening letter from an attorney on Christmas Eve. This caused significant emotional concern for my entire family. While I will abide by the terms of the agreement, customers should be allowed to buy from me if they like me and my products better. Employees should be able to leave and work for me if I provide a healthier environment and more opportunities for growth."</p> <p style="text-align: right;"><b>-J.</b></p>
	<p>"I am a <b>board-certified dermatologist.</b> After a 4-year undergraduate degree, I spent 4 years in medical school then 4 years in dermatology residency. But apart the time and effort needed, I incurred about \$350,000 in educational loan debts. I believe that non-compete clauses are unfairly restrictive. <b>If I want to leave my job for any reason, I should be able to leave and find gainful employment wherever I want to, irrespective of the location. To be obstructed from practicing in a geographic area of choice is insulting after dedicating years of my life to the art of medicine and shouldering a huge financial burden (and risk!) to do what I do.</b> It also places an undue burden on me to either move my family (including school age children) or drive long distances to another job outside the non-compete radius. Please give consideration to eradicating all non-compete clauses for professional contracts across the country."</p> <p style="text-align: right;"><b>-Joseph</b></p>
	<p><b>"I am a physician in Atlanta Georgia.</b> I work for a company owned by a private equity firm. <b>Our company was sold to new owners who cut our pay by 25%. We had to sign this contract or be fired. As a physician who works for someone else one is forced to sign a non-compete in order to be employed. This is extremely restrictive to practicing medicine because if you find out management is bad or the company changes hands to new ownership, you cannot leave and work in your craft in the same city of millions of people like Atlanta.</b> You have to go 20, 25 miles outside of the population center to find a job counties away because of the non-compete. Most non-competes I've seen you also cannot practice medicine in your specialty in the same area or city for 18 months. This is absurd for an employer to be able to tell you that if you leave their company, you cannot work and earn a living in the area for a year and a half...An employer should never have been allowed by contract in the United States of America to own an employee in what amounts to being an indentured servant."</p> <p style="text-align: right;"><b>-Todd B.</b></p>

	<p>"I work in the Finance industry as a <b>financial advisor</b> and having a non-competes greatly restricts our team. Our firm has given complete control of our revenue share to the managing director of our office. Even though he services only about 5% of our client base, he pays himself over 60% of the revenue, leaving the other 40% to be split amongst 4 advisors that are actually servicing the book. Given the non-compete our hands are tied because we cannot work as an advisor for another firm within 100 miles of our home office. When bringing up the issue to corporate, they seem to know they have all the power and have no intentions of making things right. <b>Banning all non-competes would force them to come to the table and negotiate fair pay, or give us the opportunity to take our clients elsewhere that is more equitable.</b>"</p> <p style="text-align: right;"><b>-Matt B.</b></p>
	<p><b>"This week alone I've had my gynecologist and gastroenterologist leave the prominent healthcare system here in ATLANTA, GA. They're moving out of state because the noncomplete doesn't allow them to practice in town.</b> I'm losing healthcare providers I've built a relationship with over years. I was also not able to get a new patient appointment for a child psychiatrist at the same healthcare system - the same issue. The community is not able to retain quality providers due to the threat of the noncompete. It may benefit the employer but it is hurting the community at large."</p> <p style="text-align: right;"><b>-Karen</b></p>

**Additional Support from Georgia**

\*Some comments condensed due to length.

First Name	Comment Highlights
Susan	"Non compete clauses are abused by organizations- both 'not for profit' and profit. Physicians and other providers often are forced to stay at places practicing abusive policies due to the overreach of the non-compete and the impact on families / ability to continue to work in the community."
Muhammad	"I am a <b>physician</b> practicing in Georgia. Non-compete clause is oppressive which obstructs the rights of physicians as employee. On other hand, a hospital can construct their extension whenever they want. In smaller communities, physician can't exercise their right to dissociate from a hospital and move to another organization. There can be a lot of reasons for physicians to move away from a hospital; one of them being non-conducive environment to provide compassionate clinical care. I strongly support the motion to end non-compete clause."
Kymberly	"I am a <b>nurse practitioner</b> in a rural area and I have a non compete clause that restricts me from working within 45 miles of any office I have worked out of. We have four locations in four different towns. I will be forced to move 80 to 100 miles away if I quit my job. I am in favor of adopting the rule to ban non compete clause's."

<p>Melissa</p>	<p>"As a <b>physician</b> in a major metropolitan city I fully support a ban on noncompete clauses. It limits competition, keeps physician wages stagnant and contributes to burnout in our profession. Most physicians are now employed by hospitals or large private equity firms that are making massive profits off the backs of their workers. With physicians having very little leverage in the negotiation process the contracts all have stringent non compete clauses. If someone wanted to find a new job in their area it is basically impossible. You're forced to uproot your family and move to another city or state to find a more suitable job. I believe banning noncompetes would greatly help the medical field. Thank you for examining this important issue."</p>
<p>Anonymous</p>	<p>"Non competes are completely unfair and can be detrimental to providing for your family. I am currently finding this out. I have been in the same industry for the last 15 years, it's all I know. I recently went to work for a company who completely mislead me on what my duties and responsibilities would be - they flat out lied. I signed an extremely over reaching non compete as a condition of my employment. It all sounded like no big deal at the time, as I had every intention to spend the rest of my career there. Fast forward only 4 months later, and I had no choice but to leave due to the gross misrepresentation of my duties and the completely unethical practices this company is involved in. I left to work for what could loosely be construed as a competitor based on the non compete terms, but in reality they are not competition at all. They sell completely different products for different markets. But because of the way the non compete was written, my ex-employer was empowered to and has since filed a lawsuit against me and my new company. So I am staring down massive legal fees and the possibly of being let go as I type this. This non compete limits every place I could work in my industry for 2 years within a 500 mile radius. This is an extremely small company with zero business roughly 50 miles outside of their location and in a different state than I live in... just seems crazy this can be enforced, which is what every lawyer has said so far. It's all so wrong. Never mind the fact that I signed this based on completely false pretenses about the company and what my duties would be. That doesn't matter at all apparently. That's a huge problem with these non competes, there is Zero accountability for the employer enforcing them to hold up their end of the bargain at the time of signing. It is completely one sided. I am a single father to 3 wonderful little girls, and have no clue what I'm supposed to do to provide for them now. Please help and eliminate this completely unfair practice."</p>
<p>Wade</p>	<p>"Non compete clauses are harmful and detrimental to the people bound to them. There is no reason why a company should be able to prevent a former employee from working wherever they please after they leave the company."</p>
<p>JOSEPH</p>	<p>"Non-compete clauses are an unfair legal tool that restricts the ability of a worker to make a living. The current practice favors an employer's interests and supports an arbitrary geographic restriction on a worker's rights. Once a worker has settled in a place of living, bought a house, enrolled kids in school, moved their own family to the same area, etc., does anyone really think it's fair for an employer to be able to cage-out the worker from earning a living? it's ridiculous, and I strongly support your efforts."</p>
<p>Alex</p>	<p>"As someone in a <b>highly technical field</b> with limited employment options, my hope when switching jobs is that no one tries to enforce the non-competes I've signed. So far, I have had no issue and many in my field move around freely, but the non-</p>

	<p>competes are always a thought in the back of our minds. The fact that non-competes can be used for entry level and manual labor jobs is absurd and abuse the reason why non-competes were created. My CEO can sit on a dozen company boards (and does) that all tie to the original business and compete against it in some way, but in theory I could not go work liar those other companies. NDAs cover the requirement of not sharing company secrets. Again, I work in a highly technical field, full of patents and processes, that my company does not want to have shared. An NDA covers that. A non-compete handcuffs me. Please abolish non-competes once and for all."</p>
Maxell	<p>"Non-competes in <b>medicine</b> makes no sense. You gain a majority of your skills/knowledge in residency and fellowship. Why should your employer then dictate where/when you can change jobs? If they want to keep you, then they need to compensate/treat you fairly. it's really that simple. I understand protecting intellectual property/trade secrets and there are NDA's/ Confidentiality agreements for that."</p>
Lauren	<p>"I am in full support of this proposal. As an artist, our skills are best grown through multiple means of exploration in different fields, and our income is equally supplemented when allowed to pursue freelance, gigs, and creative endeavors outside of our day job. However, various animation, game, and film studios employ non-compete clauses, which not only puts our skills at risk of stagnation, but also discourages the chances of building a portfolio that is employable. This is due to the fact that many projects do not reach the finish line, and the work done towards those projects are disallowed from being shared publicly. This is a huge crutch and burden to thousands of artists Banning non-compete clauses will open the field for many creative businesses and pursuits, and will create a wider variety of projects that are funded and created successfully."</p>
Paul	<p>"Thank you for taking the time to address this important issue. Non compete clauses are un-American and need to end immediately ."</p>
Dylan	<p>"Thank you for taking on this important issue. I saw how non-competes very negatively impacted my fathers career as a food safety consultant. Now, as a physician, I see non-competes damaging my colleague's careers, and in turn limiting access to healthcare for the average patient. It is so important that this passes for the health of our healthcare system."</p>
Byung	<p>"Non-compete clauses should be illegal and not allowed in employee contracts anymore. It restricts us from seeking better opportunities and pay for ourselves and our family."</p>
Shaun	<p>"Non-competes, especially the more restrictive versions, not only prevent employees from working for a competitor, they sometimes prevent individuals from even working in their chosen field for a period of up to two years if not more. This forces individuals to take entry level positions outside their area of expertise until that non-compete period is over. At that stage an employer may not view that person as a viable hiring candidate because of the extended gap. Additionally, non-competes stifle an individuals ability to advance to more economically desirable positions outside their current employer."</p>



Tyler	"Non competes need to be eliminated or at the very least severely limited. The one I am currently under would require me to pack up and move my family to an entirely different area of the state I am in if I needed or wanted to find a new job. It's very frustrating and unnecessary especially for large multi billion dollar corporations to be allowed to do this."
Shelby	"Please move forward with the proposal to end non competes in this country. They are harmful for all workers, and all sectors. My family medicine doctor and primary care physician who has treated me for years left his old hospital system practice to move to a new facility and has been stuck on a non compete that does not allow him to practice medicine within a 150 mile radius of the hospital system. I know these types of non competes are not rare, are I <b>also am a healthcare worker</b> and have seen how doctors, nurse practitioners, physician assistants, clinical nurse specialists, registered nurses, CT and Ultrasound Technicians, and other allied healthcare workers are affected by these clauses. It also dramatically hurts our patients, who are unable to be seen in a timely or unsafe manner. Please. Non competes only help corporations hold workers hostage, and allow the company to do less to retain and improve conditions for their workers."
Sean	"I am in favor of the FTC banning non-compete clauses. They have been abused by corporations to help keep wages artificially low and limit employees ability to move, not only to get higher wages, but also to support other life changes. If an employee cannot reasonably expect to get a job when moving (when otherwise qualified) then they are being held hostage by their current employer, and that is not ok."
Christine	"Georgia should not have a compete clause. More people in the business brings down prices and gives more people a chance at a small business."
Jeremiah	"Thank you for addressing non-compete clauses in employment and contractor work. I've faced not being able to work in the film industry before because of non-compete contracts I had to sign. This makes it very hard to make a living or start my own small business."
Cathryn	"I am strongly in support of the non-compete clause rule proposed by the FTC. Non-compete clauses exploit workers and keeps wages low, which only hurts our economy."
Elisabeth	"I am in favor of banning these types of non-complete clauses. I have been bound to one and it has cost me job opportunities because "competitor" is so loosely defined in my industry. My company has also threatened people who leave that they will enforce the non-compete. It's crazy to have one for mid and lower level employees. I live in an "at-will" state and can be fired for any reason but I'm not free to find and accept any job. The imbalance is ridiculous. Please fix it."
Ruchi	"I strongly oppose non compete rule. It need to be removed for physicians."
Suzanne	"Eliminating the non-compete clause would increase competition, a basis for our market economy."
Emily	"I support a federal ban on noncompetes. We're currently in <b>a physician</b> 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. Additionally , non-competes increase physician burnout as they people for numerous reasons are forced to stay in a job they may not be thriving in."
Steve	"Please approve the ban on non competes. These agreements are being used to force people to stay with firms regardless of whether their and their clients interest could be better served by changing This results in lower wages in industries such as financial services, and allows employers to manipulate employees and allows them to keep wages lower versus having to offer competitive wages to keep talented employees. I feel it is unamerican to not allow freedom for an employee to be able to shop their skills to any willing employer in their geographic area of residence."
Roger	"As a consultant I have worked with physician employers in almost all states on physician employment to advise how to attract the best physicians and how to write their employment agreements. I have also worked with over a thousand individual physicians to review and rewrite their employment contracts. Additionally I've published books, articles and videos on the subject, and held hundreds of seminars and workshops. Make no mistake as I work for and represent the employers, the purpose of the non-compete clause is to keep the employee from leaving the company, keep wages lower and protect the practice from competition. Non-compete clauses are not upheld in various states and those states do very well."
Navneeth	" <b>Physicians</b> and hospital staff need independence to work in any place . Restrictive covenants keeps hostage with the hospital / system . Given merging of systems if we leave a job then have to leave city . This creates hardship to families and keeps us hostage to a particular health system"
Saif	"I work as an <b>endocrinologist</b> in an underserved area under hospital contract. There is no other endocrinologist here in the entire city. My contract has a 50 mile non compete, which means that if in the future I want to change my job I would have to leave this town completely leaving thousands of patients without an endocrinologist. The non compete serves only the hospitals to keep manipulate the competition by suppressing their own employees at the expense of patients and the communities they serve. I fully support a ban on non compete and I hope politicians would not listen to the pressure and the lobbying power of major corporations and in act laws for the benefit of their constituents for once."
Veronica	"I strongly support the FTC's proposal to federally ban noncompete agreements. For decades, exploitative noncompete agreements have barred workers from pursuing better employment opportunities in the same industry, stifling wages, and preventing career advancement. Banning noncompete agreements will lead to higher wages and better opportunities for American workers. This would be a critical step toward strengthening the middle and working classes ultimately building a stronger economy for everyone."
Stephen	"I fully support this rule."



Andrew	"I support a complete ban on non-compete clauses in employer contracts. I specifically want to include healthcare workers, both nursing and physician staff. Allowing hospitals to continue with non-compete clauses stifles worker wages and prevents worker flexibility. I know multiple colleagues (physicians, anesthesia) who were forced to move out of state after the hospital administration changed corporate anesthesia providers. The corporate anesthesia group, often owned by a hedge fund, enforced a noncompete to prevent the anesthesia providers from finding work in the immediate area. This disrupts families and I strongly oppose an exception for healthcare to the noncompete ban"
Kelly	"Non-competes prevent me from increasing access to child and adolescent psychiatric services in the rural, undeserved community where I work for a health system. I work 4 days per week and cannot practice within 25 miles of other days of the week or for a couple years if I left the practice. If I left my current job where I am the only psychiatrist in the city/county, I am unable to serve my community in another manner and the area would be left without a psychiatrist. Non-competes limit access to care for rural communities. Please eliminate them. I would love to be able to expand care in my rural community."
Alex	"I fully support the FTC's proposed rule to ban non-compete clauses. Citizens should have freedom of economic mobility. There are other ways to protect trade secrets."
James	"As a <b>funeral home owner</b> , I agree that there should be no non-competes between employers and owners."
Miranda	"I support a ban on non-compete clauses. A ban would put more pressure on employers to provide higher wages and better conditions, which is good for workers."
jed	"I am all for outlawing this oppressive way that employers stomp on there employees."
Celia	"I am in the <b>laboratory medicine field</b> and was laid off from a job as an implementation rep for an instrument vendor. Other companies were the competition, and I was held to a non-compete. This caused me to go from a six figure salary with great benefits back to the hospital making barely 60k as a single mother with twins and no emergency fund saved! I later went into the UV disinfection field and developed a tremendous amount of knowledge regarding minimizing the spread of infections in hospitals (pre-covid). After 5 years, I was laid off and prevented from continuing in this niche field that I had spent so much time developing a skillset and statistics within. I was only given a 2 week severance (along with a reminder of legal action if I worked for the competition). Companies use this as a bully tactic! If they can are going to force a non-compete, then they should provide a 6-12 month mandatory severance to allow the employee the time to job search. Job searching is very labor intensive, and combined with the financial pressure of a layoff or quitting because of unforeseen circumstances, this can cause a lifelong mental health and financial decline for the family."
Amy	"Noncompete clauses harm both physicians and patients and only benefit the businesses. Doctors get held hostage by poor jobs unable to deliver appropriate care and patients cannot see the physician that they need. There is already a physician

	<p>shortage particularly in rural areas; noncompetes only worsen this problem. I currently have a noncompete in an underserved area which means when I leave, the community will lose a physician when they already do not have enough physicians to care for everyone."</p>
Christine	<p>"I would like also like to see the non-compete clause used by employers be eliminated. This is a outdated practice that is misaligned with the values of free enterprise and does the opposite of promoting progress and business opportunities."</p>
Anthony	<p>"Please end NDA's or severely limit their scope. When I joined a company in 2012, I didn't know enough to know that what I was signing was non standard and very broad. It has impacted my career and opportunities since unfairly. As a human, it feels predatory that a document signed over 10 years ago is still impacting me negatively."</p>
courtney	<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. Exempting physicians from prohibiting a noncompete rule would only serve to benefit hospital corporations. It could lead to lower wages, fewer benefits, and overall worse working conditions for physicians. This, in turn, hurts patient care."</p>
Daniel	<p>"<b>As a physician</b>, I know that non-compete clauses only benefit hospital administrators. If physicians complain that the administrators are pushing them to see unsafe numbers of patients in a day, the administrators can act almost with impunity and force the doctors to see more patients, to the detriment of both patients and the physicians caring for them. Because of non-competes, doctors cannot fight back and threaten to leave, since the range of non competes (upwards of a 30 mile radius, basically a 60 mile circle) are often ridiculous and are set at distances such that there are no hospitals for them to even apply to within a 2 hour range. For the benefit of everyone except hospital administrators, please pass this rule making non-compete clauses unlawful."</p>
Justin	<p>"Given I live in a smaller city and work for a larger corporate entity, I have limited options to branch out within my community to start a private business due to the limitations of the non-compete clause in my contract. It would force me to leave and not allow for competition locally for an alternative service to the company I currently work for. I fully support the rule changes proposed to eliminate unfair non-compete clauses"</p>
Christopher	<p>"<b>Physicians</b> should be included within the ban on non-competes because such agreements can limit patient access to care, restrict the mobility and career opportunities of physicians, and ultimately harm the quality of healthcare provided to patients. Non-compete agreements are typically contracts that prohibit employees from working for a competitor for a certain period of time after leaving their current employer. In the case of physicians, these agreements can limit their ability to work in a certain geographic area, work with certain patient populations, or even pursue certain medical specialties. This can limit their career options and potentially harm their ability to provide the best care possible to their patients. Furthermore, the</p>

	majority of healthcare systems are non-profit organizations, which can limit competition and further exacerbate the impact of non- compete agreements on physicians. By restricting the ability of physicians to move between healthcare systems or pursue new opportunities, non-compete agreements can limit the pool of available physicians and ultimately reduce patient access to care. This can be especially detrimental in rural or underserved areas where access to healthcare is already limited. For these reasons, many argue that non- compete agreements should be banned for physicians, even in non-profit healthcare systems. While there may be some potential benefits to non-compete agreements for employers, such as protecting confidential information or trade secrets, these benefits must be balanced against the potential harm to patients and healthcare providers. By banning non-compete agreements for physicians, healthcare systems can promote competition, encourage innovation, and ultimately improve the quality of care provided to patients."
Shefali	"Non-compete clauses should be eliminated We are already in a <b>physician</b> shortage."
Ben	"Please ban non compete clauses. They hurt workers and depress wages. Let the free market be truly free."
Mason	"This should be enacted to protect workers"
Michelle	"I stand firmly against non-competes. As a <b>family physician</b> , I was nearly barred from continuing to practice medicine in my community after leaving a workplace where I was very unhappy. Non- compete clauses harms a physicians ability to practice the craft they worked tirelessly to perfect and robs their communities of their talents. Non- competes hurt physicians, patients, and ultimately, the community. Please ban these harmfully restrictive s clauses."
John	"There is no situation where healthcare is improved by enforcing noncompetes. Go doctors only have to buy their way out (adding to cost) and bad doctors will fail on their own (and are not needed by an organization."
Andrew	"Non-compete clauses in contracts are anti-competitive and hurt a worker's right to self determination."
McKay	"Dear Committee Members- I am an <b>internist</b> practicing on the edge of rural Georgia, but have also practiced in suburban NC. In both locations, corporate medicine, in the guise of not for profit/non-profit hospitals have adversely impacted the ability of underserved patients to access quality continuity of care through the hammer of non-competes. Both specialists and primary care physicians have been forced to leave both communities if they chose to no longer work for behemoth organizations who only pay lip service to quality care and then refuse care if a patient is unwilling to pay or is not affiliated with the right insurance. Eliminating non- compete clauses will be a step in putting the care of patients back in physician hands and removing the business middle man. Please understand how these clauses, and more importantly, the deployers of these clauses, negatively impact health equity and those with negative determinants of health disproportionately."

Melanie	<p>"As a <b>physician</b> who has had to move hundreds of miles every time I left a hospital due to non-compete clauses, I fully support the FTC abolishing this rule. It keeps highly qualified professionals stuck in toxic situations because of familial obligations. I am a subspecialist who recently left a job which means leaving my entire community without my particular specialty, thus providing substandard care for hundreds and thousands of people. In addition, my parents live here, so I am being robbed of the opportunity for my children to grow up with their grandparents as well as for me to better care for them as they age. A non-compete clause is nothing more than a ploy to keep employees mistreated and underpaid."</p>
Blake	<p>"I am fully in support of eliminating non-compete agreements between employees and employers. As a skilled laborer in <b>automotive reconditioning</b>, I have been subject to scrutinous non-competes over the years which has massively set back not only the future of my family, but also the quality and satisfaction that the customer deserves. In my observation, the larger the company, the more aggressive thick non-compete agreement is. In addition, the larger companies generally are not able to provide the same quality, care, and courtesy that comes from healthy competition. I look forward to this rule taking affect."</p>
C	<p>"I practice medicine in a rural location. My livelihood depends on several hospitals within close proximity. Outside of that, I am looking at a two hour drive to the nearest hospital. The practice of non compete clauses is akin to working for the mafia. Once you've in, you can never leave. Attorneys at the helm with limitless corporate funds and power can threaten physicians and other professionals out of business. This has got to stop."</p>
Rupesh	<p>"The <b>physician</b> noncompete rule in contracts is harmful to the interest of physicians. It eliminates opportunity for better pay, better work environment and excel in their field. As a physician I have put in 7 years of training after medical school to be a subspecialist and serve my community. Eliminating the non compete rule will generate healthy competition between hospitals to attract the best of the talent of physicians and remove the fear of losing the ability to serve the community where the physician was employed in the first place. It's a win win for the community physician serves and for the physician in terms of better pay and work environment!"</p>
Heather	<p>"I agree that the non-compete should be made illegal. Aside from being able to pursue a better opportunity, people may be trapped in a bad work environment."</p>
Mark	<p>"Non-compete agreements, which prohibit employees from working for competitors or starting their own businesses after leaving their current employer, are often used by corporations as a way to protect their trade secrets and prevent key employees from leaving. However, they also limit job mobility and entrepreneurship, particularly for low-wage workers who are unable to negotiate the terms of such agreements. Moreover, they can stifle innovation, as they discourage the sharing of knowledge and ideas among workers in different industries. I find it ironic that corporations often praise capitalism as the best possible economic model, citing competition as a driving force for innovation and growth. However, when it comes to their own employees, corporations have used non-compete agreements to artificially prevent competition for the best possible wages and jobs. This not only limits the individual's economic freedom but also creates an unfair advantage for employers, who are able to dictate</p>

	<p>the terms of the employment contract without fear of losing workers to competitors. By outlawing non-compete agreements, the Federal Trade Commission can help to level the playing field and promote true competition in the labor market. It will give workers the freedom to pursue their career aspirations and seek better opportunities without fear of retribution from their former employers. This, in turn, I believe would benefit workers, businesses, and the economy as a whole. It would promote job mobility and entrepreneurship, allowing workers to pursue their full potential and contribute to economic growth. It would also encourage innovation and competition across all industries. In conclusion, I strongly urge the Federal Trade Commission to take action and implement the proposed rule to outlaw non-compete agreements among corporate employees. It is the right thing to do for the well-being of workers, the economy, and for the very ideals of capitalism that corporations claim to hold dear. Thank you for your attention to this important issue."</p>
Tommy	<p>"Banning non-competes would be in the best interest of American workers. Corporations have used legal scare tactics for years to threaten legal action with what is often an unenforceable contract anyways. This prevents people from leaving toxic work environments because where could they go? All of their experience is likely related to their industry. Most of these people do not have the financial ability to fight a legal battle with a large corporation so they feel stuck. There's also a lot of layoffs going on in the tech sector. What are people supposed to do when a company is still enforcing their non-compete even though they ended their ability to earn a paycheck? Obviously they don't have the financial ability to fight a legal battle let alone hire counsel to review their non-compete because they need to save every penny not knowing when the next time will be that they can earn a paycheck. Non-competes are the elites way of using the lower classes below them to stay wealthy and prevent anyone else from rising through their ranks. How can someone with good ideas, who is feeling like the company is either taking them for granted or isn't listening to their innovative ideas, supposed to start their own venture if they have a 2 year non-compete? It's a bully tactic and there are plenty of ways companies can protect their proprietary products/ideas/etc than by ensuring wages stay low knowing no one can leave."</p>
Ben	<p>"I am currently stifled from local work in my industry due to a non-compete from my previous employer. I had to take a job making \$30,000 less per year and I work from Colorado to California. I miss opportunities with my three 4th grade sons and I am missing them growing up, because to stay in the industry I've been in for over a decade, I cannot work within three states of Georgia, where I live. I have to pay my ex-wife child support, so I cannot change industries and take a massive pay cut. I don't think it's fair that my previous employer can control me like this, while many local competitive companies have expressed interest in utilizing my talent and expertise I have gained. Please help America thrive again. Stop this non-compete nonsense."</p>
Thomas	<p>"When I started into the private practice of <b>Pulmonary Medicine</b>, I was subjected to a non-compete clause and went to court to break the clause when I left that practice. I was not successful. When I opened my own practice and built it up to seven physicians and over fifty employees, we did so without non-compete clauses. From my business experience these clauses are entirely noncompetitive and suppress an</p>



	<p>individual's ability to obtain a higher wage. As our society seems to be suffering from a suppression of competition, it is entirely reasonable to prohibit these clauses, just as many of the contracting techniques used in the Gilded Age have been prohibited. Competition is difficult, but it makes markets and the businesses that compete in those markets more effective."</p>
Alicia	<p>"Non-competes are anti-competitive, allow employers to treat employees unfairly for fear of being unable to work, and prevent workers from making better wages by moving to a new employer. Unless there is a national-security concern, no job should have a non-compete."</p>
Christina	<p>"Non competes in medicine only serve to hurt our patients and their health. Taking physicians out of underserved rural areas when they have to leave an organization leaves a health vacuum and causes tremendous harm to patients and communities."</p>
Wesley	<p>"I'm a <b>physician</b>. PLEASE apply the non-compete ban to physicians. Most physicians are not entrepreneurs. Most of us do not have groundbreaking ideas which will leave with us when we leave our hospital system. Of those physicians who ARE groundbreakers, NONE of them work at for-profit hospital systems. They work at MGH, BVsITI, Emory, UCLA, or the Mayo Clinic. They are at academic, non-profit systems. They will never leave those systems because that's where the prestige is to advance their careers. Furthermore, the research shows that noncompetes harm patient outcomes. What else do you need to know? These for-profit hospitals lobbying against this potential rule are trying to protect their own profits. They are trying to depress competition, wages, and freedom of self-determination for individuals. They are trying to keep their staff from deserting when they chronically under-hire clinical staff to improve their bottom line. They're not worried about Joe everyday 50th-percentile hospitalist stealing their ideas, they're worried he'll leave when they continually cut costs to the point where it endangers the vulnerable patients we see every day. They're worried that the moral injury incurred by their profit-seeking will come back to haunt them. Those lobbying against this rule are trying to bastardize capitalism. Please protect the American people from the perverse version of capitalism they are seeking to create. While you're at it, can we please do away with for-profit hospital systems altogether? Hospital systems that serve shareholders before patients are not acceptable."</p>
Sam	<p>"As a <b>physician</b> I think non competes are only useful in hurting workers for the benefit of hospitals and their administrators."</p>
Roger	<p>"America thrives on competition. It fosters innovation, growth and importantly competition affects cost - it drives costs down, as we strive to develop faster and more efficient processes. Non competes are anti American in this sense. One of the largest costs to America is healthcare. And a big factor in that is hospitals handcuffing physicians in non compete clauses. Hospital associations and insurance companies have been able to lobby to minimize competition. They actively disrupt independent physician practices in their market and stifle any possibility of a physicians' ability to compete in the same area and to offer possibly more effective and cheaper treatment options to patients, unless employed. It would be ridiculous that the FTC dissolution of non competes not apply to physicians. It would be discriminatory, and again an example of the power hospital systems have in lobbying for their own self serving</p>



	<p>interest and not what it is best for society. This would continue to allow big hospital systems and big insurance companies to monopolize markets and continue to drive up healthcare costs. There is absolutely no reason that physicians should be an excluded party as the America Hospital Association is suggesting be done. I strongly urge that physicians not be excluded - it is time that we return to how medicine is supposed to be practiced. Between a physician and a patient, letting patients choose who best to take care of them by restoring independent physician practices, and not having patients rely on only having the option of going to the big hospital systems. Moreover, I understand that "non profits" may be excluded as well. Many hospitals fall under this category despite them being far from anything "non profit"- this would drastically hinder the competitive spirit I referenced above and I would suggest that if non profits are to be excluded, then I would suggest making an exception for hospitals to be included. We need to end the monopoly that large hospital systems have on patients options for healthcare."</p>
<p>Bailee</p>	<p>" It is my belief that non-competes should be made illegal and non- enforceable, therefore I agree with this proposal. I will describe my current position to explain. <b>I am an ER veterinarian</b> and had to sign a non-compete for my current position. It is very common in my profession (veterinary medicine) to have to sign non-competes across America, so it was unavoidable when looking for a job. I wanted to look into other job possibilities as I am not currently happy at my hospital, however, my non-compete does not allow for that. I would not be able to work ER in a 15 mile radius around my current hospital for 2 years after me leaving my position, which is my entire city. I would need to uproot my entire family to move to a new city to get a different ER job, or transition out of ER medicine to a different type of veterinary medicine that I am not trained for or experienced in, which would make it difficult to find work. For this reason, I feel that non-competes give too much power to my employer while leaving employees helpless. They are allowed to hire and fire at will, however, I am completely stuck at my current hospital and have very limited choices. My current hospital is grossly underpaying me for my position compared to other similar positions in the area in recent years (other hospitals have raised their salary where my hospital refuses), however, I cannot leave to get higher pay elsewhere given my non-compete. Given our non-competes, we all feel stuck and cannot leave, so our hospital is not forced to be competitive. I am being forced to stay at this hospital if I want to remain in my current home and work the type of medicine I am trained to do. Having my non-compete is not only taking away my freedom to find work, but it is also negatively affecting my financial situation given my lower pay, and mental health given the stress this situation brings with feeling stuck without options for myself. Passing this rule will give more freedom to employees and benefit the veterinary market by making sure hospitals are being competitive and taking care of their employees."</p>
<p>Sarah</p>	<p>"Non compete stifles so much creativity and advancement. While I understand companies may want to protect their property, similar companies will have similar bases and it would let people bring general information to new jobs so higher wages and more creative and advanced products. Win/win!"</p>

Daniel	"Unless an employer can demonstrate that the employee will do harm to the company's future business due to the disloyal behavior while employed, there is no reason to restrict the employee's future career options."
Courtney	"I am strongly in favor of banning non competes. I'm an <b>Eesthetician</b> , who is currently dealing with fighting a non compete. The 10 mile range and 5 year non compete is completely ridiculous. Let's not even get started on the fines you could possibly incur. For trade businesses like mine this makes it hard to make a living. No one should be able to tell you where you can and can not work."
Robert	"These need to go away. They abuse people where power balances are not equal. It also inhibits free market growth."
James	"I am a <b>cardiac surgeon</b> now working in a community setting with experience during my career working in surgical groups and for health systems. Medical practices have been constrained by non-competes since I can remember causing doctors to continue to practice in environments they no longer like because of non-competes. There are no trade secrets or IP to protect - just patient doctor relationships and referral networks that represent a typical client service model, which should be flexible as circumstances change. With the current non-compete environment that is not the case, restricting patient access to potentially better practice arrangements and eroding physician satisfaction with their professional opportunities. You should not have to move when you want to leave a particular practice setting. It is interesting to note that the lawyers who make their living writing, advising, and defending non-competes for the medical profession do not permit their own employment contracts to contain any non-compete restrictions. The can move to a competing law firm across the street next Monday morning if they so choose. There is an important message in that covert behavior - they know how constraining that would be on their chosen career path and they want to be able to take their clients (like patients) with them if they move and the clients prefer. Your proposed rule is a very important advance for fair competition and professional autonomy that will improve patient choice and enhance patient care. The same holds true for hourly workers as you note. The medical profession is solidly behind this enlightened approach to transparent and responsible employment contracting. Thank you for this long awaited improvement to employment, competition, and innovation in healthcare."
Sarah	"I am a primary care physician. Because of my noncompete, I am unable to leave my practice to work anywhere within a 10 mile radius in a major city with heavy traffic. This means I am unable to leave my practice and still get my children from school on tune coming from another practice. This means even when my contract negatively changes, as it recently did, I am stuck in the same job because I cannot afford to uproot my family to seek better employment. Please ban non competes."
Diana	"Non-competes are anti competitive, and hurt our workforce. Agree with the rule to eliminate them!"
Diana	"Clinician shortages are rapidly increasing, in part due to lack of job mobility for clinicians. When clinicians aren't able to switch jobs to find better fits without having to relocate themselves or their families, they make hard choices, which can include leaving the profession or cutting back clinically. Additionally, noncompetes give the

	employers unfair leverage. If clinicians are afraid of being fired or otherwise retaliated against because they have a noncompete and are unable to move, they are less able to effectively advocate for themselves or their patients. This can include speaking out against unsafe or unfair working conditions, negotiating fair contracts that help prevent clinician burnout, advocate for safe staffing, or speaking out against patient safety issues."
Chase	"I am an individual working in a sales position in the <b>construction industry</b> . I am very supportive of this proposed clause and hope that it gets passed. In my current role I have a 2 year non compete agreement for my specific trade. I am wanting to start and build my own business but am unable to do so due to my non compete agreement. I recently met with my employer seeking a higher percentage of commission as I feel that I have hit an earning ceiling on my current compensation plan. My employer would not agree to any increase in commission or letting me out of my non compete. If this clause gets passed it would allow me to start my own business and better provide for my family as well as begin creating more jobs for others. I know that there are lots of people in my same position that this would really help. Thank you for allowing me to comment with my thoughts on this."
Joseph	"I am currently trapped in a non-compete and not able to leave my current job due to my job being specialized. I also would like to start my own business but because of my non-compete I cannot. This is seriously restricting me from earning more money for my family. I am for the banning of non-competes."
Adthe	"Doing away with noncompete clauses would be just one more step forward for America. As a <b>small town healthcare provider</b> , my non compete prohibits me from working within 20miles of my home for a different company. That would mean if I were to change jobs, I would have to go to a neighboring town 40 miles away all while leaving my one year old at daycare in our home town. People should have the freedom to change jobs without having to sacrifice travel or family time. Not to mention this would most certainly increase wages!"
Abhijit	"I am a <b>physician</b> and I agree with banning non-compete. It is a barrier to professional development and providing continuity of care to patients ."
Armida	"This is an essential step to support hard-working employees and their families"
Brian	"This law is imperative to the US workforce. Bound by one sided agreements unjustifiably favoring the employer is unfair to the employees. Glad the FTC is taking action."
Haley	"I am a practicing <b>Certified Anesthesiologist Assistant (CAA)</b> who has witnessed how noncompete clauses limit career opportunities, reduce access to care for patients, and uproot healthcare workers from communities. CAAs provide anesthesia for a variety of surgical procedures in the anesthesia care team alongside nurse anesthetists (CRNAs) and physician anesthesiologists (MD/D0s). In many hospitals, the physicians, CRNAs, and CAAs are employed by a management group contracted with the hospital to provide anesthesia services, i.e., these providers are not hospital employees. When a hospital decides to change management groups, the contracted management group will enforce noncompete clauses and no longer allow the MDs,

	<p>CRNAs, and CAAs to practice at the facility where the contract was lost. Enforcement of the noncompete directly results in the loss of experienced providers familiar with the facility, surgeons, and procedures performed. Delays in both planned and emergent care occur as well as a decrease in quality of care from inexperienced practitioners. The healthcare workers impacted by the noncompete suffer a loss of income, the stress of finding a new position, and the decision to relocate their families. Noncompetes protect the interests of no one except the companies enforcing them. Patients and healthcare workers pay the price."</p>
Ian	<p>"Non-compete clauses are manly designed to restrict competition and trap employees in jobs they may not like, while accepting wages lower than they could otherwise earn. One company who won a federal government IT contract from the company for which I worked offered continued employment to my entire team on the project, subject to a non-compete clause in their standard employment contract. When we refused to sign, they dropped the requirement, and it was never mentioned again - showing that it was unnecessary."</p>
Ruby	<p>"<b>Physicians</b> should not have a non compete. There is already a shortage of doctors and primary care us being shuffled into np only field. Healthcare is heading towards a physician shortage, profit loving hospitals should not be able cripple healthcare this way."</p>
Alexander	<p>"Non-competes should be banned or employees should be paid full salary/lost wages during the non-compete period."</p>
Eleza	<p>"Non competes contribute to <b>physician</b> burn out. They exist to punish the little guy and let large scale hospitals and companies win big by trapping doctors fresh out of training into untenable situations. They take advantage of the fact that people are hesitant to uproot their families to pursue an ideal job, and therefore must remain stuck in a bad situation. In an age where anyone who can leave medicine does, noncompetes only contribute to the problem."</p>
Gopinath	<p>"I fully support that we implement this rule that gives workers rights to work anywhere and for anyone."</p>
Anupama	<p>"I fully endorse this"</p>
Courtney	<p>"Non-compete agreements should be done away with."</p>
Jessica	<p>"As a <b>physician</b> the non compete clause is often used in a predatorial way to trap physician in a particular job, forcing providers to leave the location if they no longer want to work for an organization. The terms of the non compete varies drastically depending on organization and there is no consistency."</p>
Audrey	<p>"I fully support this proposed rule change. I am <b>a CPA and an entrepreneur</b>. I left a CPA firm and set up my own practice, however was bound by a noncompete agreement and was not able to fully develop the practice to what I otherwise could have for a period of 1 year after my departure. Professional skills must be used to stay fresh, and rules change frequently. I have lost a lot in the period that I waited for my noncompete agreement to run out. The firm did not serve the shared client base well, but I was unable to do anything to serve those clients because of this</p>

	<p>agreement. The agreements reduce competition by limiting what entrepreneurs can do, and our clients were the ones who suffered."</p>
Dhia	<p>"Any given authority to employer to ban workers to move another competent company mean giving the employer rights to enslavement workers lifetime with imposing any roles and punishment practice unjust and controlling workers and their families forever beside taking away his freedom as well as workers being employer's property."</p>
Krishna	<p>"I believe the non-compete clauses are not in the best interest of the public in the healthcare sector. I understand that hiring entities invest money in the hiring process and do not want to lose their investment, but the loser is usually the individual healthcare provider and their patients. As a physician, there are many barriers to changing practices, including the months it takes to re-credential with insurance companies and establish a new staff along with other relationships. The entities that demand the non-compete typically have much deeper pockets and easier access to legal representation than the individual physician trying to change a practice, setting up an uneven playing field. In addition, my biggest concern in the healthcare field is the idea that a "not for profit" hospital would ask an individual physician to sign a non-compete agreement. Once again, I understand that there are start up and recruiting costs, but if a physician stays in that hospital's catchment area the physician is likely to use that hospital's service for their patients so the idea of a non-compete only serves to push the physician away from the area if the relationship sours and the main losers are the patients of the physician. Furthermore, if the hospital is a "not for profit" institution, they really aren't losing anything if the physician leaves the employment of the hospital. Hospitals are notorious for their inefficiency when compared to private practice. I have been in both settings and I saw many fewer patients as a result of being affiliated with a hospital and this led to poorer access for patients to healthcare in addition to many other inefficiencies in carrying out their care."</p>
James	<p>"Please ban non-competes - especially for low paying jobs like Jimmy John's (how ridiculous is it for a sandwich company to have a non-compete). James Hackler"</p>
Thomas	<p>"I am a <b>physician</b>, practicing in the state of Georgia with a noncompete clause in my current contract. Because of this clause, I am unable to start my own practice, hire my own staff, and otherwise practice medicine within the state without moving my entire family to another location. I believe leaving my current job would be in my in my families, best interest, but because of a noncompete clause I am unable to do so. In my current practice, I perform procedures that nobody else in the practice does. I represent no competition should I leave, and we have no material impact on my current practice should I decide to open a practice down the street. The idea that I am somehow going to harm trade secrets or otherwise damage the business by leaving isn't the reality. The noncompete only six to discourage me from leaving an employment environment which is not optimal to my practice as a physician. In short, I am trapped. this rule proposed by the FTC would allow me and my family greater freedom to seek employment or start our own practice. From a personal standpoint, this would be a great boon to myself and my family. I would be able to hire and create jobs. I would be able to be a productive member of my local community without having a fear of a lawsuit from previous employer, hanging over my head. In short, I</p>



	<p>believe noncompetes or an unethical, suppression of wages and workers rights. As a future employer, if I am ever able to start my own practice, regardless of how the rule changes I will never have a noncompete in an employees contract. I will work to be a great employer and provide a place of work that my employees are proud to work at. I will not Hold a stick over their heads in the form of a non-compete in order to keep them from leaving."</p>
Laney	<p>"Banning non compete clauses would have a huge positive impact for me as a <b>physician assistant in demiatology</b>. Non competes are common in my area of work, and signing a contract that includes one, which most of us are forced to do, puts our livelihood in jeopardy for the extent of the agreement, which is often several years. Not only are opportunities for my line of work few and far between, but our metro traffic could mean I spend two additional hours commuting to be sure I am outside the noncompete area if I take a new position xs. This is a huge burden. Please ban these!!"</p>
Aaron	<p>"I am an <b>Internal Medicine Physician</b> and I support the proposed rule to remove noncompete clause from Physician contracts. The noncompete clause is harmful because it restricts my ability to practice medicine in a certain geographic area and limits my career options and adversely impacts patient access to care. The noncompete clause limits patient access and restricts a primary care physician from practicing in certain geographic areas which leads to longer wait times, long travel distances, and increased healthcare for patients. Second, noncompete clauses disrupts the continuity of care for patients with established relationships with their primary care physicians, which can lead to decreased quality of care. Third, the noncompete clause reduces physician autonomy, which adversely impacts the physician's ability to make independent decisions about their practice and career, which impacts the quality of care provided and physician happiness. This new rule would be a great first step in allowing physicians to stay with an employer because they choose to rather than having no other option but to stay."</p>
Andrea	<p>"I think that banning non-compete agreements would not only improve the salaries of employees but also their peace of mind. Having highly specialized skills and facing the prospect of moving across the country to find a new job when there are jobs available in your local area is unrealistic. Most people will choose to stay in a bad situation rather than go into debt and uproot their families. Stress affects enjoyment and shortens lives. I wholeheartedly support banning non-compete agreements."</p>
Linda	<p>"Non-compete clauses ultimately hurt patients by putting business before medical care solely because organizations want to punish the physician for choosing a better career option elsewhere. The practice of placing non-compete clauses in physician contracts should be banned."</p>
Benjamin	<p>"As a board-<b>certified internal medicine physician</b>, noncompete clauses are very restrictive and inhibit potential for physicians to positively impact the community in which they live. As a primary care physician, it is important to engage with the community. I do this by serving on the board of directors with a local co-op and being actively involved in a local church. Severing these ties and uprooting would be incredibly disruptive for my career and relationships. The idea that a noncompete clause can bind me to one specific hospital system, or employer, within the</p>



	community eliminates significant autonomy and flexibility that would otherwise allow me to commit to a local community without that commitment being dependent on a specific employer. At any point, myself, my employer, our us mutually could decide working together is no longer in our best interest but this should not also mean my elimination from serving the local community and continuing to practice in proximity to other valuable relationships."
Jordan	"As a <b>private contractor</b> insurance producer I believe that non compete agreements stifle my ability to grow my income. Being held captive by one agency allows the agency to determine my income."
Tim	"Noncompete clauses are incompatible with the values of this country. They are once anti-democratic, immoral, and counter to market interests. Please stand up for our values, our principles, and our citizenly."
Laura	"I am an <b>internal medicine physician</b> working in northeast Georgia. When I moved to the area for my husband's work, one of the major medical conglomerates in my area offered me a contract with a 2-year noncompete clause in it for within 15 miles of anywhere they have a clinic. Because they are so widespread in the area, that basically means that they would have controlled my work or forced me to move out of the area, probably over 100 miles. That means my husband would have to quit his job, we would have to sell our house, and out children would have to move schools if I wanted to switch jobs. Or, I would have to stop being a physician in an area that greatly needs more physicians. Within that framework, how could I ever ask for a raise? What threat would I have? I could not threaten to leave because they know the costs that would incur me and my family, far beyond the economic costs. I turned them down thankfully because I had another offer, but as more and more buy-outs happen in my area, I worry I will be forced to either sign a non- compete someday with a major medical system. And why are they helpful to the systems? I am not going to steal any privileged information from the corporation - all they want is control over my patient base if I move and to force me far enough away that they don't actually have to compete with me on an even playing field. As a physician, I have no access to secret information, really, this is a non-compete in order to stop competition in a free market. Sure, stop me from stealing patient info. But don't stop me from working in my home county. Please pass this rule."
Mark	"This is long overdue!"
Christopher	"As a <b>physician</b> who works for a hospital affiliated group, I have to agree to a 2 year non-compete. While the contract may be terminated with a 90 days notice, I can only practice in an area 50 miles from my present location. Therefore, the organization can arbitrarily make changes to the expectations and the assistance that is provided in the practice regardless of how that affects me as a physician and the care of my practice and because there is the non- compete, I cannot easily object because of the possible loss of my job and then I'm forced to travel away from where I am established in order to fulfill the non-compete. Essentially, the corporation does not have any responsibility to my needs for safe care as I don't have a reasonable method to provide balance as they know that I won't leave my job given the

	<p>foundation I have in the area and because I cannot go across town and join another practice or start my own."</p>
Elijah	<p>"I agree with banning noncompete agreements . I think it is bad for business and for workers."</p>
Michael	<p>"The proposed Non-Compete Clause Rule (NPRM) will very valuable in strengthening the rights and future opportunities of workers. This will be beneficial to workers in almost every field and location. Employers will be incentivized to compete in the labor marketplace. They will have to treat their workers well ... with more opportunities for professional development, career advancement, better salary and more comprehensive benefits. Employers will not be able to simply sideline workers who leave employ ... but rather face the risk they these workers will now be working for a competitor. I highly support this important regulation and encourage its prompt and full adoption."</p>
Chris	<p>"FTC- Noncompete clauses have been deployed by corporations whose entire business model is solely and completely dependent upon the weaponization of these clauses. Their use as been profoundly detrimental to both the profession's health and the access to healthcare, hospitals, and medical centers. These third parties have entire departments, hospital systems and cities signed to severely restrictive non-competes. Enslaving them in essence. Then, they are essentially able to hold hospitals, physicians, nurses and entire hospital systems hostage as they demand profound increase in fees for their services-- which provide no additional value. At this point, should the hospital refuse to pay the huge increase for the additional services, they risk losing their entire department of physicians, and/or nurses. On the other end of things, physicians and nurses, should they desire to leave, find their professional options severely limited likely having to leave the city or quit practicing. The bottom line is these noncompetes are NOT protecting any legitimate business interest or investment. They are ONLY a legal weapon enabling blackmailing and control or both payors and professionals providing the actual value/service. They severally hurt all parties involved save those offering over the horizon 3rd parties adding NO value. For the medical professionals and system, liberating the free market without limitations of noncompete clauses will yield the best outcome in all categories except possibly private equities' penetration of professional healthcare services."</p>
Maryam	<p>"I would say as a patient I am constantly affected by non competes. Ifs almost impossible to find a private practice family medicine/internist that isn't part of a major academic healthcare system in Atlanta. It is incredibly frustrating as limits my options. As a physician I have never been in a position of any kind of equal bargaining power as a hospital and while hospital systems in which I have worked have had increasing profits, my compensation never increased in the same way. So I am not sure how major healthcare systems want to equate my experience as a physician with the experience of a healthcare CEO. I don't get bonuses or profit shares. In addition the healthcare system I previously worked for has hospitals and clinics throughout GA. I had a 25 mile non compete clause which meant I would have to move out of state to practice outside of that system. It's fin to prevent physicians or anyone from leaving a hospital or a system in order to find a job that is better suited to them, a different location or an opportunity for growth. I am disgusted and appalled both as a patient and as a physician that anyone would limit access to care for patients by</p>

	implementing noncompetes. And it disgusts and angers me as a human that any corporation's needs supersedes an individual's needs in employment."
C	"As someone in a specialized industry, removing non-compete clauses would make it much easier to charge jobs, work in start-ups and generally switch from one place to another. I strongly support this rule."
Chuck	"I believe we should eliminate non competes. In Georgia lawyers are not subject to non competes but doctors and nurses are. We had a "non-profit" hospital group close two hospitals in poor areas of Atlanta and is acquiring two hospitals in wealthier areas. With 30 days notice they closed and told their health care workers they would still hold them to their non-competes even though the hospital closed. Since they were abandoning Atlanta what was the point of enforcing the non-compete other than forcing them to move to stay with the hospital group (WellStar). In another town of two hospitals, (Rome) one hospital that had been bought by an out of state group. They now are buying Harbin Clinic, the largest private physician group in Georgia. The Harbin employees are told they are being held to the non compete contracts of Harbin. They now are putting on contracts that cut compensation drastically. In some cases 50%. But they are being told they are holding them to the non competes even though the owner and new rate has changed. Some employees, went Floyd Hospital was bought had their pay cut but held them to a non compete even though the pay was reduced. They also had a clause that said they could transfer them to a new location that could be in or outside the state at whatever compensation they determined. Sounds like indentured servitude. This is hurting competition and quality in healthcare and is also just not right. Please ban this practice."
:Luis	"My employer definitely uses the NCA as a means to keeps the sales staff in. i had an interesting offer from a competitor and because of the NCA I couldn't consider it. It sucks that I will have to completely change career direction if I ever decide to leave my employer."
J	"There is absolutely no reason <b>physicians</b> should be excluded from the non-compete clause rule. This is completely unfair and is another injustice towards physicians. We as physicians will continue to fight against rules that continue to minimize our autonomy and ability to practice medicine."
Bethany	"I am a physician in Rome, Georgia. I have a strong connection to this community and my extended family live here. I work as a pediatrician here and care deeply for the children of this community. I started working here a decade ago. A new entity out of NC , Atrium, has taken over our hospital who employed me when I came to town. I had carefully negotiated my noncompete at my hire 10 years ago. When Atrium came to town and took over, they gave me a contract to sign that greatly increased my noncompete area that would force me to move if I signed it and ever had to change jobs. Their noncompete would force me to have drive about 65 miles in any direction to find work. This noncompete is in an area of medical shortage where recruiting physicians is difficult anyway. Noncompetes in our community allow them to hold physicians who love this community in bad work environments with lower wages. It is wrong to expand a noncompete in a worker who has been here a decade without increasing any benefit for the extended noncompete. Many of my colleagues have had to leave to go to other areas. Some are working out noncompetes in outlying

	<p>areas outside the noncompete areas, causing patients to either have to drive long distances or be without their beloved physician. Physicians in this community do not threaten this massive hospital system, currently the 5th largest in the country. We certainly do not have access to trade secrets. Lawyers are not bound by noncompetes- why are doctors? We have a loyalty to patients- not big massive healthcare systems that are motivated by profits. I am motivated to provide the best care I can to my community- little children who need someone looking out for them. That is all I want to do in this community. Atrium is looking to form a monopoly on health care here. They are buying up small doctor offices and trying to buy Harbin Clinic- the largest private physician owned multi specialty healthcare system in the US. Noncompetes are wrong for physicians, especially when they work for massive healthcare systems where they pose no threat to such a system if they left."</p>
<p>Charles</p>	<p>"I am a <b>physician</b> in a small community providing very needed cardiac care to my patients. We have had a large hospital system from North Carolina take over our hospital with broad expansions of a noncompete that is bigger than the state of Delaware. They are trying to "own" physicians and restrict our ability to work for the competition should they provide a bad work environment . This is horrible for the patients of my area and for our town's ability to recruit new talent to replace retiring physicians. It also limits wages. Noncompetes in the medical field are wrong, especially for huge hospitals who don't necessarily have patient care and the physician patient relationship at the forefront of their mission. This is about the most sacred trust humans place in their doctors. If big corporate hospitals can be kept from mistreating their physicians by removing their ability to slap these very restrictive noncompetes this is a win for patient care. Additionally, physicians are not subject to trade secrets. Big corporate hospitals don't train us- we sacrifice over a decade of our lives paying and financing our own training. Then we try to take a job and have very unfair noncompetes. It is past time for these non competes to end for these huge corporations where individual physicians are absolutely no threat to these massive hospital systems."</p>
<p>Erskine</p>	<p>"As a <b>physician</b>, with most hospitals being non-profit by definition, this rule would not apply to most hospital-employed physicians, which I disagree with. I recommend that nonprofits be included in the banning of non-competes to allow physicians, nursing, and other hospital employed staff to pursue practices safely."</p>
<p>Deanna</p>	<p>"To whom it may concern: I am a physician with the in Atlanta Georgia. My noncompete clause in my contract states that if I were to leave my position, I would not be able to work within 7.5 miles of my current job. With the Atlanta traffic, this could mean that if I were to quit my job, the next closest job that I am allowed to take may be 30 minutes away. This essentially could extend my commute by an hour each day, in addition to the current commute and thus I will continue working at my current position, out of convenience, even if it is not the right job for me. Workers in numerous fields are experiencing more and more burnout each year, leaving the workforce in droves. This is been so problematic in medicine, not only at the physician level, but with the nurses, medical assistance, and other healthcare workers. We are burnt out, understaffed, and with limited options of other employment due to noncompetes. I am afraid I will burnout of practicing medicine completely, while working at this job, but I value that one extra hour I get with my</p>

	<p>family, and will stay at my current position. The problem with noncompetes is even more absurd in New York City. I have colleagues there, who have noncompetes that ban them from obtaining any position in New York City. Their only option is literally to move to another city, if they are to look for another job. I think eliminating this clause will be beneficial, not only to physicians, but all workers. We will give us the opportunity to choose positions that we enjoy and thrive in, and stay in these positions, as opposed to being stuck in a position that negatively impact an individual's physical and emotional wellbeing. Dr. DSJ"</p>
Chanell	<p>"I support the ban on non- compete clauses. An individual should not be restricted from operating a business or seeking employment in the same industry of a previous employer."</p>
DENIECE	<p>"Non-competes are another way for corporations to corrupt Healthcare and limit where and how a physician can practice. Competition helps create better prices for patients and clearly Healthcare costs are out of control. Non-competes prevent physicians from leaving a hospital system and starting a practice in the same community, limiting the competition and the ability to have options on where to get their care."</p>
H	<p>"I support the proposed ban on non-compete agreements and urge you to move ahead with the ban. Workers need the right to choose any employer they wish without restrictions."</p>
Matthew	<p>"I have been working as <b>researcher</b> ever since completing my doctorate, and i have been had to sip an extremely restrictive non-compete to get my current job that would required me to move industries if i left my current work. Companies use non competes to try and control employees and suppress their wages, i am strongly in support of getting rid of non-competes."</p>
Charles	<p>"Noncompetes should NEVER have been allowed in the 1st place. It stifles a persons ability to earn a living in the same field or job under threat of lawsuit. That isn't how the US works. There are trade secret laws already on the books for those rare occasions where a business needs to protect their interest. Basically, you have options...but for people just trying to make a living, you should not have the power to stop them from working...EVEN for your competition. You want to keep them , COMPETE for them in the free market. That is what we were founded on...t'free markets...this is just labor vs a physical widget. BAN ALL NONCOMPETES. It will force businesses to compete for good talent AND incentive them to keep good talent. The employee finally gets a small win in terms of power vs a business trying to limit a persons choices when it comes to working Prime example...my son works for a bar in a college town. The owner makes them sign a noncompete...meaning he CANNOT tend bar ANYWHERE close to our town...literally takes away his ability to work in that job. That isn't fair.."</p>
Machelle	<p>"I fully support the FTC banning non-compete clauses. It severely limits employees and entrepreneurs finding work without having to relocate. The financial burden and hardships placed on individuals in unfair and makes it difficult to earn a living."</p>

Aman	<p>"Physicians non compete should go away. They should be allowed to serve their <b>communities</b> irrespective of their employer. There is a shortage of physicians and non compete makes it even harder for communities to retain them. Hospitals use the non compete clause for their physicians as threat so that they will not leave and join another practice in the community. Non compete is one of the most unfair practice in our country. The physicians should be free to practice in their communities"</p>
Vahan	<p>"It is long overdue to consider abolishing non competes especially for <b>physicians</b>. There aren't any trade secrets in medicine that need protecting. The only people hurt by current non competes are our patients!"</p>
Jennifer	<p>"A rule that eliminates non-competes would be a tremendous win for healthcare workers, particularly physicians, that are often bound to an institution with limited options without uprooting an entire family. Current non- competes hold physicians hostage - in some cases as a sort of endured servant - forced to work more and more for less pay than at nearby medical practices. This is particularly true for academic physicians who join an academic medical center with altruistic and idealistic motives of teaching and research but who find themselves compensated at a small fraction of their earning potential in a private setting. Please eliminate non-competes. Physicians around the country will thank you."</p>
Charles	<p>"I believe the removal of non-compete agreements would increase competition in the workplace, and spur innovation and growth in the economy."</p>
Dilawar	<p>"I am <b>Dilawar...a Medical Oncologist</b> practicing at Harbin Clinic, multi specialty clinic in Rome, Georgia since 2003 and have a non compete restriction for 1 year .we are 3 medical Oncologists in this part of northwest Georgia and are sole providers of cancer care in Rome Georgia to hundreds of patients who desperately depend on us for their cancer care. Recently Atrium Health ( Advocate Health) has decided to buy Harbin clinic and this merger is close to happen once FTC clears this deal. Atrium health is offering compensation to me and my 2 other medical oncology partners which is 50% less than our current compensation. Since this draconian reduction in our compensation is not acceptable to us ,we would not be able to practice and take care of our vulnerable cancer patients because of the non compete restriction, leaving hundreds of vulnerable cancer patients without necessary care and putting their lives at risk as their is no medical oncologist service in Rome besides us 3 medical Oncologist. This is a perfect example of unfair restriction on a critical medical care being deprived to a community , and physicians who have been in practice for decades not able to provide essential life saving care because of senseless non compete restrictive covenant. On behalf of my cancer patients and my partners, their has to be some remedy or a corrective action to help us so that we continue to provide life saving cancer care without any breach in continuity of care to this highly vulnerable population."</p>
Erin	<p>"Non-competes, as it pertains to an individual vs a large organization, stifles growth, earning potential, and can disrupt the family unit. As a <b>surgeon</b> who departed an employed single specialty group where the non-compete encompassed the multiple hospitals in the system and the office locations, I initially had to take on employment 90 miles from my home during pregnancy. My husband travels for work and we also have a toddler. It's unfathomable that a single surgeon could significantly compete</p>



	<p>against a long-standing practice and hospital. The entire family was affected by the situation: physically, and emotionally. The uncertainty that lie before was excruciating, especially given the time, stress and debt required to enter the specialty. FOURTEEN YEARS of post secondary education and I couldn't work close to where I live. This must change. Some must uproot entire families to gain employment which can include a significant other finding new employment, children having to navigate a new education system, and other familial support systems being left behind. In some cases employers suffer if they are need of a skill set and cannot hire a candidate due to a noncompete clause. Getting rid of noncompete clauses, or at least imposing major limitations, would benefit individuals, families and employers."</p>
NAGA	<p>"Noncompete in healthcare industry for doctors is very bad for patient care. It is used to throttle the voice of physicians because the choice is to either keep working or to escape noncompete leave the city as they are so restrictive. Once you are settled in a place it is tough uproot your family and leave your patients whom you care. It is hightime that physicians and healthcare teams non compete is removed"</p>
Naga	<p>"Non compete clause for physicians is like a bonded slavery as physicians cant leave the location due to multiple reasons. The only way they can move a job is by uprooting their family and severing ties to the region. If hospitals think they treat physicians fairly they don't need to worry about it because physicians don't leave if they are treated appropriately. Opening a new practice or going to a new practice involves lot of uncertainties including a pay cut. Despite that when doctors want to move then these big health care systems want to penalize doctors"</p>
Daulton	<p>"Non-competes, if not eliminated entirely, need very specific wording and regulation. Corporations have all of the power in our country already, between at-will employment, being the main or only reasonable supplier of benefits, and union busting that is pay-to-win in its current state (if it even gets that far). There needs to be protection put in place that allows employees to have some amount of bargaining power. Clauses that now allow employers to take advantage of new-hirers by forcing them out of the field if they no longer want to work there for a contractual amount of time is immoral. This is the minimal amount of protection we should have, and honestly, we need more than this."</p>
SATISH	<p>"I support this rule as it affected me as a <b>tech contractor</b> working for different prime vendors of the companies. They put this non-compete which is restrictive and it affected my career advancement to take up higher wage jobs with a competitor of that company and also with the client. Non-solicit also should be banned or should not be valid for more than 2 to 3 months if it cannot be avoided. This will help in companies giving competitive pay to both the employees and the contractors."</p>
Valerie	<p>"I work in the <b>healthcare field</b>, and we do not use non competes. My husband works for Serve pro and he is strictly against them. He had to sign a 2 year non-compete and even if he is fired cannot work in the industry for 2 years!"</p>
Matt	<p>"I fully agree with banning non-competes. I work in a niche and specialized market, with very few opportunities outside. To restrict my opportunities inside my market means I lose 20 years of specialized expertise, and have to start from scratch on a</p>

	<p>new area. As such, my company owns me. I have no option to leave as it would be catastrophic to my wages and I support a family."</p>
Ashley	<p>"I am in favor of banning non competes. I work in the <b>private investigation industry</b> and am currently dealing with this myself. Non-competes are being abused by companies to scare employees into staying and not furthering their career. At my previous company, I was paid significantly lower than my co- workers for doing the same job at a higher volume. When I asked for a raise, I was ignored. I finally left and found a better paying job with a lower volume of work in the same industry. The prior company has made many threats because I am violating the overly restrictive non compete they snuck in during a promotion. I have not reached out to any of their clients or done anything to affect their business. They are only upset because I am still working in the industry. There were lawsuits against 2 other employees who left at the same time as me, and they both are out of a job now and forced out of the industry. Their non compete states that for 2 years, we cannot work for any other company in the industry, any of their clients, or anyone they have THOUGHT of doing business with."</p>
GREG	<p>"I think this proposal to remove non-compete clauses is absolutely needed. In the next 4 months, I will be forced to relocate my family because the non- compete clause found in my current contract doesn't allow me to provide health care within the 10-mile radius for a period of two years. I am an associate physician that is currently in a private practice setting in a smaller rural town where people travel up to an hour or more to receive health care treatment. I have spent the past three years building up relationships with other referring primary care providers and specialists. I provided advanced medical procedures and services which were not previously offered by my employer. Under my current contract, I am unable to provide patient care at the hospital where I was affiliated, independent of my employer. After my contract is up, I am not able to continue to provide any care to the patients that I have established a relationship with or even directly or indirectly communicate with any of my patients. Further, I am forced to leave patient care to the hands of someone who isn't trained to the same level as I am. This predicament has a profoundly negative impact on patient care and outcomes. I wish I could continue to care for my established patients regardless of whoever the employer is that writes my paycheck. I have a young family that will be uprooted at a time when they just started to feel like they belonged in school and with friends. We are heavily involved in our church, schools, and community where we are at but have to give that up. Should we have a choice, we would continue on with our lives where we are established independent of who our employer is."</p>
Chris	<p>"I support ending non-competes. Noncompetes has negatively impacted myself and multiple other <b>physicians</b> colleagues. Hospitals use these restrictive covenants as negotiating leverage over physicians more so than to protect their business. Hospitals even have non-competes for emergency room physicians who are of no threat to take patients with them to a new job. Patient safety, quality of care and physician satisfaction only stand to improve if non-competes are eliminated"</p>
Jake	<p>"This would be an amazing change in course for non-competes, which overwhelmingly favors larger businesses, while stifling the ability for individuals to go out on their own. Given that the larger company is able to afford lengthy and costly</p>

	litigation fees, whereas an individual needs to bare not only the new startup costs of the business, but simultaneously trying to fight off a lawsuit results in most people either not willing to go through the lengthy battle, or potentially leading into failed business due to extra overhead expense (vs. actually building up the business) via legal expenses."
Abigail	"As a <b>veterinary specialist</b> , it would be great not to have to leave the state when I want to leave a hospital, especially since corporations have taken over our industry. One colleague had to work 30 miles from home for two years before he could return to working near home. Ban or limit the scope of non competes."
Raghu	"I as a <b>physician</b> strongly support the ban on non compete clause as proposed by the FTC. This ban is essential for a physician to practice medicine as it should be practiced in the interest of the patients rather than of the corporations. The opposition to this ban is motivated by the greed and need of the corporate hospital groups to dominate the market and control the physicians."
Sarah	"Non-compete are nonsense. Please accept this as a Linn disapproval of the proposal."
Crystal	"I heartily support the FTC's proposed rule change to ban non-compete clauses. My experience has been that employers use these clauses to keep workers trapped in jobs while the company refuses to offer competitive wage increases and benefits. I've been in a position numerous times where a client or customer is so impressed with my service and work ethic that they offer me a position, but a non-compete clause means I had no freedom to pursue those opportunities. Yet, when I told my employer I have X number of clients trying to hire me out from under them I still end up getting the "standard" annual raise that doesn't keep pace with inflation. Essentially, being denied real opportunities that I have *earned* to make more money and instead being expected to stick around and have LESS buying power year after year of staying with the same company. Workers aren't properly rewarded or appreciated in most companies for loyalty and experience. It's time to level the playing field and let great workers chase the opportunities they deserve, instead of insulating, reinforcing, and legally upholding corporate exploitation and greed. I hope the FTC is able to put this rule change into effect. It will provide a much needed rebalancing of the power dynamics between employers and employees."
n	"just asking for fairness, if all other staff have choice, why restrict a few human beings."
Brooke	"Hello, my husband & I are incredibly hopeful that you will pass a ruling that will ban noncompete clauses this year. He would benefit greatly from finally being able to freely break away from his underpaying company to create his own business marketing his niche crafting skill, and being paid his full worth rather than just a fraction of it. Please stick up for the little guy - so many of us could benefit greatly!"
Nabihah	"Non-compete clauses for physicians are unethical. Changing jobs often requires a move to a new city, uprooting our families. In this way, organizations can treat physicians poorly knowing they have no choice but to stay"

<p>David</p>	<p>"The proposed rule regarding non-competes should be approved. At this time, non-compete clauses are only benefiting the employer and taking away from the employee the main right this nation was built upon, freedom. I understand how difficult it is to create a law that would make everybody happy, but it is important that you hear the people. Corporates and companies alike use those clauses unfairly to threaten and hold employees and minority partners in unfair conditions. I am a veterinarian, right now battling a non-compete of 20 miles and 5 years. There are over 200 clinics within 20 miles, and it is proven that most clinics draw their business from about 5 miles around. I have been reasonable throughout the whole process, and, in my case, I asked for a reduction from 20 down to 12.4 miles first and 15.4 miles second. In both cases, my ex-partner opposed that and continued to hold what is in the contract. Even if the court ultimately determines that this non-compete is non-enforceable, I will ultimately spend thousands of dollars and many months in the process. However, this is not only about money, the daily commuting, the increase carbon footprint, the nights away from home and so on also matter here. Clauses like this are not put in place to protect legitimate business interest. Instead, employers use them to see how far they can protect themselves. Lawyers put them in contracts to see how far they can go with them. Unfortunately, wrong decisions can create a lot of problems when these non-competes are agreed, either because of poor advice or because of the lack of full understanding. I am not sure how this would affect other professions, however in the medical field, we provide services based on individual intellectual training. There is not real intellectual value that a company or corporation would need to protect. People who seek these services should be free to choose their providers. In my case, the clinic I worked for is not offering some of the services I was doing, instead of, they are trying to protect (stifle competition) if they may be able to provide the services again soon. How absurd is that? It is competition what makes this market grow, what creates new jobs and makes us perform at our best so that we can deliver the best product or service. Therefore, the non-compete clause rule would benefit the people employed but would also improve the market and positively affect the consumer. It is very important that this ruling would also consider those minority partners. Partnership is another strategy to retain (enslave) employees with the promise of prospects. These prospects are generally unreal and controlled by the majority owner leaving those in a partnership without any power to make decisions, control prospects and still work under the conditions imposed by those in charge. Non-compete clauses are left to the court system for interpretation and enforceability. The problem is that challenging those is not an easy task for anyone. As it was said during the hearings, it can lead to bankruptcy. Corporates and employees can write off these expenses in their taxes. What about those employees or minority partners? The answer is no. I beg you to continue with your proposal, and from here to make it into law. It is time to end this abusive behavior. This senseless strategy to retain employees and minority partners. We should work on creating a better working environment, equal for both employers and employees, based on respect and equality rather than oppression and abusive behaviors. Thank you so much for your consideration"</p>
<p>Kyla</p>	<p>"Non-compete clauses are a form of socialism for businesses. It's un-American and the practice needs to be limited or banned altogether."</p>

Jyothi	"Please take out all compete clauses for physicians. Rural areas suffer because of greedy hospitals, big doctor groups and recruiting firms."
Debbie	<p>"As I understand it, when the relationship between an employer and employee ends, a non-compete agreement gives the employer continued control over the livelihood of the former employee. The former employee is restricted from being able to market their skillset, experience and knowledge to improve and prosper their own employment situation. The non-compete protects only their former employer. In some cases, these agreements give the employer an avenue for personal attack against former employees with the threat of legal action hanging over them for the duration of the non-compete agreement. My perspective is this: Almost every single employed person I know is under a non-compete agreement. The vast majority of them do not hold secret formulas or other types of proprietary information from their previous employers. By dissolving this unfair practice, doors of opportunity could be opened for so many people in the following ways: • to improve their circumstances • get hired by a better company • receive higher compensation • feel valued. No company should have the right to tell an individual where they can or cannot work. Let's be realistic. Most people have to work. I believe we should have a fair and open environment to make the workplace better for all, employees as well as employers. Some further considerations: • The main responsibilities of the FTC are to protect the consumer and remove unfair practices and conduct by companies. This rule totally supports those directives. • Competition is healthy. It keeps improvement and innovation alive and helps move us forward. Banning these agreements would definitely foster competition. • Currently, non-compete agreements are the source of many legal actions and lawsuits. By prohibiting and dissolving these agreements, the FTC can help lighten the load of our over-worked justice system that is bottlenecked with ridiculous and unwarranted cases. • Also, this move would basically be free of cost to the FTC or the government and would generate much good will among employed people by freeing them to work where they choose. Free is good! 1 100% support dithee FTC banning future non-compete agreements and dissolving those currently in effect. Please make this happen!"</p>
John	"I agree with this proposal because in effect, these non compete clause are tantamount to restraint of trade!"
Earl	<p>"I agree 100% these companies are using the non compete to punish people . Insurance companies are the worst. It is to protect them entirely not for the worker. My company has changed the contract 4-5 in 10 years while reducing pay commissions. Now they are reducing commissions and we do not have to sign contact. A provision states they can change it. I have a buy out at age 63 unlike some. This issue is if I compete within 1 year of leaving I give up my buyout. So at age 63 they are treating me like a employee and using me as a contractor. They tell you what to do and when to do it. Control your commissions and try to run you off si they can hire female or minority at less money. It happens every day in this market. If I did not have a non compete I would leave today and move my customers to a company that could save them money to put back into the economy. I am in a trap at my age and they know it. I sell insurance because people need it. However the insurance companies really do not care about reps you can relate to the client. I wish</p>

	<p>the FTC would pass this ASAP. Years ago we had mentors that trained you on the job and was proud that if you made a change it benefited your family."</p>
Steven	<p>"Non competes are a predatory practice that have existed for far too long. They have extended far beyond the reach of what should be acceptable. I agree non competes for acquisitions should be enforceable for the beneficial owners of the business being acquired but they should not result in non competes for even key employees. If companies are willing to pay the employee a severance equal to their current salary for the length of any non compete then there should be consideration for that. If the business feels keeping a key employee out of the market is an advantage for them then they should have to compensate said employee for their talent to keep them on the bench. I have even been threatened from a company to enforce a non compete that clearly didn't exist because I was not receiving severance payments per the terms of my contract. Big companies use the threats of drowning you in legal fees to scare you from growing and innovating in your market. This predatory practice should end NOW."</p>
Tyler	<p>"This continues to be a race to the bottom from hospital C suite executives. Physicians are the most integral part of the healthcare system, and should not be hamstrung by being excluded from the new noncompete regulations. This is purely motivated by hospital board greed to pay physicians less and pocket more money for themselves, despite only being obstacles to actually providing quality care to Americans."</p>
Mark	<p>"Please, please, for the love of God, do something good for the American people for once. Ban non-competes."</p>
Harshad	<p>"As a physician strongly support the ban on non compete clause as proposed by the FTC. This ban is essential for a physician to practice medicine as it should be practiced in the interest of the patients rather than of the corporations. The opposition to this ban is motivated by the greed and need of the corporate hospital groups to dominate the market and control the physicians."</p>
Kala	<p>"After moving around for years my husband finally landed his dream job with a great company. Or so we thought. Friday February 3rd my husband was terminated from his medical sales rep job for very vague reasons, and unfortunately in Georgia you can be fired for anything. My husband had reached out to FIR regarding a co worker that threatened to fight him outside the operating room and his work did nothing (I believe favoritism/politics or even blackmail is a reason for nothing being done about this). So rightfully so he felt unsafe and unheard while working with this individual. His other partners also participated in picking up other medical device products from outside sources and sold hundreds of them on the side. My husband did not but that's what they said he was allegedly let go for. Now with his non compete he isn't allowed to work in the entire state of Georgia (even though his area was only savannah) for two years. My husband is our only source of income with me being a stay at home mother. This has been his expertise for 7 years and now after we just moved here he can't even work here or start his own company. Keep in mind this company is a multimillion if not billion dollar company and my husband worked with them for 9 months. There is no way he sustained enough relationships to take down their business by any means. We are just a small family trying to make it by without</p>



	<p>picking up our entire lives again just so he can make a decent living for how hard he has worked. On top of that our daughter just started school all of her friends are here and we love the area. Starting over with a different field would take him years to get back to where he was. So who are we hurting here the billion dollar company or a family man that works super hard everyday to take care of us. Please rule in favor of the federal trade commission and the Non-Compete Clause Rule so small families can provide for their families. Thank you for your time."</p>
Tyler	<p>"I support the termination of a non compete. I was just terminated from my job and being held by a non compete that doesn't allow me to provide for my family. I was terminated without pay, and I can't go back to work in the field that I've worked in for 6 years. I hope this goes through to help families like mine. Tyler Mercer"</p>
Tim	<p>"I support the Federal Trade Commission's proposal to ban non-compete clauses. These restrictions are one reason why I left a nearly two-decade career in television news. When <b>I worked in TV news</b>, I had to agree to a non-compete as a condition of employment. The non-competes typically banned me from working for a competitor in the same market for a period of six months to one year. One contract in particular prohibited me from working in two Florida cities, as my then-employer — Bright House Networks — operated cable news channels in Orlando and Tampa. In order to earn a living in my profession, I had to move from city to city, because I could not afford to "sit out" the non-compete. My employers benefited greatly from these one-sided agreements. To them, it was a cheap and effective way to keep me — and others — from leaving for better-paying jobs. I received no benefit from any non-compete I had to sign. I was not privy to any company secrets that would have benefited the competition. Even though I was an off-camera producer, I was subject to the same restrictions as on-air talent when it came to these restrictive covenants. In 2019, I left the TV news business. Prior to my decision to leave, my then-employer WGCL-TV owned at the time by the Meredith Corporation offered me a contract renewal. I would only receive a 2% raise and would have to agree to another six-month non-compete from working for any TV stations or websites in the Atlanta area. An attorney who reviewed the contract for me said the non-compete could even prevent me from working for CNN, since it is also located in Atlanta. This seemed very broad and perhaps unlawfully restrictive, but I did not have the financial means to wage a fight against a multi-million dollar corporation over my right to work. I encourage the Federal Trade Commission to use whatever means necessary to ban non-competes. Employees deserve to have more freedom to seek better-paying jobs in the communities where they want to live. The FTC's proposal will accomplish this."</p>
Kaitlin	<p>"Non compete agreements unfairly restricts my right to work with in the same field. If I an unfairly treated by an employer due to discrimination or unfair wages I am unable to seek work in my field that I have spent years to become educated in. Please End these Non competes. It should be unconstitutional !"</p>
Darren	<p>"Non-compete clauses make it harder to move on from a job that underpays or mistreats you, by allowing your former employer to sue you if you go to work for another company in the same industry. The FTC estimates that banning non-compete contracts would open new job opportunities for 30 million Americans and raise wages by \$300 billion per year .I support the FTC's ban on non-compete clauses. These</p>

	<p>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>David</p>	<p>"I fully agree on this proposed rule. Non-competes are only hampering the market, limiting business and market growth as they affect good competition and the freedom of consumers and for employees to seek for better job opportunities. Most non-competes get signed because there is one part with power that takes advantage of that and one part that is poorly advised or does not have enough information to make a good decision. Once under contract, it is very expensive and time consuming to determine its enforceability. I was a minor shareholder (10% shares) and signed a disproportionate non compete, 20 miles and 5 years. I did this because there were other important things that I had to negotiate to make it work. I was put in a situation in which my loan was already approved and dispersed to found out a terrible agreement. Because of that I decided not to pursue more negotiations and finally agreed to the terms. After 5 years this relationship has not been what I expected and decided to move on. Now the majority owner is trying to enforce the non compete. I asked for a more reasonable non competes and to bring it down to 13 or 15 miles to help me find another job close to compete. Even this mileage is very high in a city and suburban area, the owner does not want to allow any negotiation forcing me to go to court and challenge it. To sum things up, non competes do not really protect the business but affect the freedom of the employee. Let's say the employee wants to start a business nearby, the health of this business would be affected by the proximity to the other business where this employee was employed. Banks may not lend any money if this is too risky. At the end, these risks has to be taken by the new business owner and decide what might or might not be worth. In any case, this only creates fair market competition that benefits the customer, create new markets for new employing opportunities and would ultimately improve working conditions. Working conditions that get improved out of respect and fairness rather than fear by horrible binding contracts. In my case, 15 miles would add over 45 minutes twice a day committing, disrupting my family life, making working days longer with an impact in daily traffic and pollution. This rule can only improve the well being of the employees and a better working environment for everybody. Stress plays a role in mental health, let's start advocating for what it is important. Legitimate business interest can be very difficult to prove and define and it should be subjective to some objective and measurable criteria. Intellectual property should be proven and defend in measurable terms as well. Non-solicitation of clients is valid but in this widely social world, anyone can find where an employee moves and seek to continue business there if desired. Let's work on more free markets that would ultimately benefit everybody."</p>
<p>Christopher</p>	<p>"I strongly support banning Non-compete agreements from contracts, as they are anti-free market, anti-worker mobility, and anti-competitive. Increased worker mobility and opportunities will help the economy and increase overall prosperity. As a recently graduated physician, I wanted to start my own practice and become a small business owner. However, I also needed a source of income to start out and wanted to work part time at a local hospital for income and benefits, however due to a non-compete clause in their contracts, I could not start my own business and practice in the same city if I was to work with them. This hindered my ability to work as much as I wanted (ended up having to work as an independent contractor for significantly less shifts per month and no benefits), and made it more difficult to get my business off the ground</p>

	due to expenses for providing my own benefits Banning non- compete clauses would significantly help the ability for citizens to pursue starting small businesses or other work to increase their income and prosperity. Please, for the good of workers and the Country, ban Non compete clauses."
Billy	"Please ban the non compete and give power back to workers!"
Gina	"Competition is the foundation a capitalistic system, which is what the United States has chosen for itself. I believe the contractual non-compete clauses, which have become commonplace, need to be regulated."
Stephen	"Absolutely in favor of banning non-compete clauses. They are unfair and should not be part of a free market."
Robert	"Noncompete clauses are harmful for patients physicians and other healthcare providers, allowing hospitals and other employers to restrict competition, raise prices, and reduce choices for patients."
Megan	"Please ban non compete agreements. We need a free and open market and work environment which leads to healthy competition and better jobs, not risk monopolies."
Jacqui	"I am a <b>family physician</b> currently working in a Medically Underserved Area (MUA). I have decided to resign from my position with the local hospital system, opting to open my own private practice instead. However, the hospital system is strictly enforcing my 50-mile, 2-year noncompete clause. How is it good for anyone to bar a family physician from continuing to serve in a MUA? Noncompetes are unethical and should be illegal."
Antonina	"I am in full support. People's livelihoods are at stake because of a company's ability to hold you in their grip long after you are no longer employed with them. flow does it make sense? Thank you for this initiative!"
Marko	"Don't handcuff employees"
Mike	"We 100% need to get rid of non-compete clause. It's unfair to be handcuffed to an employer and find a better opportunity some place else and not be able to progress your own career and financial security."
Rita	"This is a much needed rule. Too many workers are forced to stay in jobs because they cannot leave to work for a competitor Elimination of the non- compete would enable workers to enhance their careers, be happier in their jobs and support their families better. Please repeal the non-compete."
Aaron	"Dear Chair Lina Khan, My sister, a doctor, had to stay at a job with an abusive boss because he made her sign a non-compete contract with no distance limit, then threatened her and her coworkers (also doctors) if he got any thought that someone was thinking about leaving. Repeatedly called meetings and talked about "calls with his lawyers" and the extent to which he could annihilate them if they stepped out of line. He didn't stop at suing them for all the money in their bank accounts. He told them that he would take their house. He threatened to use legal action to take a woman's child away from her if she took a new job at a local hospital. My dad retired

	<p>from upper management at GE, then I was in a car accident and couldn't work for 4 years. He needed to take anew job to help me survive, but was unable to apply to co.paravle jobs because of the noncompete clause GE made him sign. I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements."</p>
Bran***	<p>"Non-compete clauses should be viewed as anti-competitive and I support this rule against such practices. By preventing skilled labor from being able to freely move between companies and use their specialized skills to better the overall conditions of the nation. Non compete clauses prevent us from being able to reach our nations potential and grow our GDP through the development of improved products and services. Applied 'earnings honed over careers will allowed workers to benefit and companies to benefit in the long run rather than stumble over the same mistakes as specialized skills sets are wasted in favor of limiting employees from being able to work were they like and/or would otherwise be able to."</p>
Srinadh	<p>"I as a physician strongly support the ban on non compete clause as proposed by the FTC. This ban is essential for a physician to practice medicine as it should be practiced in the interest of the patients rather than of the corporations. The opposition to this ban is motivated by the greed and need of the corporate hospital groups to dominate the market and control the physicians."</p>
Ajitabh	<p>"I would implore the commission to ban all non-competes for physicians. It makes it very difficult to obtain employment with a certain locale and causes families to be uprooted."</p>
David	<p>" I support a rule that eliminates the use of non-compete contracts and/or agreements that limit an individuals ability to make the best arrangements for themselves and family. Furthermore, I encourage this rule to cover the individual in the use of there own created intellectual property in a manner that allows the employer to continue to use design and/or original work in relation to the employment agreement, but that also allows to employer to opportunity to use any intellectual property or process they have personally created that is not protected by copyright, patent, or similar legal tool. Additionally, requirements for job training reimbursement should be explicitly included as being in violation of the new rule. It is reasonable for an employer to offer training to improve their own internal processes and or products and to aid in their recruiting and retention efforts, in both cases both the employee and employer benefit. It is not reasonable or moral to use reimbursement as a motivator for continuation of an employment relationship."</p>
Stefanie	<p>"I support a ban on non-compete clauses. As a veterinarian, I feel that the ones I have had to sign greatly restrict my ability to make a living and support my family in my profession."</p>

<p>An interested</p>	<p>"I am an internal medicine physician practicing primary care in Georgia. I have been employed by a hospital/ health care system for the past 12 years. The system was bought by / merged with another system in 2016. The new corporation has breached my contract in multiple ways. No raise since 2016 even though FMV evaluation is mandated every 3 years in the original contract. Refusing to pay for CME which guaranteed. Cutting 403b match.Etc.,etc. My lawyer says I shouldn't fight the non-compete as it's very expensive. I've practiced medicine for 40 years and have seen it all. I feel like an indentured servant. The END of traditional medicine and primary care is near. One remedy to possibly save it is to prohibit / revoke all non-compete agreements and let PCPs try to survive. We are the lowest paid and most burned out of all physicians. Please help."</p>
<p>Devangi</p>	<p>"As a physician, non-competes allow hospitals to abuse physicians, and gives them every reason to force physicians to practice within unsafe and discriminatory environments. They have gone a long way in making sure that we cannot leave, even if we are unhappy, and even if our families need a different job structure. This is not about money- the new generation of workers, including physicians, want to provide safe, cost efficient care and want work life balance. Hospitals are specifically asking physicians to be excused so they do not have to provide maternity/paternity or the needs of new parents, so they can continue to discriminate against minority physicians, do not have to answer to hostile work environments, and force difficult working hours (enslavement). Time for workers who work hard to be rewarded."</p>
<p>Falgun</p>	<p>"I strongly oppose non compete clause for physicians to improve patient care and reduce health care cost."</p>
<p>Parth</p>	<p>"This incredibly greedy bunch of suits, none of is a physician, only cares about profits and not patient care. The growth of useless paper pushers like the American hospital association and administrators has driven the cost of healthcare beyond measure. There should be absolutely no exception to physicians from being unable to exercise the cancellation of noncompete clauses. With the ever-growing shortage of physicians and access to quality care such a measure proposed by ANA shows, your only priority is greed. If physicians are able to be relieved from noncompete clauses, the access to medical care patients will have will greatly increase and so will physician productivity."</p>
<p>Salil</p>	<p>"As a practicing physician, I completely support the elimination of non-compete clauses in the workplace. I have known too many physicians who have had to move far away in order to keep making a living due to restrictive clauses."</p>
<p>Snehal</p>	<p>"As a surgeon I have 25 mile non compete for 2 years from every hospital. I am credentialed. That involves my entire city and the only option is to move. I built a practice on my own without hospital resources and have no option to leave. Non compete should be standardized for physicians and even 10 miles would allow physicians to keep their families in the same city and move."</p>
<p>Varsha</p>	<p>"I fully support burning noncompete in employment agreements. I am a physician, practicing in Georgia, and have been severely restricted in where, and how I can earn additional income due to the noncompete clause in my employment contract. Especially when it comes to medical care, the noncompete does not make sense,</p>

	<p>because we are serving the patient, not the hospital entity as our "customer." Therefore, medical providers should be permitted to practice medicine and care for patients in the capacity that we are trained to do so, not restricted by a corporation."</p>
Ranjan	<p>"This is a draconian law which the hospital and big practices use against the physicians. This needs to go and physicians should be free to practice wherever they want"</p>
Rene	<p>"Non competes basically restrict trade for <b>anesthesiologists</b> like myself. It forced us to stay with our current employer or basically move to somewhere where we can actually practice and live in a reasonable distance. It is terribly unfair to us as a whole and needs to be changed."</p>
Shanthan	<p>"<b>Physician</b> non-compete clause should be eliminated as it is no less than a legalized slavery document which impacts the physicians and their families in a significant manner. It takes away the competitive spirit and promotes monopoly and bullying of a bigger entity. Unfortunately the patient care suffers in the end I hope the government takes a serious note of this which is prevalent only in the medical field."</p>
Melanie	<p>"I feel that I am being harmed financially by an anti-compete law in my independent contractor role with a small coaching business. I support this law and hope to see it passed."</p>
Anthony	<p>"I work in the healthcare field: I was an EMT for years before becoming a medical student. I will soon graduate and become a physician. I recently read a letter from the American Heart Association in opposition to this proposed rule. I wholeheartedly disagree with the AHA. The AHA asserts that banning noncompete agreements will harm patients by limiting patient access to receive care. I cannot fathom how restricting where physicians are allowed to practice increases patients' access to care. The AHA's argument is nonsensical. They are not worried about quality patient care; the AHA is concerned that the proposed rule may cost hospitals money by forcing administrations to pay employees competitive wages. Non-compete clauses may serve a purpose in some industries. In business if an employee has access to valuable intellectual property, it is a valid interest of their employer to prevent them from taking that information to the competition. In medicine there is no such interest. Hospitals exist to save lives, and most treatments necessary to do so are standardized. There are no intellectual property concerns. The only reason for noncompete clauses in contracts in healthcare is to limit fair competition, and therefore I believe in this industry the FTC's proposed rule should absolutely be implemented."</p>
Jonathan	<p>"I respect the obligations of a contract. I am a <b>physician</b> currently honoring a non-compete (thankfully only one year) by commuting over an hour away to work. After the non-compete expires I will be able to work closer to my home and the community that I love. However, in my smaller community of —100K in the county a recent hospital acquisition forced me out before I fell under the new contract arrangements. These new arrangements which take place when my previous company gets bought out by the new company would put a 5 year and multi-county non-compete in place. This is effectively saying "play ball" with the big company or essentially move to another state or another part of the state. This would completely uproot my family,</p>



	<p>take me from my community and all my patients would be left with limited options in my specialty, all to support the interests of larger and larger medical corporations. This is monopolizing care in certain communities and trading care for patients for financial gain. If a hospital group wants to come into a community, then fine but let them provide an incentive for care providers to stay by being good stewards of that responsibility rather than forcing providers to join or leave."</p>
<p>Shashi</p>	<p>"I strongly feel that the non compete clause should be eliminated Institutions that use the non compete often misuse it and don't treat their employees well, saying "they won't go anywhere.""</p>
<p>Brandon</p>	<p>"I am a <b>board-certified veterinary cardiologist</b> who was employed at BluePearl Veterinary Partners from 2012-2019 in metro Atlanta, GA. They are the only specialty clinic inside Atlanta that employs boarded veterinary cardiologists. In order to obtain employment with BluePearl, I was required to sign a restrictive covenant that included a non-compete of 25 miles for 2 years. Due to multiple factors, I left the company in 2019 and was forced to travel outside this radius to help the veterinary patients in need. Within 6 months, I was being contacted by multiple pet owners as well as general practice veterinarians as BluePearl Veterinary Partners and the surrounding cardiology services could not see patients in a timely manner due to a large caseload. BluePearl's schedule was overloaded and pets could not be evaluated for 2-3 months, which for heart disease is an unacceptably long time. I then reached out to BluePearl to see if there was a possibility of coming to a compromise with my non-compete as it was obvious patients were not getting seen and patients were suffering. These conversations were documented in mails and can be provided if desired. BluePearl was unwilling to consider any compromise despite multiple options offered (including buying out a portion of the non-compete radius, providing a right of first refusal for cases. etc). Even when asked to consider the ethical implications of denying patients needed care, BluePearl was unwilling to allow these pets/pet owners in need from within the 25 mile radius be seen. As a result of BluePearl's action, from late September 2019-late September 2021, pet owners from within metro- Atlanta had extreme difficulty getting timely care for their pets who were suffering from cardiac disease. Despite a full and overloaded schedule, high business load, they still desired to protect their own interests above any other ethical concern. Even when the single cardiologist employed by BluePearl in Atlanta went on maternity leave and BluePearl ceased to see cardiology appointment, they still would not allow me to see cases within the restricted area. They completely shut the service down for —3 months (which coincided with the last 3 months of my non-compete time), leaving patients with no option for care within metro Atlanta and they would provide no relief to pet owners who became even more desperate. When I again reached out to BluePearl to discuss how they could enforce my non-compete when they were not offering the service (I again brought up that I would be willing to buy out the remainder of the non-compete), they responded with the same unwillingness to allow for any concession I had heard before. They would have rather pets not be seen at all if it was not with them. Veterinary medicine businesses (both general practice and specialty), commonly use non-competes for doctors and they serve to limit options for pet owners wanting care for their beloved pets. I have personally lost thousands of dollars in potential revenue due to the 2 years of geographic restriction. I was forced to serve rural areas that had a significantly lower caseload and was not</p>

	<p>able to help they many suffering patients inside Atlanta whose owners were desperate for assistance. Unethical business practices arc reinforced as long as companies can prevent care by standing behind these harmful non- competes. I implore you to consider doing away with non-compete agreements as the patients, pet owners, primary care veterinarians, and even boarded specialists like myself, have suffered enough due to these agreements that promote a lack of competition and unethical behavior "in the name of doing business". Thank you for your time and I am happy to provide any documentation or further information if needed. I also have many primary veterinarians who experienced difficulty having their cardiology patients seen and can also provide statements, if desired."</p>
<p>Mathew</p>	<p>"I work as a <b>physician</b>. I have a 2 yrs noncompete with my healthcare system that I am required to sign that spans 25miles in the metro Atlanta area. It automatically renews and was non-negotiable as part of my employment. I have worked 10 years for this healthcare system and job satisfaction is at an all time low. None of the physicians can leave due to this noncompete being enforced if we are terminated or leave our job with or without cause. To work 25mi I would have to travel 2 hours from where I live. This is an example of being a prisoner to non compete's. Our employer holds all the cards and doesn't have to treat us well as they know we have no other options to work where we have value and have built our patient base. To leave I would have to start over somewhere and relocate my family. I work in my hometown where I grew up and my parents and siblings all live here. Leaving isn't an option so I'm stuck in this job."</p>
<p>William</p>	<p>"I help manage a <b>large anesthesiologist group</b> in the Southeastern United States. I have personally observed three instances of non-competes evening weaponized against physicians by a large hospital system. In short, the hospital instituted a hostile takeover of their private anesthesia group forcing them to join as hospital based employees. Much of their leverage originated from a non-compete agreement. Immediately upon completion of this takeover the hospital system fired the three physicians that assisted in keeping the group together and aided in the transition. Because they were viewed as physician leaders, they were seen as a threat to hospital dominance and their contracts were terminated. The system threatened litigation should the three terminated physicians break their one year non-compete, preventing any of them from seeking employment within a 30 mile radius. The irony is Anesthesiologist have no competition concerns with hospitals, they don't have patients that they can take with them. This type of action is an anti-competitive monopolistic strategy by large corporate health systems to control a physicians ability to make a living."</p>
<p>Maxwell</p>	<p>"Please end the non-compete rules. It is a huge disadvantage for physicians."</p>
<p>Concerned</p>	<p>"Greetings, I am currently a <b>physician fellow</b> at Emory University Hospital, and throughout my search for a job I have found non-compete clauses to be an unfortunate fact of healthcare life. As you know, healthcare access is an issue for many in our nation. Not just because people are unable to attain existing healthcare services, but also because physicians can be forcefully prevented from providing consistent healthcare services. Many physician jobs now-a-days, including in Georgia, have non-compete clauses. Locally, in Atlanta for example, there are relatively harsh non-compete clauses such as being unable to practice medicine</p>

	<p>within 25+ miles from all affiliated locations for a period of two years (potentially forcing a community- loved amazing physician to practice outside of the metroplex for 2+ years or even force them to relocate permanently). These type of non-compete clauses are an issue for patients, not just doctors, because they too restrict a patient's freedom to choose the best doctor fur their procedure/illness — effectively forcing patients to receive healthcare driven by business-interests and not physician-driven results. Having the ability to protect a physician's professional autonomy and a patient's freedom to select a doctor of their choice should be a priority, in my opinion, for our elected representatives and governing bothes. Afterall, lawyers (think, the American Bar Association) already have this sort of protection — which makes it extremely hard (if not practically impossible) to legally enforce a restrictive non-compete agreement on a lawyer in the United States. With this in mind, I support the Federal Trade Commission's endeavor to bring the non-compete clause issue to the spotlight --- and hopefully spark discussion and legislation that will make healthcare more equitable, accessible, and navigable to both patients and physicians alike. Best, A Concerned Community Provider"</p>
A	<p>"I am a <b>doctor</b> and non-compete clauses keep me and my colleagues tied to suboptimal jobs we accepted without knowing better."</p>
Dwarka	<p>"There should be no noncompete clause. Period.."</p>
Heather	<p>"Ban non competes"</p>
Josh	<p>"Please proceed with removing non-compete agreements. This is ridiculous. Employers have way too much power with these. I shouldn't have to be stuck like this. Should I challenge it, mandatory arbitration, which should also be done away with. I had no power negotiating that either. There's also a clause I pay their attorneys fees. My non-compete covers the whole USA. I sell computers and PC parts. This is stupid."</p>
Faiz	<p>"As a <b>cardiologist</b> I agree with the FTC proposal. I have lived in Augusta , GA for 25 yrs and served this community with honor . I should not be forced by a health system to leave this area . I did not sign up for a life long sentence of servitude"</p>
Jason	<p>"Please eliminate noncompete so I can continue to provide care to patients in my community"</p>
Dev	<p>"Non compete should not exist between business owners also. This is an important clause, if one owner tits the other business owner, they should be able to take the accounts that they got, just like employees"</p>
Jessica	<p>"Non-compete shouldn't be legal. After how hard I've worked to become a doctor I should have a right to try to make my living where ever I chose. I shouldn't have to move my family to a new state just because I want to leave my employer."</p>
Hanna	<p>"I completely support the removal of non compete clauses. In my husband's job, he was required to sign a non compete that would not allow him to work in <b>aerospace engineering</b> for 2 years anywhere in the US and then it specified anywhere in the state of Georgia, in case the whole US got thrown out in court. We needed to move to Atlanta and didn't feel like there were other options, so he signed it. The scope of that</p>

	<p>noncompete is ridiculous and wrong. If a company wants to retain you, they should make it worth your while to stay, not handicap your ability to leave."</p>
<p>Mjnari</p>	<p>"There is no place for non-compete clauses in the vast majority of workplaces. If you are a capitalist then the free market should dictate where workers choose to work. Non-competes cheat this process by forcing people to remain with companies that for some reason are not able to beat their competition in the free marketplace of work. If you're against dogmatic capitalism, then non-competes take away worker choice and encourage companies to overwork and abuse employees because they do not have the option to leave. The only position which a non-compete should even be considered for being acceptable is at the highest level of the workforce where there is a potential risk for legitimate trade secrets to be lost. However, even in this case these secrets should be protected by patents anyway. And one has to admit that blocking the sharing of technologies that aren't protected by patents stifles technological advancement and competition for the sake of one company's profits. In reality non-competes are often used to trick lower and middle class workers into continuing to work in unreasonable conditions which they only tolerate out of fear of breaking this largely unenforceable clause."</p>
<p>Benjamin</p>	<p>"Non-competes are the definition of anti competitive behavior. It's literally in the name. And it's the individual worker who has to pay the price. In some industries, non-compete clauses are the standard and this hampers employees from receiving the pay they deserve and can coerce them into staying at a company that isn't offering truly competitive compensation, as they can't field better offers from their competition. A total ban on these clauses is necessary for the correct function of a competitive market."</p>
<p>Ron</p>	<p>"I worked in the <b>radio broadcasting field</b> for nearly 30 years, and can attest to the life-altering damage done by NCC's. Having to relocate - because unemployment doesn't last as long as a NCC - is costly, tatters friendships, stresses families and finances and puts undue hardships on kids having to be "the new kid" at yet another new school. One such employer I once worked with - iHeartMedia - has a NCC that disallows an employee from working for any other entity in ANY market they're also in. I toiled in small/medium markets most of my career and finally had the chance to work in major market - but for a station owned by another company, Audacy. The Herculean efforts it took to have higher-ups sign off on this were unreal, and only because I was owed a substantial bonus that I offered to waive was I even allowed to go. In almost EVERY other case, an employee would have had no such luck. Ponder that ... you work for illieart; your mother or father has fallen ill and you need to move to the other side of the country to be nearer, and the only job you can find is for a station owned by a company other than if:kart - with stations in one hundred sixty (160) markets - and that station's in one of those markets. I'd just relocated to Atlanta in 2018 for that major market job; my then- spouse did about nine months later once we'd sold our home. About three months after that, I was let go and - you guessed it - had a NCC of six months I'd have to sit out. Do you know what the Audacy Atlanta market president who fired me said? "You can drive for Uber if you want; we won't contest your unemployment if you want to do that or work for Starbucks or something like that." That's the reality of the NCC environment. I wasn't CHOOSING to seek another job, and yet - through no fault of my own - I needed one. but found myself</p>

	<p>constrained to something OTHER than what I'd spent nearly three decades doing for income. I was fortunate in that - at the time - I was married and my spouse had taken a job here. I'd also decided to go ahead and get my real estate license as a fall-back, and have opted to stay in that realm ever since, because I HAD to stay in Atlanta, at that point (spouse's job, our families). I won't even go into the psychological strain that situation put me through, compounded by a new career, the pandemic, eventually divorce”</p>
Matthew	<p>"Unless a company is teaching you proprietary information, you should be able to work wherever you would like whenever you would like"</p>
Joe	<p>"Please include <b>physicians</b> in this and don't remove them as the American hospital association wants to do. This means physicians have to move if their hospital does not allow them to take good care of patients and adequately compensate them and allows hospitals to act as dictators over medical care."</p>
William	<p>"As a <b>physician</b>, I would appreciate having the protections against non-compete agreements which are being extended to other workers. I disagree with the American Hospital Association's request to exempt physicians from the rule prohibiting non-compete agreements."</p>
Jennifer	<p>"I support removing non-competes as per this proposed FTC rule for all employees. Non-competes stifle career growth and give the employers too much power over their employees. I'm a physician and often physicians will stop working for the period of the non-compete. With all our access to care challenges and physician shortages, why would we want physicians to stop seeing patients because of a non-compete? Competition is healthy. Employers should not have a monopoly on their workers."</p>
Jonathan	<p>"I fully support the rule to ban Non Compete agreements. I personally was under a non compete in job that I had for over 20 years. My employer fired me and then threatened to sue me if I went to a competitor. My family's well being was put under jeopardy. My new employer didn't want the legal battle if I were to join so I had to make several signed agreements from the old employer. Its an awful practice that gives companies too much power over the personal well being of others to provide for their family."</p>
Louis	<p>"Noncompete clauses only act in the interest of the large corporations that enforce them. They are both harmful to patients and physicians alike. I friendly believe they're removing them from healthcare, will result in lower costs, better outcomes for patients, if your middle men and a significant decrease in physician burnout and attrition. From an economic standpoint, I believe that the primary effect of these noncompete clauses is to depress physician salaries by preventing fair and healthy competition, as well as removing the incentive for fair and equitable treatment, and due process towards physicians. In combination with rising educational costs, and the burden of student loan debt, I believe this further contributes to the dearth/shortage of physicians that we are currently experiencing nationally. Removing the ability of corporations to use these unfair noncompete clauses will be a win-win for all, and I believe will result in better health outcomes, across-the-board, and better economic outcomes."</p>



Chetana	"I support the FTC's proposed ban on non-compete agreements."
Caitlin	"Please end the Non-Compete Clause Rule. This causes hard working people to be denied a way of making a livelihood in places they are already familiar with. It should not be allowed for employees that have been terminated from a place of work, with no warning, and then they are expected to find work outside of the restricted areas. Please do away with this, and help hardworking people."
Nathaniel	"The ability for an employer to bind an employee to them via a non-compete is un American and anti capitalist. The stifling of competition in a field or region due to these restrictive practices hurt not only the employees of companies that engage in them but their customers as well. I understand an employer wanting to protect their intellectual property but the majority of non-compete agreements go too far in restricting the opportunities of their employees thus causing undue harm and hardship. Please make this practice illegal to better protect employees and workers rights."
Glo	"Please please please please make this happen!! I am trapped in a non compete I signed in 2010 which prohibits me from working for anyone else in my industry for a period of 2 years after separation with my company. I signed this 13 years ago because I was told "sign this or you can't keep your job". At the time they were the only game in town. Now there are 10 other companies that I COULD be working for but can't. Please stop this practice!!!!!"
Steve	"Non-competes are predatory and destroy competition. I'm a low level employee and my company enforces a non-compete that would restrict the work I could do even in the event of a lay off."
Jay	"I'm an employed physician in private practice and recently the older partners have sold our group to a hospital. They are forcing us to sign with the new entity or our non compete of 30 miles would apply which means many of us are considering leaving the community without adequate medical services. I can't work even one or two counties away because of this. All non competes are is a way for employers to enslave their workers by making it impossible to exit without suffering greatly the loss of not just your job but more importantly your friends, family, investment. This is just wrong. Please make sure to pass this rule for all of us. And for anyone who thinks we can't change the way business has worked for years I would tell you read a history book, workers rights, OSHA requirements, ADA all prove we can and must make the work place better. It's time to end the slavery of non competes."
Jennifer	"Please get rid of this for CPA's!! My accountant left a firm and I'm not able to follow her even though she's been doing my taxes for 5 years and I've never even received an email or any communication from her former partner. I don't know him and I definitely do NOT trust him!!"
Mark	"I strongly support the abolishment of non-compete clauses as they hurt worker's rights."
Kellie	"I believe non-competes unfairly restrict a persons right to be gainfully employed in many professions. They're made to keep people who aren't happy from finding other employment in the same field. It allows the employees to treat employees unfairly



	<p>and poorly because they know the employee can't leave due to the non-compete. I am very much in favor of doing away with non-competes. I am VP of Sales for my company. I want my employees to enjoy working for me, feel valued and stay because of those reasons, not because a contract. I've recently been asked to sign a new non-compete which would not allow me to work in my field of expertise which is Respiratory Therapy / sales in the entire state of Georgia. I have declined to sign the non-compete and hope this new proposed law banning them will go into effect soon."</p>
Jodine	<p>"Non-compete clauses are bad for physicians, patients, and new employers. We should be free to switch jobs and patients should be free to follow their doctor."</p>
Shenara	<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>
Shrenik	<p>"Members of political parties across the spectrum should support this. From a liberal standpoint eliminating non-compete clauses protects workers and encourages employers to create friendly work environments. Conservatives will appreciate promotion of free-market enterprise, growth, and innovation."</p>
Elle	<p>"1. Noncompetes exacerbate physician shortages and thus access to care. Many physicians I know leave the workforce, move out of town or burnout at their current job because there's not a way to leave their current employer and stay in the same general area. This is especially true for rural towns. A colleague of mine left her 2500 patient panel within 3 months of announcing her departure due to an administrative disagreement. We already do not have enough PCPs in our small town. Her patients were left without medicine, follow up on abnormal labs or imaging. And then added burden was placed on the other PCPs trying to cover our large patient panels and hers. It was untenable. Almost a year after she's left I am finding abnormal labs or imaging that went undetected / not followed up on. She wanted to stay in the community but work for a different hospital system - but couldn't due to the noncompete. The vast majority of people who make up our patient panels are people of color and food insecure. 2. NONCOMPETES help employers evade market forces that would necessitate change by taking away leverage from physicians. I have been working tirelessly to address the social determinants of health in my small community - culinary gardens, culinary medicine workshops, medical student education, veggie RX programs etc. I have met resistance from the hospital. I would happily work for the newer hospital systems trying to make inroads into our small town - except I can't switch jobs. My voice is ineffective because they know I have no recourse. They won't address preventative medicine (the topic of the recent health summit) because... there's no poor outcome for them. There it in our small town. This unfortunately leads to disparate health outcomes for the most vulnerable populations. 3. A single physician leaving a hospital system elsewhere in the same community cannot possibly significantly hurt a hospital system. If multiple physicians leave a hospital system then there are likely systemic issues at play that need to be addressed. 4. The current FTC wording doesn't apply to nonprofit hospitals and needs to be modified to include all hospital systems. As most hospital systems in the</p>

	US are nonprofit it will fail to eliminate NONCOMPETES for most physicians. Thereby making it an ineffective solution."
Natalie	"I have had to sign a noncompete on several occasions throughout my nursing <b>administrative hospice career</b> . Noncompetes are very unfair to employees and greatly limits employment opportunities. My most recent noncompete prevented me from continuing in hospice administration after 7 years due to my employer preventing me from joining another hospice company within 100 miles. This was after the CEO unfairly terminated me for no reason. This forced me to accept a nursing position in a completely new specialty and placed a tremendous financial burden on my family. My experience is a perfect example of why noncompetes are so unfair!"
Brittanie	"Non-competes force people to stay in roles that are not a good fit, or risk being unemployed for an extended period- or have to take a role with significantly less pay outside their primary field / industry. The non-compete I signed uses intentionally vague language and is for a period of six months would be really derail my career"
Alexandra	"Noncompetes only benefit executives and big business. Limiting NTC will help workers, wages, and work conditions. I work in healthcare and the NTCs definitely contribute to healthcare burnout and shortages"
Christopher	"I worked as a veterinarian at a location in the metro Atlanta area for 4 years which started great but became too personally taxing. The non-compete was 2 years and 5 miles. Given my wife and I loved where we lived, I would have needed to drive 30-45 minutes to/from work in order to find another job. Or we would have needed to move. This decision is completely unnecessary and puts undo stress on an already stressed career. Let's outlaw these non-competes so that veterinarians can have more freedom to find places they love without having to disrupt their family!"
John	"I am a <b>general surgeon</b> in northwest Georgia and partner in a multispecialty private practice group of about 130 physicians. I signed a noncompete 5 years ago as required by the practice to not practice within 30 miles of my office. This was done under the understanding that there was a partner track and all the partners are equal and we are reimbursed in collections based manner. Most of the partners are near retirement age. A large multi state hospital corporation recently made an offer to buy the practice. This corporation does not own the hospital in my town where I practice. They own one of the 2 hospitals in a town an hour away. The board of my group designed a deal to use the vast majority of the money offered to pay off the older doctors on a seniority scale which left very little money for the RVU based payment model going forward. The RVU rate offered is less than half of what the hospital in my town is offering. For someone with 20+ years of practice left this is terrible. All of the provisions in the contract I signed with my multi specialty group have apparently been pushed to the side. Compensation model, vacation days, partemship vs employee. EXCEPT the non compete. My board is planning to sue me and my two partners who are the only 3 general surgeons in the area if we do not sign on for the buy out and instead elect to stay in our town and take care of our community. We don't have the billions of dollars the corporation has to fight this and cannot be idle for 6 months or longer as the process goes through the court system with an injunction against us to not practice medicine and take care of our community. Instead, the non compete is forcing us to work for less than half of the market rate for the next 5 years. This is

	<p>exactly the problem banning non compete clauses will solve. I hope banning non compete clauses will allow my family and I to stay in our community and take care of its people."</p>
Andrew	<p>"I am definitely in favor of eliminating non-competes. I am a <b>physician</b> and am employed by a large group, but have been unhappy with my current working environment. However, I have a non-compete and because my employer is such a large group, I am unable to leave without having to move my entire family to another state. My wife also works and loves her job, so essentially I cannot leave my employer without significant impact to our lives and therefore I stay because I have to. My salary is also not as good as several of my colleagues, but I have no power to bargain with my employer about compensation because they know I really can't leave and therefore they have all the power."</p>
Shruti	<p>"Agree with no noncompete."</p>
Rekha	<p>"I support in removing non compete clause in physician contract"</p>
Bridget	<p>"Non compete clauses hurt patients as doctors have to leave their community when they no longer want to work in an employed job. These clauses are bad for patients and physicians. They only benefit employers, not patients."</p>
Brenda	<p>"Failure to ban TRAPs at the same time would render this entire effort moot. Unless your goal is to leave employers all the room they need to exploit workers, more needs to be done."</p>
Catherine	<p>"After reading the documentation, the regulation prohibiting employers from using Non-Compete Clauses with their employees at all levels, including highly skilled and highly paid employees would prohibit current abuses by employers. My husband is a physician and was required to sign a non-compete clause to gain employment at a medical practice. The practice required a change to the Non-Compete Clause that would require the clause to remain in effect even if the company the medical practice was in terminated or was bought by another party. Shortly thereafter, the practice was sold to a private equity group. The physicians were bound to stay with the new private equity group owners or move away from their homes. The Non-Compete Clause restricted the doctors from practicing medicine 10 miles from any location that the practice has an office, even if the individual doctor did not practice in that office. The agreement effectively prohibited a doctor from working in over half the state. This not only hurts the doctor and his or her family, increases costs (as the analysis in the preamble states), but also impacts the doctor's patients. By forcing the doctor to leave the state to continue to practice medicine, the patients lose their continuity of medical care. Those against the new regulation might claim that banning the non-complete clause in employee agreements will negatively impact their willingness to train employees. They may argue that why invest in someone if they can just leave and work for a competitor. However, if all employers are subject to the same non-complete clause rule, perhaps they would pay their employees better and treat them better to encourage them to stay working for the employer. The employer would have an incentive to treat the employees better in the workplace because they knew the employee could look for a job at a competitor."</p>

David	<p>"Encore Global is an event services company that has previously bought up most other event companies and then forced all to sign a robust non-compete which specifically names all the other left event companies. These no competes have restricted these event industry employees from making a living or forcing them to move their selves and families. It has removed their ability to gain a better wage. It is unfair, unethical and simply wrong. They basically said sign or leave scaring these wage earners. I assume they would lose in court, but these employees can't afford to fight Encore Global / Blackstone in court. Please look into non-competes and let's get rid of them to level the playing field."</p>
John	<p>"I am in a favor of ending the non compete clause. I am a veterinary specialists practicing for more than 20 years. I have seen how the veterinary industry has change from a service oriented industry to a monopoly by veterinary corporations that only care about profits. Since they have non compete clauses in their contracts and control the market, veterinarians are force to work for them and when they realize that the working conditions of corporate do not align with their values, etc they can not leave as they have a non compete clause. Is more of a scare tactic, as I don't believe that they will hold in court, most physicians do not have the energy or money to fight big corporations. I believe that a non compete should protect against employees taking secret info from their employers, but as physicians we are taking only our talents. I know of at least 10 physicians which have been out of work for 2 years or working on some less than optimal jobs, driving 90 minutes one way everyday while waiting for their non competes to expire. America was stablished on free enterprise and freedoms and this is contrary to it. It only benefits big corporations, which acquire practices and change the culture, increased prices significantly and leave salaries stagnant while increasing their profit margins. Employees are left with little options due to the non compete clauses. Any how I do not believe that this should be accepted as a practice, providing advantages to the employer and no benefit whatsoever for the employees."</p>
Paula	<p>"The Government should include sub-contractors too! No company should be allowed to hinder any person from working and making a living or improving their lives and income! Government needs to act now and get this into law as soon as possible!"</p>
Quinn	<p>"I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help trillions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements I personally was bound by a non - compete agreement over fifteen year ago that delayed my career prospects and pulled me out the industry was planning to work in. I am in a different career path due to this. I find these agreements unnecessary and abusive in most instances. They depress wages and are anti - capitalistic."</p>
Wil	<p>"I agree with a plan to no longer allow employers to require employees to sign and honor a non-compete agreement. I believe this change is long overdue. The non-compete rule completely contradicts the values and freedoms that the right-to-work protection affords our American work force. Companies that directly exploit their</p>

	<p>employees' contributions, such as contractors, should especially be restricted from interfering with those employees' self-obtained opportunities. Consumers are responsible for seventy percent of our economy. Shrinking a company's customer base doesn't limit the economy. Owner- operator businesses can deliver a better-quality service to their customers. Workers and owner-operators directly help grow the economy, not single owners retaining large cash for extravagant, privileged ego driven lifestyles. A ban on the non-compete clauses would greatly benefit our workforce and in turn our economy."</p>
<p>Euge</p>	<p>"Hello, I recently graduated with my Master's degree and joined an amazing company. In the midst of my new hire papers, there was a Non-Compete agreement which requires I don't work at another health company fur ONE YEAR after leaving this one. I only know public health-- what else could I do? Despite contacting HR for clarification, I was told that the NCA is required for employment-- end of conversation. I signed because I had no other job prospects and this was exactly the field I wanted. Unfortunately since starting, I have noticed people have been "stuck" in their same position for 10-20 years. They have grown tired of their same position, but the company doesn't have space for promotions. . . only "lateral moves" as they call it. I make a great salary, but only because I'm married with no kids and no mortgage; yet my coworkers with families and homes, who have been there for 10+ years make a comparable pay to mine. They have nowhere else in healthcare where they can go work, and my company knows that. This is one story of many. I have come to be nervous of my next steps because I also don't want to be in this desk fur over 10 years. However, there are similar stories of employees with much less gain than myself: minimum wage employees who have no grounds for negotiation because they are dispensable, beauticians who can't quit because they would have to lose their loyal clients, practiced workers who can't branch out on their own, doctors and vets who are contracted to stay at their office despite the needs for them at other hospitals. Non-Compete Clauses are not harmless. We need our government to side with the free market and the employee over big business. Without NCAs, companies will further invest in and care for their employees because that's what a free market demands. Employee satisfaction will go up, pay will increase, and knowledge and experience will be circulated. Please, follow in the footsteps of the early courts of Europe and vote to remove and annul NCAs. They don't accomplish anything that NDAs can't protect except harm to the employee and consumer."</p>
<p>Marina</p>	<p>"Highly in favor of this proposed rule. As a <b>salesperson</b> who was pressured into signing one very early in my career, just as I was starting to achieve success within the company, I feel trapped. It was imposed on me after a 4 years of employment and became a condition of my continued employment and earned commissions. As my agreement stands (and is enforceable in Georgia), in order to earn a more competitive living in this industry, I would have to take 2 years off my profession to "lawfully" improve my career. I am in my prime canting years and the business that I'm in is ALL I know how to do, having been with the company for 18 years. In my opinion, non-solicits of clients is a fair middle round to protect employers without holding employees handcuffed and limiting them from working in the industries and doing the jobs they know. In my agreement the non-compete is still valid even if I am terminated, which should be illegal. Furthermore, I reside in a state where I can be terminated for no cause. This feels incredibly one-sided to the employer- the</p>

	company can fire me for no reason and hold me to a 2 year non-compete in the only industry I know? Please pass this ban across the US so that everyday people like me-- without access to "trade secrets" -- can prosper in America."
David	"I think this would be a step forward in not only improving worker's ability to improve his/her profession but also eliminate the stress that the non-compete enforces when stuck in a toxic work place."
Melissa	"Noncompete clauses are onerous and seem to have no place in a free market."
Kenneth	"I am a <b>Home Instead Franchise</b> owning 3 franchises and employing over 280 individuals in the community. I am writing you to discuss how the noncompete agreement that I was required to sign in connection with my franchise agreement negatively affects my business. In August 2021 Home Instead, Inc was purchased by Honor Technology, Inc-a private equity/venture capital backed entity. I had no say in that purchase and was not informed of it until after it happened. Honor is attempting to fundamentally change our franchise-franchisor relationship and business mode in way that I can't support. I am now in a involuntary contractual relationship with an entity that I do not choose and would prefer not to be . But because of the NONCOMPETE agreement , I effectively am unable to leave the relationship, even when the term of my existing franchise agreement ends. Since last I signed what was already and oppressive one-sided, franchise agreement, the franchisor has removed its obligation to provide franchises with any support. Additionally, the new franchisor has announced that it intends to change our royalty from 5% to a 4 % to 7 % range, shorten the term of the franchise agreement from 10 to 5 years, raised performance standards, require us to provide monthly financial statements and charge us a \$500 technology fee, even though it has not provided us with any new technology. I don not support these changes. I have two choices when my franchise agreement ends. I must renew my contract on completely new, non-negotiable terms or, because of the non- compete agreement, I must completely ,eave a business that I have spend 26 years building. If I choose the latter, the noncompete clause in my franchise agreement requires me to walk away from my existing business, and severely limits my ability to create or own another similar business. The economic penalty of not renewing is just overwhelming, thereby forcing me to renew with an entity and agree to terms that I would not otherwise do. I ask that you consider banning the post-contract non-compete clauses in franchise agreements."
Jane	"As a <b>physician</b> , I was unable to hire another physician because she worked 9 miles away from my clinic. When my lawyer told me he had changed practices and I could still use his services, Ile had relocated to a practice in the same neighborhood. The rules should be the same for everybody, However, some physicians are so threatened by an employee that leaves, they will not sign a contract without a non-compete clause. I VOTE for NO non-compete clauses allowed--to even the playing field."
Austin	"It is vital to ban Non-Complete Clauses as it limits American's from growing in a career where they may now have current opportunities in their current situation. In opposition, a company should write up a Non-Disclosure if information they feel is a



	competitive advantage is vital to their success, but do not limit people from taking a better opportunity for their on personal and career growth for American's futures."
kathryn	"I support the non-compete rule. I was forced to sign a non-compete contract 20 years ago. I deeply resented it. I believe it's un-American to allow powerful companies to limit the common person's freedom."
Sean	"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. I've worked in IT for most of my adult life. I can't recall the last job that I retained that upon being hired and filling in all my new hire paperwork that didn't include a noncompete. I've been lucky enough that I've been able to move within about three different verticals so never had to test a noncompete, but as I get more specialized and the market insists on certain specializations instead of generalists it's only a matter of time before I might have to run afoul of a noncompete to put food on the table for my family. At least the level of career I'm at it CAN make sense to have a noncompete (though a NDA would probably be a better fit) I can see no reason why a fast food worker, sales clerk at a retail outlet, or similar level of staff should be saddled with a noncompete. 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 or at the very least restricts them to a very narrowly defined range of uses."
Joshua	"Non-compete clauses only serve the businesses, and importantly hospitals/health systems that require them at the detriment of hard working workers, communities, patients and consumers. This practice is anti-free market, and anticompetitive. Non-compete clauses should be ended immediately accross all sectors."
Earl	"As a <b>physician</b> , I am for this new proposed ban. The need to release physicians who have life changes, that are sometimes not necessarily due to the physician changing positions or jobs but a spouse or family member, crucial. Larger health systems for years have made it difficult for physicians to ascertain work, and the process by which to release physicians from non-compete clauses has been non-existent and rather difficult Large health systems also have more resources and more physicians that their patients can see if one physician leaves. Easing up these restrictions would help physicians be able to more easily ascertain positions when life changes happen. This has been evident during the COVID-19 pandemic when physicians were needed to help staff other hospitals and practices to facilitate with the response to COVID-19. I'm happy to be called to discuss this because it is necessary and limits physicians who are sometimes trying to move on and not take resources or patients from a current practice, hospital, or health system."
Ram	"Please make this happen. I am a republican and conservative and non competes are the worst fun of contracts specifically designed to lower workers rights and limit the free market that drives the economy. Any true republican would see limiting a persons freedom to get a new job so the existing employer can limit their choices and enslave them to keep working a job they don't want is wrong. If they want that

	<p>persons talent pay them more and make them choose to stay. Can you imagine breaking up with your significant other and then being told you can't date anyone else for 1-2 years because you can't take your love somewhere else? Or how about a senator who can't run for another government office because of a non compete? Corporate overreach is not tolerated by people who believe in a free market and fair market. There is absolutely no argument for allowing non competes. For a change republicans and democrats can actually agree on something. Especially when they occur in the healthcare field these don't serve AT ALL to prevent 'theft of ideas" as healthcare is standardized across the country. This only limits a nurse or a doctors ability to get a better job because their current hospital is screwing them over and the employee does not want to have to move their family just to have a better job. Why make us choose between family and a better job. FREE the market!!! Let's start more businesses ! Let's dominate the world with ideas! Let's show the world why this is the land of the free and the home of the brave!!"</p>
<p>Quratulain</p>	<p>"I am a <b>primary care physician and geriatrician</b> who has been negatively impacted by non-compete clauses numerous times while working for various healthcare systems in the past 15 years that I have been practicing medicine. I have worked at healthcare systems where non-compete distances range from 15 to 30 miles. It is also note worthy that as many healthcare systems in USA own and operate numerous healthcare centers in numerous parts of the town, the mileage requirements apply to any healthcare center of XYZ Healthcare System, which often forces a clinician to either take a new job some 60- 80 miles away from their residence or take a job at the government healthcare system. Numerous healthcare systems also have complicated clauses that prevent physicians from working for healthcare systems that operate under certain value-based payment models. In times of shortage of primary care and geriatric medicine specialists, excessive burnout of clinicians, and their mass exodus from clinical medicine, this clause surely adds excessive burden on a burnt-out clinician who might be exploring alternative job options. Physicians' employment contracts generally specify that physicians are barred from inviting their patients to join them at the new practice/employer site. Therefore, non-compete does not add extra layer of protection for healthcare systems trying to prevent physicians from taking their patients with them when leaving a job."</p>
<p>Diane</p>	<p>"I was downsized from a medical device company in 2013. I was a Sales Representative and was not able to apply to any competitors such as Bayer and J and J because of a non compete. I had spent 13 years working for a Diabetes Product company, but was not able to use that experience to get a job with a company that also made diabetic medical products. I got a job with a pharmaceutical company, with less vacation and much less compensation. I ended up retiring earlier than I planned."</p>
<p>Flaviu</p>	<p>"Noncompetes without a fully-paid garden leave provision are unfair to workers and a product of uneven bargaining power. I'm in favor of this rule."</p>
<p>Harsha</p>	<p>"As a physician, non-compete clauses are overly draconian and unnecessary. There are no trade-secrets at risk and serves no purpose other than to give employers undue power over their employees"</p>

Uday	"I want to express my support for removing the non compete. Any objections to this are driven by corporate greed. Please do the right thing."
Lisha	"I support banning non-compete clauses. Those clauses keep workers (including physicians) trapped in unfulfilling jobs making lower wages than they should while many hospital CEOs reap massive profits. Please ban non-competes and help to level the playing field for all workers."
Timothy	"Non-complete clauses are terrible for American workers and professionals alike. They keep wages low and professionals in undesirable positions because they can't move. I've seen this recently by my employer who threatened workers with wage cuts and reminded them that they can work any other hospital within a reduces distance and even in unrelated sub specialties sighting competition. This is outrageous and I fully support the abolishment of non complete clauses! Thank you FYC"
S Michael	"I am an 'At Will' Employee at a multi-national tech. corporation, and a 'Non-Complete Agreement' is part of our Employee Handbook as a standard feature. New employee's somehow already have enough critical business knowledge of our corporation that them moving to a competitor would impact our business. Obviously, the only consideration for signing this non-compete is the previously mentioned At-Will employment, and the non-compete we were directed to sign included text instructing that failure to sign was a the same as quitting. Clearly the purpose of this non-compete is not to protect the corporations business or clients, but levied as a way to control and discourage employee mobility, as a ready threat and means control on employee actions, and never offered with good faith compensation for the risk the employee is taking on. Since these agreements are presumed to be legal in all states, all burden would be on the employee to prove the non-complete invalid, and existing case law in my state tells us that an hourly, at will employee with no distinctive skills can certainly be held to such a non-compete despite the non-complete having no compensation and inconsistent enforcement under the umbrella of an employee with vital skills (like say a plumber at a plumbing company, American Plumbing Professionals, Inc. v. ServeStar, LLC)."
Courtney	"I am fully in support of eliminating am employers ability to require a non-compete as a condition of employment. These agreements limit the ability of individuals to grow in their chosen field by trapping them in positions where they have no opportunities to advance. Additionally, they hinder the ability of organizations to recruit and hire seasoned professionals."
Michael	"I support the elimination of non compete agreements for employees as they eliminate the ability of a person to earn a living in the field the individual is an expert at. There are many employers that are eager to destroy a person financially through the court system if they leave employment for a better opportunity or even self employment. I was one of those people and through the court system I was subject to a more than 6 figure judgement and an even longer non compete period because I started a "competing" company in my field of expertise. I'm essentially stuck in a job that is financially inadequate for an extended period by a judgment from a court in the state the company is incorporated in, it's not even the state I live in. The courts overwhelmingly rule in favor of employers because those employers can afford expensive lawyers where the former employee most often cannot. I am in favor of

	<p>former employees being barred from utilizing trade secrets but do not support non competition agreements for former employees. Competition in business is great for the economy because it keeps companies from over priced services by allowing the consumer different options of whom to do business with. Former employees bound by these non competes often face financial ruin by the employer and courts because of the employees inability to earn a living in their field. This in turn could also result in personal bankruptcy, dependence on government handouts due to the financial injury inflicted by a non compete agreement etc. I urge the FTC to do the right thing for employees in the country so they can get back to work in the fields they're successful in. Corporate executives however should have a period where they are prohibited from competing should they leave a company or be removed from a company. Just because an individual leaves a company shouldn't exclude them from working in their field for 6, 12, 18 months or more. I personally being affected by a non compete agreement and being sued over the non compete agreement has essentially wiped out the money I had saved for retirement, I will now be forced to work probably until I the due to the court case and amount I've had to pay with the judgement. My field of expertise is as a residential and commercial paint salesman, yes a painter! People in the construction industry most often don't have the financial resources to have an attorney look over a non compete agreement, after all they're looking for a job and have been offered a job "it" they sign one of these agreements. They don't realize the implications of these agreements if they leave that employer because they simply cannot afford to have these non compete agreements reviewed. Once they're sued by violating the agreement its financial ruin almost 100 percent of the time because they don't have the deep pockets the company has."</p>
<p>P</p>	<p>"I took a job at an academic center in Atlanta because of family obligations. My non-compete is so broad that all of Atlanta is essentially out of the question for me to switch jobs. I have not been happy at my job but there are no options for me to switch besides leaving the city. Because we don't have a choice, our employer pays less compared to market value, provides very little support and essentially keeps us trapped because there is no alternative for most people working at this hospital. As a physician, we have no flexibility whatsoever to choose our own path, our first non-compete basically determines the rest of our life. This is a terrible rule and absolutely anti- competitive and absolutely leads to taking advantage of physicians by trapping them. It is incredible how little competition there is in the medical field. It is essential for the medical field to become a competitive, market-based field that focuses on best care for the patients that the non-compete is eliminated."</p>
<p>David</p>	<p>"Inclusion of physicians and healthcare organizations in the ruling on restricting non-compete clauses is critical. Physicians increasingly have less bargaining power in contract negotiation, and patients are suffering as a result. Healthcare has transmitted from the days when physicians were largely self-employed. According to a 2022 study by the Physician Advocacy Institute, 74% of physicians are employed by a healthcare or corporate entity. Enforcement of noncompete clauses in physician employment contracts (Alen forces the physician and their family to move out of the community they have been serving, and patients in that community also lose their access to that physician. These large healthcare organizations wield noncompete clauses to restrict economic mobility of physicians and artificially suppress the competitive labor market. As healthcare organizations continue to consolidate into</p>

	<p>corporatized conglomerations, the skew of power between employer and employee becomes even more unbalanced. Few people have the ability to front the attorney fees involved in litigation brought forth by a large corporate entity. In addition, physicians owe a duty to their patients, not their employer, and a noncompete clause serves as an unethical deterrent for the physician to advocate for their patients if being a whistleblower means that they will not only lose their job but potentially have to uproot their family, sell their home, and relocate to an entirely new area. Furthermore, an unhappy physician who is resentful of their employer but unable to leave is also clearly not in the interests of patients at large. I urge the FTC to do what's right for both physicians and patients and restrict noncompete clauses for physicians."</p>
Hamer	<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>
Spencer	<p>"Iain strongly in favor of banning non-competes. The companies that require them have neither the fortitude or the common courtesy to care for its employees and ALWAYS revert back to bullying tactics to enforce their rule of law. instead of doing the right thing for the right reason they merely hid behind some facade of law that is both one sided in its application and unfair in its ability to stifle economic progress for the worker."</p>
Melanie	<p>"I think it is unfair for an employee to sign a non-compete clause and prevent themselves from finding work in a similar field from their current or previous job. That feels like it is essentially black balling employees and runs counter to the idea of a free market where a worker can market themselves."</p>
Ashley	<p>"As a physician, I can say the non-compete severely restricts access of physicians to patients and patients to physicians. It was always about money and control. Now, when medicine is crumbling and well-trained, experienced physicians are hard to find, it is more important than ever to have a larger pool of doctors available to patients. Many people move around in their careers without having to uproot their families, buy new homes and leave their communities. Why are physicians penalized for such a thing? Non-competes are just another deterrent to practicing medicine today. Please end non- compete clauses and help patients, doctors and families."</p>
Sharat	<p>"Non- competes are unethical and immoral, especially in healthcare. Communities lose trusted physicians everyday because they have to leave the areas they used to work in and built relationships. Them is no medical or ethical rationale for including them in contracts."</p>
Laura	<p>"Physicians should not be subject to non-compete clauses because it can limit patients' access to healthcare, reduce competition, and negatively impact physician autonomy and career opportunities. Firstly, non-compete clauses limit patients' access to healthcare, particularly in areas where there are already limited healthcare options. 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</p>

	<p>potentially higher healthcare costs for patients. Additionally, 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. These inherently unjust policies do not apply to the vast majority of other professionals. Physicians deserve to be able to leave a position without penalty and without having to uproot their families. In summary, non-compete clauses can negatively impact patient access to healthcare, reduce competition, subject physicians to predatory and abusive employment situations as well as limit physician autonomy and career opportunities."</p>
<p>William</p>	<p>"My name is William. I am a <b>new dentist practicing in Georgia</b>. Ever since graduating non-compete laws have plagued my search for work and prevented me from taking jobs that were more suited to my skill set. In respect to my role as a health care provider, these non-compete clauses are reducing competition in the dental field, leading to less consumer choice in dental providers and reduced access to care. It is my greatest wish that they are found wholly illegal and permanently made illegal. I speak for many new dentists entering the workforce with these same difficulties and challenges created by non-compete clauses."</p>
<p>Stephanie</p>	<p>"Non-compete clauses violate the essence of the free market and limit the options of the consumer to business that can't handle competition. If these businesses offer quality services and goods, a little healthy competition won't impact their bottom line. Please ban non-compete clauses. Thank you."</p>
<p>Richard</p>	<p>"Good afternoon, I am currently an employee affected by a non-compete clause. This prevents me from directly applying to the company that hired my current company. Because of this I am unable to get a position that allows me the opportunity to work from home currently I drive 37 miles one way to work, it also prevents me from a higher pay rate, and other benefits that are provided to direct hires. From a financial standpoint this means I pay \$150+ per week just to get to and from my place of employment. I love the job I do and truly enjoy the people i work for, however, from a purely financial standpoint this limits my earning potential and the ability to offer a better quality of life for my family. As a someone who lives in a rural area I am constantly reminded of my choice to have a lower cost of living by being forced to pay in other ways. I wish I could afford to live in the city and had I have known i could have applied directly and worked from home I would not be where I am at today locked into an archaic agreement that forces me to put a corporations desires above my needs as a productive member of society. Thank you for taking the time to read my comment and I hope the FTC considers both sides and compromise regarding non-competes. As sonic non compete clauses are necessary for the protection of intellectual property and proprietary applications. I would hope that non competes are abolished while simultaneously strengthening a companies rights to what they have created."</p>
<p>Kurt</p>	<p>"This amendment would help protect workers livelihoods and their right to work."</p>



Jessica	"Please eliminate non competes for physicians and other healthcare workers. We should not have to fear losing our place in our community when we stand up against inequities in healthcare."
Carson	"This is wonderful bill for sales people that have a specific skill set. Please pass this bill as large multi- billion corporations are holding workers hostage with non-competes. Thank you!"
Stephanie	"Please pass this bill! Non-Competes hurt the working class person. Large companies can change compensation, policy and procedures, but still enforce non-competes. This hinders workers from moving on and doing what they know best for months and even years. My biggest fear is not being able to provide for my family and non-competes can put a major hardship on earnings. Thank you for allowing comments!"
Talyah	"Please ban non-competes. They are predatory and grossly unfair."
David	"This is awesome news how this non-compete clause has been held over the heads of individuals as if in total submission to the corporations. they hold this noncompete clause in the even you leave, stay outside 25 miles or you will never be paid the value of your agency if they "tl-HNK" you may have violated- sometimes without proof-hut they still hold you hostage until one can prove innocence. I support You enacting this to allow persons to further their career without penalty. When captive, they reduce your commissions, change the way you are paid and structure procedures to make it harder to continue. PLEASE_Please set us free, not to hurt anyone but to help ourselves be compensated for our efforts."
Rosemary	"I think these clauses should be banned. I agree that it limits mobility and costs workers earnings"
Olivia	"My name is Olivia and I work in <b>television news</b> . I was forced to leave my hometown of Columbus, Ohio, where I grew up and lived for 24 years when my contract was up at Spectrum News 1 in Columbus due to a non-compete. Even after fulfilling the requirements of my 2 year contract, I had a six- month non compete and could not work at any of the other stations in the area. As a result, in order to stay in my career field, I had to leave my family and take my tax dollars, rent money, and other economy-boosting purchases out of Ohio due to the non compete. These agreements only help major corporations, not the states, and especially not the people they affect. Please consider getting rid of them."
Cherise	"As a <b>veterinarian</b> , we are often subjected to very restrictive non-compete agreements. If a practice changes hands, doesn't do well financially, destroys their reputation, doesn't pay what you agreed or doesn't honor the terms of your employment, then you have no nearby options. One of my colleagues has been forced to endure a job at a practice that is abusive and doesn't appreciate or support her so she won't have to drive 30 miles away each way from her infant and toddler. I had to change states to effectively avoid violation of my non-compete. Also, since many veterinary practices are now becoming corporate-owned, we individual vets don't have the money to fight corporate legal entities over non-compete agreements"

	and they use this against us. This is just a barbaric tool used to manipulate professional workers who aren't in unions and control markers and wages."
Janice	"Please get this rule in place. This rule affects my business keeping me tethered to companies who pay me less than market rate and doesn't pay me within the timeframe of my contract. Please get this rule in place so I can manage my business directly with referral sources instead of through another entity. Thank you."
Tonya	" I strongly support the FTC's proposed rule banning non-competes for all workers. As a woman financial advisor in a male dominated field, and also impeded by a non-compete agreement, I would like to see this ban be upheld. In my experience, the firm I was with changed owners. In order to stay where I had been the last 14 years, the new owner required a non-compete. The owner was threatened by the relationships that I built and nurtured over the years. Instead of seeing me as an asset, he tried to break my confidence and push me out the door. I was afraid to leave because I knew that meant completely starting over in an industry that I have been in most of my adult life. I endured a volatile workplace for three years because I knew that the non-compete would keep me from working in my local area within the same industry. The client relationships that I built and nurtured for 17 years were no longer accessible to me. In addition to losing the ability to reach out to previous clients, it was also written that I could not work within 60 miles of the business. My workplace was local to me but not to my employer. Ultimately, he terminated my employment and I am currently in the rebuilding phase after almost two decades. I would like to see the power removed from the (for lack of a better word) bullies of the workplace and returned to the workers. Once again, I support the ban on non-competes in the workforce."
Luke	"My noncompete status as an associate with a former employer is holding me back, for a full year, from providing improved and expanded services to benefit my relationships. The agreement also harms the clients, who face an unnecessary change in their services with a large organization who cares minimally, or the (unrealistic) prospect of waiting a year to be able to engage with me again. The employer continues to gnaw substantially while I'm prevented from getting a start with my own relationships and efforts, held to the mercy of lawyers. Please help the little guy!"
Glenda	"As a <b>physician</b> I am delighted to see this proposed rule. Do not cave to the AHA lobby and exclude physicians from this rule. Patients have a right to have access to the best doctors, not lose that access because a hospital is afraid of competition."
Evelyn	"Non Compete Clauses are detrimental to those in a skilled trade and should be prohibited for the wellbeing of all citizens."
Cody	"I believe a non-compete clause was created to hurt the employee but retained no real power in controlling the working class but was used as a scare tactic to cause people to conform to the company and benefit it in all regards. The problem is it doesn't benefit a capitalistic environment that supports a working class that has the ability to fight for its rights in working in its field of study or experience."

<p>Mike</p>	<p>"I am in full support of the proposed new rule. I personally think my situation would be a "case study" for why these agreements should not exist. I am a seasoned veteran of 46 years in my industry. I work for a 5th generation family owned company (-- \$50MM annual sales) that unfortunately each generation has grown less able to run the business. This has forced them to recruit management outside the family. The decisions the new management has made has resulted in continued loss of business (&gt;\$2MM so far) with many unhappy customers. I have actually had conversations with a few of my 20+ year customers about how the company is "ruining my reputation". These customers are willing to sign documents supporting our situations. I have competitors that would love to hire me and I also have the resources to start my own company. However the non-compete I have with this company keeps me from seeking employment in the only industry I know or what I prefer, starting my own company. I certainly hope this happens."</p>
<p>Jeffery</p>	<p>"I wholeheartedly support the FTC's Non-Compete Clause Rule (NPRM) proposal! On January 1, 2023, I am finely freed from a two-years noncompete that severely limited me from a 30+ years career as an Executive in a specialized field. To cut costs, I was let go without cause during COVID. My severance of six-months, plus, a small year-end bonus, did not cover the losses of not being able to work for two-years, so my family and I lived off my Social Security, and our savings. Whenever a potential new employment opportunity arose, it quickly faded when they discovered my noncompete. My noncompete was market, customer, and product specific. It is only fair that if an employer demands a noncompete, that they should have to pay their ex-employee fair compensation during the time that they are prohibited in working in their field/fields of expertise. Lastly, if anyone at the FTC would like to discuss this further, please contact me. While I can retire, I continue to enjoy contributing to society and our economy by working I can't imagine not working. I love my job and need the interaction. Thank you for providing me with this opportunity to express my thoughts."</p>
<p>Steve</p>	<p>"I completely support this rule. Non-compete agreements prevent employee mobility, particularly older workers who aren't as able to reinvent themselves in new careers. A 50 year old who has worked in one industry for 25 years is essentially handcuffed to a job if they have a non-compete. In addition, in a strong economy, when salaries are rising, non-competes disincentivizes employers from offering pay increases to employees shackled by a non-compete. The negotiating leverage lies completely with the employer, and hurts the employee in strong job markets. I implore the FTC to ban the practice of non-competes."</p>
<p>Todd</p>	<p>"I believe non competes are used unfairly against employees. Faced with not being able to make a living in their trade due to a non compete, employees are forced to stay with their employer. Costly legal action is threatened by the employer if an employee wants to leave. Non competes should only be used under certain circumstances with short time frames."</p>
<p>Elizabeth</p>	<p>"As a female physician, I work a job that has no trade secrets but I am bound to my current job by a non-compete clause. I also know that female physicians are systematically underpaid compared to their male counterparts. We are less likely to want to uproot our families in search of better paying positions. These factors compound the effect of non-compete clauses on our salaries. They depress our</p>

	<p>wages, reduce our opportunities within our careers and communities, and are anti-competitive. The practice of medicine is a relatively standardized one. I have no trade secrets to share, only my personal talents as a physician and I should be able to seek out career opportunities as I choose. Please eliminate non compete clauses."</p>
<p>John</p>	<p>"It is important that American workers are able to provide for themselves and their families in these times, and that newer competitors are able to apply the right talent and tools in the interest of their own and American commercial success. Non-compete clauses in my personal experience have been applied liberally and as a matter of course, without respect to specifics at the point of hire where the employee usually has little to no negotiating power and where the employee's role may turn out to be very different from what was advertised. I suggest an exercise in specificity with respect to the idea of perfect competition in the labor market. 1. Eligibility. a. At the beginning of the term of employment, employers must justify unusual measures that will be taken to transfer knowledge, skills, certifications, or relationships to the client. b. At the end of the term of employment, employers must justify and evidence the specific knowledge, skills, certifications or relationships transferred and their material amount as part of the role actually executed and specifically quantify them. c. The employee should have the ability to buy out the non-compete at the cost of the investment, not its future value, per a formula. 2. Solicitation a. Employees develop personal relationships with their colleagues and clients, which is a healthy form of doing business that encourages productivity as well as honesty. My suggestion is that specific names and types of work are laid out in non-competes. b. In the circumstance where a company has been unsuccessful and employees are leaving voluntarily, many solicitation agreements are written in such a way that helping to a former colleague find a job, even with a completely different employer, fall within the terms of a non-compete. In circumstances like these, the perceived nature of a non-compete is dangerously close to price fixing or cartel behavior in the labor market. If specific behaviors were identified, rather than the generic legal terms of "direct or indirect" then this clause is likely to have a much narrower meaning, which is in the interest of the employee and the broader labor market. 3. Applicability and Time a. The periods of time set out in most non-competes are completely arbitrary and applied without any consideration or justification. These cannot be standard per employee but must be applied via a formula in relation to the eligibility criteria previously laid out, agreed, and negotiated at the end of the term of employment. 4. Enforcement a. Perhaps the most important and inequitable part of a non-compete is that the employer is always possessed of more resources and interest to enforce a non-compete legally. Aside from a non-compete laying out the circumstances in which it would be enforced, it should also lay out the means of enforcement. b. There should be a means for independent arbitration. For example, if the potential business at stake is worth \$10,000 of haircuts, it doesn't make sense for both parties to go to court over the matter and pay high legal fees and consume the capacity of the American court system. In many circumstances, it would be better for the employee to be able to agree or disagree, negotiate, adjust their behavior, and buy out any agreed interest over time. c. I would note that it seems better for employers to bear the burden of specificity in defining the scope of a non-compete up front during a period of comity rather than the US court system, lawyers, and employees having to define these during a period of conflicting interest. If an exercise in structured thought and specificity is conducted, then the perceived meaning of non-competes by</p>

	employees is likely to be clearly aligned against the success of the American economy or else so narrow that they are not worth negotiating and applying."
Jennifer	"While I understand the value of non-compete clauses for highly paid executives or entrepreneurs with specialized trade information, it seems ridiculous for these to be legally applied to most workers, especially if the worker is laid off, fired, or has their hours cut significantly. There should be some sort of guidelines for who is eligible, just like there are guidelines about who can be salaried/exempt and other worker protections."
Carmen	"Noncompete clauses are important, but should not be onerous. For instance, noncompete clauses for many employed physicians prevent those physicians from working in their specialty anywhere reasonably close to where they live if they leave that job. Physicians cannot just switch specialties on a whim, so this type of noncompete clause is unreasonably onerous and should not be allowed. However, a Physician Assistant or Nurse Practitioner might join a specialty practice, learn new and valuable skills, then want to leave that practice to compete in the same specialty and geographic area. Businesses should be protected from that type of act. Physician Assistants and Nurse Practitioners CAN change specialties at any time, so prohibiting them from performing specific duties related to a medical specialty they've learned in that prior job would not be onerous, as they can literally go work in any medical setting, even in a specialty they've never worked in previously. A noncompete to protect the practice that trained them to perform specialty duties encourages such training to continue, encourages physicians to continue to hire PAs and NPs, and does not limit the NP or PA from working as a NP or PA at all. Please consider careful language to protect private practice physicians. Thank you."
Ken	"Companies have ways of protecting their intellectual property without requiring non-compete clauses. With very few exceptions, such as corporate officers, they should be banned. My personal experience: I joined IBM in 1977. I signed an agreement requiring that I turn over all inventions created during employment to the company. If a patent was issued, it would belong to IBM but my name would be on it as the inventor. Furthermore, I was required to not disclose to anyone outside the company confidential information. IBM was very careful to classify such information. Between these 2 provisions, IBM protected its trade secrets and IP. I was not required to sign a non-complete clause. If I left, I could use my experience and knowledge elsewhere as long as it wasn't based on confidential assets or future product plans. I retired after almost 40 years. I don't know if IBM's current practice is to require non-compete clauses, but it is clear that they are NOT necessary to protect the company's interest. The only purpose of them is to handcuff employees, restricting the free market for their labor. Only the very top leadership in the company might need to sign these agreements due to their having access to a wide array of business plans and intelligence. But the average worker in the professional and non-professional ranks, these agreements are completely unfair and unnecessary."
Lisa	"I've been a <b>sales professional</b> for over 30 years and every company I have worked with required a non-compete. My current non-compete is for two years! This has hindered my career growth. Non-competes rules need revised and made fair for both parties."

<p>Ralph</p>	<p>"Proposed § 910.1(c) would exempt an entity that is not "organized to carry on business for its own profit or that of its members." This exemption should be reconsidered and eliminated, at least as far as large healthcare organizations are concerned. Many employers of physicians and other professionals such as nurses, therapists, and technicians are very large hospital systems which use non-compete clauses to limit the ability of their employees to bargain fir improved working conditions, better pay, and higher quality patient care. These hospital systems, while nominally organized as non-profits, often have revenues in the tens or hundreds of millions of dollars, much of which is derived from taxpayers in programs such as Medicare, Medicaid, Tricare, and Federal employee health insurance. Their top executives are compensated lavishly. If non-profits are to enjoy some exemption from the FTC proposed rule, consider setting a threshold of annual revenue, such as \$10 million dollars, above which the employer would have to comply with the ban on employment non-compete clauses. The remainder of the proposed rule barring non-compete clauses is well reasoned, very much needed and strongly supported by me."</p>
<p>Adam</p>	<p>"Thank you for proposing this rule. Americans must not be blocked from using their talents to make a living."</p>
<p>Jasmine</p>	<p>"If you believe in a free market, you must believe in a free market for labor as well. The imposition of non-compete clauses on low level employees is an outrageous violation of the free market in labor, and stifles the ability of ordinary Americans to fairly trade their labor at its market value. Of course large corporations are lobbying to keep their power over employees by locking them into one employer as though they were indentured servants. You must ignore corporate lobbying and restore our right to freely sell our labor on an open free market. Restrict the use of non-compete clauses to high-level executives who are actually responsible for creating and managing sensitive trade secrets."</p>