

# Constituent Support for the FTC's Noncompete Rule



## Idaho | Statewide Impact

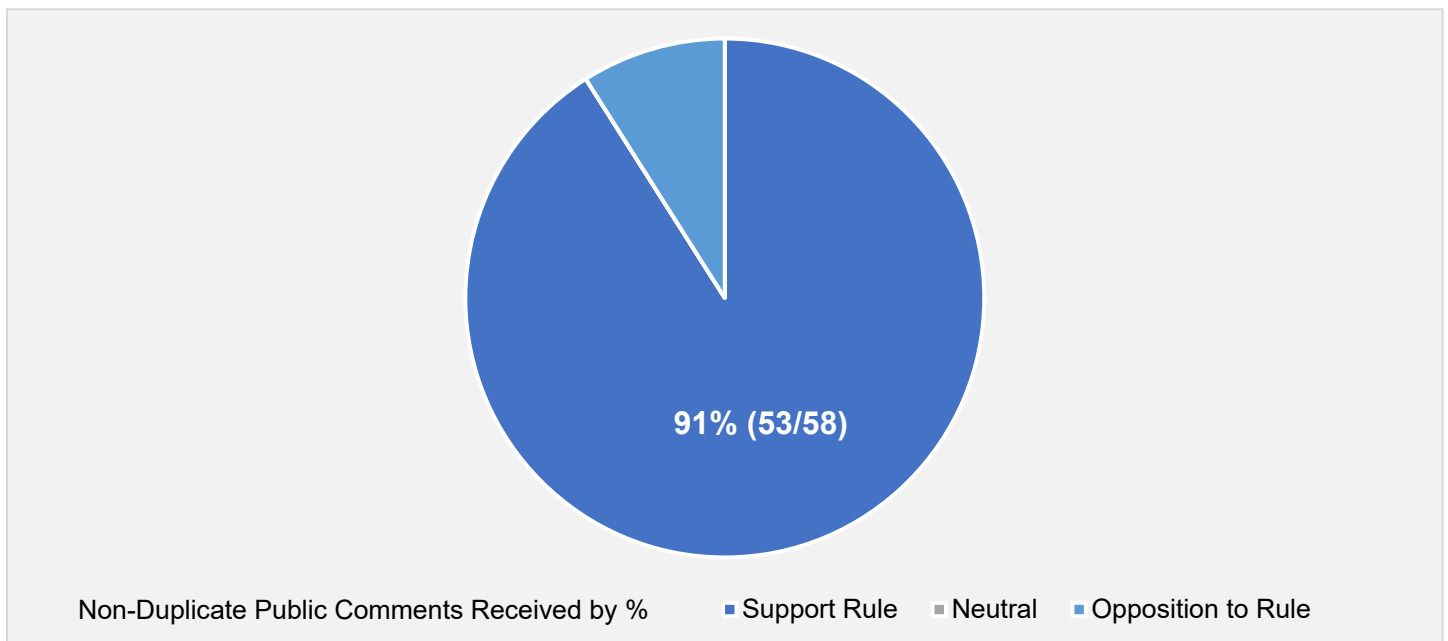


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final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

Idaho Covered Workers	Increase in Total Annual ID Worker Earnings	Increase in Average Annual ID Worker Earnings
<b>656,688</b>	<b>\$315,487,683</b>	<b>\$480</b>

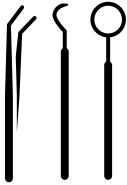



[Estimated Increases in Total Annual and Average Worker Earnings by State \(ftc.gov\)](https://www.ftc.gov)


## Notice of Proposed Rulemaking: 53 of 58 ID Commenters Support



**Support Across Sectors of the Idaho Economy**

\*Some comments condensed due to length.

Profession	Comment
	<p>"As an <b>orthodontist practicing over 25 years</b> I would like to share my personal reasons for being in favor of eliminating Non-competes. I sold my business to company 3 years ago. Included in that sale was a 5-year employment agreement with the company along with a 3-year 10-mile non-compete. I agreed to this originally because I expected to be with this company for the rest of my career. Unfortunately the company has become difficult to work with and I find myself wanting to leave. Unfortunately I would have to uproot my family and move to another area altogether in order to continue work in my chosen field. Orthodontics takes 11 years of schooling to receive the degree so obviously working in another field is not what I want to do. I also do not want to move at this stage in my life but that may be the only option due to this non- compete."</p> <p style="text-align: right;"><b>-Greg</b></p>
	<p>"Because most employers of <b>yoga teachers</b> do not offer full-time positions (I actually don't know of even one that does), yoga teachers would not be able to earn a living teaching yoga if bound by a non- compete clause."</p> <p style="text-align: right;"><b>-Sally.</b></p>
	<p>"I have been working for the same <b>company</b> for the last 16 years. I see competing companies pay better than my current employer, but have been warned by the Regional Operations Manager that I will be sued if I seek employment with them, yet he refuses to match their offer. They openly brag about suing past managers, and knowing they wouldn't win in court but having the financial backing to run up attorney fees."</p> <p style="text-align: right;"><b>-Daniel</b></p>
	<p>"I'm a <b>pediatric dentist</b> in Idaho. I joined a corporate dental group. They have 6 offices spread throughout the Treasure Valley. They were terribly disorganized and providing me little support. Predictable patient outcomes were suffering from my perspective. There was a 5 mile radius non compete. They are almost everywhere in the area where I would work. Their noncompete is absolutely preventing not only future business ventures and relationships, but also limiting my ability to provide superior patient experiences."</p> <p style="text-align: right;"><b>-Dalton</b></p>

	<p><b>"I would love to live in a country where we are not bound by non competes.</b> I was raised and worked the first half of my life in California where people were motivated to work hard and in general were rewarded for their hard work. If their working conditions were unacceptable to them and they could find a different employer who could offer them a better job then the employee would move to a place where they felt appreciated. I found that because of this, most employers worked hard to provide as optimal a working environment as possible in order to retain their valuable employees. Then I moved to a state which honored non competes. As is so often the case, I did not realize what I had until I no longer had it. In my new state I found that employers kept employees not so much by good working conditions as by threat of legal action. This impacted not only my own life and lively hood but those of patients I saw in my own practice...I think it would be a wonderful thing to legislate an environment where people were free to pursue the best place to work and not be slaves to a non compete."</p> <p style="text-align: right;"><b>-Mark</b></p>
---	--

**Additional Support from Idaho**

\*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Hugh	<p><b>"As a medical student</b> enduring increasing tuition costs, declining reimbursement for physicians, and a lack of recourse for advocating for change (i.e., physicians are legally unable to strike to protest workplace conditions and residents who choose to strike or join unions face the prospect of having 4 years of undergraduate education + 4 years of medical school + often more than 4 years of residency going to waste by being dismissed from training), the proposed change to the non-compete clause offers a light in all of the darkness ahead that may one day help myself and other physicians. The opportunity to yield offers from competing hospitals, groups, and practices would not only benefit me personally -- it would enable me to practice the medicine the way I hope to, putting patients first."</p>
C	<p>"I truly appreciate the FTC's review of the Non-Compete Clauses currently being enforced by many businesses across the U.S. Although I understand that there may be certain circumstances where an employer may want to protect the interest(s) of their business, the enforcement, when taken its totality, is a way of suppressing the "freedom" that individuals should have in how, when, are where they practice what they practice. The truth is this - clients/patients/patrons of ANY business should have the freedom to choose who they conduct business with. Likewise, professional working people should also have the freedom to practice their gifts/talents/trades in a way that best suites their customer base without the limitations of "non-compete clauses." I think this whole non-compete clause idea had originally been practiced with good intentions, but became, unfortunately, abused by business owners over the years. Freedom to create and practice in a</p>

	<p>way that better serves the client/patient/patron is best for society. The non-compete clauses are not healthy for business as a whole."</p>
Brian	<p>"<b>As a financial professional and advisor</b> with 20 years experience I was ecstatic to hear the proposed changes the FTC is considering regarding abolishing the non-compete clause. My compensation has been severely negatively impacted and large financial firms enriched by me not being able to migrate to financial services companies that would treat me better and more fairly and efficiently manage investment for my clients for whom I am a fiduciary. My client's choices have been taken away and they are not served as well as they could be because I am handcuffed by this non-compete clause and another even more restriction. That is a so-called "Do not solicit" rule. One December in 2011 I was finishing the year reviews with customers and after working for my current brokerage firm for 5 years a "Do not solicit" contract appeared in my inbox. To continue working at my first by January 1st I had to sign an agreement to leave my clients at my current firm and not be able to contact them or ask them if they would like to follow me. If I did I would be a party to a lawsuit and owe damages. Longtime clients would have to find me to re-engage and get help with their investing and I wouldn't be able to help them at another firm for 18 months. Why 18 months? Why not 18 years since its arbitrary and removed the rights of me to earn a living and help investors as the fiduciary I am. I will attach the "Do not solicit" contract I was forced to sign and abide by with 1 weeks notice and ask the FTC to include these types of contracts imposed on Americans and American workers in their efforts to rescind Non-compete clauses and Do not Solicit contracts. Thank you, The Trusted Advisor Attachments rel_support010_cnipo_national (2)_Redacted"</p>
Jared	<p>"<b>I'm a nurse anesthesiologist</b> working in the Boise, Idaho area. The large employers and hospitals here use non-competes to stifle employment competition. I wholeheartedly support the proposed actions to ban noncompete restrictions for all industries. There should not be special provisions for healthcare or non-profit healthcare. These entities can be some of the most abusive in restricting employee freedom."</p>
Dan	<p>"I agree with the proposed changes put forward by the FTC. I believe Non-Compete Agreements are one sided and often entered into when an employee doesn't have a full understanding of the implications the agreement may have on future work opportunities. They should not be enforceable and do more harm than good to the working class."</p>
Elizabeth	<p>"I have had a <b>very vague non-compete</b> placed on me that is phrased "non-compete. 2 yrs. 5 mile radius." I did not sign any agreement adhering myself to it. The lower court judge interpreted that it prohibited me from earning my highest living in the town that I live in and raise my son in. This completely inhibits me from practicing my doctorate and being compensated in dental surgery/dentistry from the town I live, the town my patients live and surrounding towns. It has devastated my livelihood."</p>

Ashwin	<p>"<b>Physicians</b> should absolutely be entitled to the new FTC non-compete rule. They should not be exempt from this needed worker protection as it greatly limits their ability to negotiate their contracts and instead offers large hospital systems an unprecedented advantage over physicians in the marketplace. There is a large increase in physician burnout and allowing the market place to be more free would allow physicians more freedom and flexibility. Additionally, the last time an exemption of this nature was granted by the lobbying from the American Hospital Association (Jung v AAMC 2004) resulted in decades of delay for improving resident physicians' ability for fair wages and benefits; this is still an active struggle today. Please do not make the same mistake again for physicians of today and the future."</p>
Dr Mike	<p>"I am a <b>private practice owner of a veterinary clinic</b> in Boise. Privately owned clinics were predominate in Boise before the pandemic. Now the vast majority are owned by corporations and their non-compete's are driving down the ability to hire associates for my practice. In San Francisco it force many owner/vet's to sell because they could not hire any vet's to work! ! ! Non Compete's can strangle private practice owner's out of business ! ! !"</p>
Erin	<p>"Please end the non-compete Clause rule. <b>as a veterinarian</b> it is an unfair advantage to large practices with deep pockets"</p>
Jason	<p>"I believe that non-competes benefit employers over employees and would strongly recommend removing them as an tool for employers to allow more open market movement and employee incentive driven behaviors over employee restriction behaviors. Strongly supportive of them being prevented."</p>
Barb	<p>"I strongly oppose this non-compete action. It's anti-worker result, if approved, is unconscionable."</p>
Austin	<p>"As a <b>resident</b> in training I fully support this rule. As Iain looking for jobs the fact that if my 1st real time employer isn't the right fit for me I therefore have to move to a completely different city is not a fair standard I would have to upend I and my family's life while the employers have no similar consequences. Additionally if they decide they no longer want to work with me for whatever means then suddenly I am not even allowed to work for another employer in the same town only promotes further physician shortages and hurts rural communities."</p>
Courtney	<p>"I love this idea. Non-compete clauses have been abused for far too long and that abuse is only growing. I support this proposed rule and look forward to ending the stifling of labor competition between employers."</p>

<p>Ron</p>	<p>"I am <b>physician in rural Idaho</b> and would be very grateful to not have to deal with non compete clauses. I hope the FTC bans these onerous clauses"</p>
<p>Parker</p>	<p>"Both my community and I have been personally affected by non compete clauses. I work as a <b>trauma, emergency, and critical care surgeon in Boise Idaho</b>. As an employee of one of the two major hospital systems I am prohibited from working at any other hospital or surgery center within 90 miles of my hospital. This non compete harms me as it artificially depresses wages and forces me to move my family if I desire to change jobs. The community is harmed because the other hospitals do not have sufficient specialty surgeons to staff trauma programs and therefore patients are subjected to multiple hospital transfers to obtain proper care. This drives up healthcare costs and in some cases results in worse outcomes for patients as it delays care. If I did not have a non compete clause I could provide trauma and emergency surgery services to multiple hospitals in the community and thereby increase access to health care. I have tried unsuccessfully to negotiate a removal of the clause from my contract including obtaining legal counsel. The attorney felt that there was legal precedence in the state of Idaho that would prevent me from obtaining employment in violation of the non compete clause or the mere threat of litigation could dissuade another hospital from hiring me. Currently I am forced to travel to Washington, Colorado, and Arizona in order to practice medicine to the extent I prefer. This practice forces me to pay additional licensing fees on top of the added travel and lodging costs I incur. As a physician I am frustrated by the many factors out of my control such as rising taxes, lower medical reimbursements and unfair business practices such as non compete clauses- all of which will likely combine to drive me leave the field of medicine earlier than I would like at a time where more critical care providers and surgeons are needed to care for an aging population and under served communities not fewer."</p>
<p>Jeremy</p>	<p>"I agree 100% with this new rule change."</p>
<p>Pamela</p>	<p>"I <b>am an HR professional</b>. I completely agree with the proposed ruling. Some companies are now choosing to use "non- solicitation" agreements which can be enforceable to a certain extent. My question is if you work in an "At Will" state and the offer letter states "this is not a contract and you or the employer can terminate your employment at any time without cause," how can the employer require the employee to sign a non- solicit if the employment is non- contractual?"</p>
<p>Karl</p>	<p>"Non-complete clauses are detrimental to the efficiency of labor markets. Non-compete clauses should be illegal."</p>

Elizabeth	"I am a <b>nurse practitioner</b> and would benefit greatly from this new law if it were to go into effect. The practice I work for now has such a large noncompete radius that I would need to move to a new city to find a practice that wasn't included."
Jeffrey	"Surely this is a no-brainer. No <b>company</b> should be able to block you from going to work for any other company. Even if you are someone who developed something that is making the company a ton of money. If the company is afraid that you will tell your new employer what you did and how you did it, they need to patent or copyright the whatever it is. Otherwise, they have no right to claim it's theirs."
Jeffrey	"I strongly support a ban on non-compete agreements. A former employee of a firm cannot legally use the intellectual property that belongs to his former firm without their consent/remuneration. But that is all that the former employer can legally bar the former employee. <b>The former employer cannot bar the former employee from using his knowledge, training, skills etc because they belong to the employee, not the employer.</b> "
Jeffrey	"Non-compete agreements are inappropriate in 99 and 44/100ths percent of the time. Non-compete implies that you are doing something creative or producing something unique. If you're just flipping burgers, for example, you're cooking. All burger joints have slightly different ways of cooking their burgers. If they have some proprietary, process to cook the burgers, they would be within their rights to sue both you and your new employer should you take and reveal the proprietary process to a new employer. <b>It seems that in today's environment, companies are trying to lay claim to your knowledge, skills, and abilities.</b> They belong to you, not the company."
Michael	"I fully support the proposed rule by the FTC to ban and eliminate non-complete clauses. <b>As a physician assistant</b> , I have been in a non-compete contract for the past 5 years and have no option to leave my employment without relocating to another metropolitan area altogether. I think this would be a great relief to me knowing I can change employers without having to relocate and allow me to have better negotiation ability when discussing compensation."
Sharon	<b>"Non-compete agreements are used as weapons by employers to hold employees hostage.</b> It is unfair and discriminatory. I have seen businesses ruin peoples lives because of these agreements. I support banning them."
Zachariah	"Please ban non-compete clauses, they are onerous and lead to poor patient care and <b>physician</b> under appreciation while the hordes of hospital administrators grows exponentially. The idea of being locked into a job and having to move your family to a different city if you want to change jobs or start your own company is un-American and puts large employers in control while leaving medical workers without any negotiating power or freedom."

Eric	<p>"Totally agree w proposed rule except for one caveat...the development of "intellectual property" (ideas or equipment) while at one's work should be clarified in the Rule that it is NOT transferable to another entity when the worker leaves. <b>As a physician who worked in a one hospital town</b>, the Hospital made everyone sign a non-compete which by State statute was non-enforceable but would cost the employee a bunch of \$\$ to fight (and win). Unfair! Hence, agree in concept with the proposed Rule."</p>
Mary	<p>"This rule is long overdue. No compete clauses result in an imbalance of power and destroy free market rules. Employees should be able to find better matches for them. It's good for individual workers, and for the larger economy."</p>
john	<p>"Non competes have been abused much more often than they have been correctly and effectively used. Restrictions on people working hurts the economy. The benefits of noncompete agreements can be achieved with retention bonuses, vestiture rules, and NDAs, as we se many companies already doing in California. I would support a ban on Non-Computes"</p>
John	<p>"In Idaho, I was required to sign a non-compete agreement as a condition of employment. This 'contract' used my employment "as consideration." 1. This was certainly under duress. 2. In an employment-at-will state, the 'consideration' for this contract lasted for about 30 seconds while I signed the form. <b>Please protect US workers from powerful corporations which threaten our livelihoods</b> by forcing us to choose between unemployment and signing a non- compete, then reminding us they have the liberty to fire us for any reason or no reason - and lock us out of our industry for years."</p>
Dr Prashanth	<p>"I am a <b>practicing physician</b> and I have had to move to different state twice because of non-compete clause. It's unfair for patients who would love to keep seeing their doctors. It's unfair for physician families to go through soul grinding moves. We as physicians in no way are privy to any of the business secrets that hospitals might have!! Non-compete clause for physicians drives competition away, decreasing the quality of care for patients and drives up the health care costs for all. It's also responsible for high rates of physician burnouts. Non-compete clause for physicians must be illegal. There is no reason for its existence. Thanks."</p>
Laurence	<p>"As a worker currently <b>hampered</b> by an existing non-compete through my former employer,1 would welcome this change and feel that it would certainly benefit the employment market overall."</p>
Vicki	<p>"I am in favor of banning all non-compete clauses in all professions. They only hurt the consumer and the small business entrepreneurs in a community."</p>
Serina	<p>"I think non competes impede on a person's right to work! They should be banned!"</p>



<p>Christian</p>	<p>"I am a 45 year old health care provider and father of 5. The last 10 years I worked for a LARGE family practice in the Chiropractic field. I started in this office after completing my doctorate education. The employer required I sign a non-compete that continues indefinitely without a requirement to review the document or make any alteration to it at any time. As a student just fresh out of school. I feel I was not given informed consent on what I was actually signing. The non-compete has a 20 mile radius and a 24 month duration. My employer used and uses the contract to intimidate and a means of controlling his staff, and always has. Every time I asked for a raise after my first initial one the answer was no, yet I could not go anywhere because I was bound by a non compete. When he stopped giving me bonuses, there was nothing I could do because I was bound by my non compete. When he gave me extra workload with no raises, there was nothing I could do because of the noncompete. When he disregarded my injury, there was nothing I could do because of my non compete. When he began to be a bully in the workplace, I had to stay because where else would I go because of my non compete. This is why I am FOR the BAN of non competes...Please take into consideration my story in your decision as a veteran, father and a health care provider. Please Ban non compete clauses. BAN them! Please reach out to me with any questions."</p>
<p>Kerri</p>	<p>"I support this BAN of non compete agreements. These legal covenant and contracts hurt families and creates bad employers. I am all for non solicitation and confidently contracts to protect the legitimate business interest of employers. If there is NO fraud or malicious behavior done by the employee wanting to leave or start a new business, then I see no reason to keep them hostage by a non compete or keep them from working in their field. Many non competes are unreasonable and give the employer that has all the \$\$\$ the power to file frivolous lawsuits against the employee because of the non compete contract that was required to sign to start employment. This puts employees at the disadvantage and it also drives employees out of our their field they studied or went to trade school for. Non competes hurt the economy and violate public policy and community. Yes, please ban non competes."</p>
<p>Mark</p>	<p>"I wholeheartedly support the proposed non-compete clause rule. Non-compete clauses have unfortunately become the norm. They impose an unfair burden on employees, sometimes bordering on indentured servitude. I've seen the chilling effect they can have on workers. It's a practice that needs to end."</p>
<p>James</p>	<p>"Non-competes create a very unhealthy environment in the workplace. It gives the employer an element of power that could create a very unhealthy work dynamic. If the employee is not willing to "put up with the crap," then they can't work in their field anywhere locally."</p>
<p>Christian</p>	<p>"As a <b>physician</b>, I strongly urge to remove noncompete clauses from physician contracts. They allow healthcare companies an effective monopoly on specialized services, even in large cities when a geographic radius restriction is in place. These monopolies are harmful to patients, do not allow for free market competition, and could only drive up healthcare costs. No one benefits from these in the long run."</p>

<p>Dustin</p>	<p>"The fact that this does not apply to non-profit hospitals is atrocious and antithetical to any work this legislation might do to relieve the burdens that <b>healthcare workers</b> face. We are currently in a healthcare setting where there is already &gt;50,000 physician shortage with an estimated shortage of &gt; 100,000 in the next 3 years. This anachronistic, exploitative concept of non-compete arrangements force healthcare workers to abandon their homes, friends, and communities and uproot when employment circumstances change, thus depriving communities of their physicians and healthcare workers. No institution should have that much control over their employees, and the fact that this legislation exists would certainly show you are in agreement. So why would you exclude physicians from this? Why exclude healthcare workers who sacrifice so much already to care for our neighbors and communities. Please consider health care workers and include non-profit Healthcare facilities in this legislation."</p>
<p>Graham</p>	<p>"When I first graduated <b>veterinary school</b>, I worked at a clinic with a 5 year non-compete. There was a discrimination issue at the clinic and after a settlement, I decided to move. Due to the non-compete, I had to sell my house and find a new town to work in. I could've looked into hiring an attorney to fight the non-compete, but didn't have the time or money."</p>
<p>William</p>	<p>"As a <b>physician</b> the elimination of non-compete clauses would significantly help healthcare. Large corporations have used non-compete clauses from allowing physician competition. A non-compete clause forced me to leave my hometown and seek a new job on the opposite side of my state. I would applaud efforts by the FTC to eliminate and invalidate all non-compete agreements."</p>
<p>Chance</p>	<p>"Non-Compete Agreements should not be allowed. It is inherently against free market principles that our economic system is supposed to be based on. Ideals of capitalism and free market economy that only seem to exist for market behemoths, corporations, and wealthy constituents when it is to their benefit. By allowing non-competes, it has further rigged the system in favor of crushing the labor force and eliminating laborers' ability to negotiate fair wages and benefits. Non-Compete Agreements can even hurt business owners. <b>The founder of an established and successful plumbing company has recently sought to retire in the next several years.</b> But he did not have anyone to take over for him when he retired, so he decided to allow two of his employees to take over his business. The former employees and soon to be owners, we will call them Peter and Jeff, were required to pay the founder a fixed amount every year for the duration of 10 years to obtain 10% ownership each year. The 10% split between Peter and Jeff. Jeff was responsible for the service sector and Peter took on the new construction. But there was a catch. Peter and Jeff had to sign a Non-Compete Agreement that would bar either party from working within the county or with the same contractors or customers for a duration of 2 years. This would prove to be tragic. At the beginning things were looking good, but soon after began to sour. Jeff had developed an addiction to several illicit substances, but refused to acknowledge the problem. Mood swings and irrational behavior became a regular occurrence with Jeff Clients began to take notice of the fact that Jeff was not performing his duties. He was absent from meetings and was not guiding his employees through tasks. This left Peter in a predicament where die responsibility now fell to him. While Jeff is busy tarnishing the reputation of this once reliable company, Peter has been trying to keep it together. The founder has been dealing with health</p>

	<p>issues, unable or unwilling to step in, while still collecting his promised check. Peter wants out of the deal, but would be financially ruined because he would not be allowed to work in the same valley for two years. He has built a reputation of being a reliable and trusted tradesperson with clients, yet is being turned away due to the nature of the company's current questionable leadership. Peter should not be held to this non-compete, nor should any employee. And thus, non-compete agreements should be made null and void."</p>
Kim	<p>"Non-compete takes away a patient's right to choose a <b>medical provider</b> of their choice when a provider changes locations in the same area. I have been a medical patient who has now been caught up losing a 2 preferred medical providers due to non-compete contracts. I had to wait out during the duration on the first provider and the second provider is currently in a legal battle over the illegality of the non-compete. My attorney general's office didn't care in my first case the non-compete radius has a monopoly on the area and in the second area the non-compete radius means the provider has to move out of the area. I can't even follow this provider after the clinic told us we could no longer be patients due to my having to get on the staff for illegal Medicaid double billing and lack of ability to correctly schedule appointments. In the medical field non-compete contracts hurt patient care and rights. Where is the protection for a patient to see a preferred provider? Non-compete contracts causes providers to start to put the amount in their bank account over patient care. When providers only become concerned with making money then patient care suffers. Patient rights and care need to be put back as the first priority over non-compete contracts. Please continue to work to remove non-compete contracts. Especially in the medical field."</p>
Gini	<p>"Re: Non-Compete Clause Rulemaking, Matter No. P201200: Please implement the Non-Compete rule prohibiting future and nullifying non-compete clauses in employee agreements/contracts. These non-compete requirements are an unfair burden on workers- -this isn't right! They are also a drag on the economy. Think about it--a non-compete agreement for a fast-food worker? A social worker? A truck driver? Seriously? Please implement the rule changes!"</p>
EJ	<p>""Non-Compete Clause Rulemaking, Matter No. P201200" <b>Non-compete laws are limiting access to mental health care in Idaho.</b> Idaho citizens are regularly placed on waitlists of 3 months or longer to see board-certified mental health specialists be it for therapy/counseling or psychiatry and medication management. Often these individuals face critical situations requiring treatments lasting beyond any initial emergency room visit or inpatient psychiatric hospital stay. Waiting 3 months or longer for continuity of care is not a realistic course of treatment and can prove detrimental or deadly for these individuals as well as those living in their communities. Unfortunately, this is the case in rural Idaho. Current non-compete laws contribute to this lack of and delay in services for this critical population. I'm a <b>board-certified Nurse Practitioner</b> and I hold a doctoral degree in Psychiatric Mental Health. I've served the community in Southeast Idaho for multiple years. When the time to renew my contract with my former employer came I requested a raise to align my salary with comparable rates, and I provided them with offers I'd received from other potential employers. I was told no; I was reminded in that very meeting that I have a non-compete clause and I would be at risk of legal repercussions if I became employed with or worked for myself within a stated mileage radius for a period of 18 months (the maximum radius and time-period</p>

	<p>allowed by the state of Idaho). I've also received threats/reminders through the mail and by phone from their attorneys despite never attempting to provide the same services I provided as their employee. I only considered starting a practice to provide services to this community that they repeatedly refused to allow me to provide while I worked with them and still don't provide themselves. I was told that this employer could not afford to pay comparable wages at the time; this is certainly an employer's prerogative, but when they can't keep staff at many levels of the organization from the front desk and clerical workers to medical providers due to paying below market wages the non-compete laws become predatory and anti-competitive. This employer, which receives a large amount of Federal Grant funding as they are considered a Federally Qualified Health Center, has since bought out other healthcare systems, even out-of-state, systems. I find it ironic that they can claim they don't have the funding to pay employees fair market wages yet they have funds to buy out their competition and expand. This seems to me like an attempt to monopolize services and this would be less of an option if they couldn't bully employees and past employees with non-compete clauses. Please don't get me wrong, I do see the need for non-compete rules in business, specifically as stated in this very proposal ("Non-Compete Clause Rulemaking, Matter No. P201200") and I'm not a disgruntled ex-employee who didn't get their way. I've since begun working for myself and my family and I are doing just fine financially. I am not, however, serving the rural Idaho community where I live because I can't. I will as soon as I can but until my non-compete expires I have chosen to live in the community I love and work in a neighboring state via telemedicine as my primary income. I could go on indefinitely doing this and making a better wage and providing a higher standard of living for myself and my family, but I want to help MY community. Non-compete rules as they currently stand prevent me from doing this. Please make this proposed rule change into law. Current rules allow unethical business practices and encourage below-market wages for employees. This is a significant hardship, especially in rural areas where it's already difficult to attract and recruit qualified and experienced healthcare providers. Current rules also disqualify skilled laborers such as medical assistants and nurses in the medical field. In rural communities, they often find themselves understaffed, underpaid, and unable to go elsewhere due to groups employing these predatory practices through non-compete agreements."</p>
<p>Nathan</p>	<p>"I support this motion to prevent non-compete agreements, as I believe it has been misused to prevent competition and harm an employee's perspective work options.</p>
<p>Colleen</p>	<p>"I'm writing in support of the proposed Non-Compete Clause Rule. For a period of nearly three years, I was employed by a <b>multi-national tech manufacturer</b> who required non-disclosure and non-competition agreements from its employees. I worked on the legal team which prepared and negotiated NDAs with vendors, suppliers and potential customers, and we were occasionally recruited to work on employee non-compete agreements for the FIR team as well. I acknowledge that non-disclosure terms are often appropriate for employees, but the rationale supporting non-compete agreements applies in only very limited circumstances for very limited numbers of employees. Protection of true trade secrets and pre-patented information is essential for innovation and competition, but such broad</p>

protections for all employees are not necessary or ethical. Adoption of this proposed rule is important for the protections and freedoms of the majority of our nation's employees. Thank you."