

Constituent Support for the FTC's Noncompete Rule



Missouri | Statewide Impact

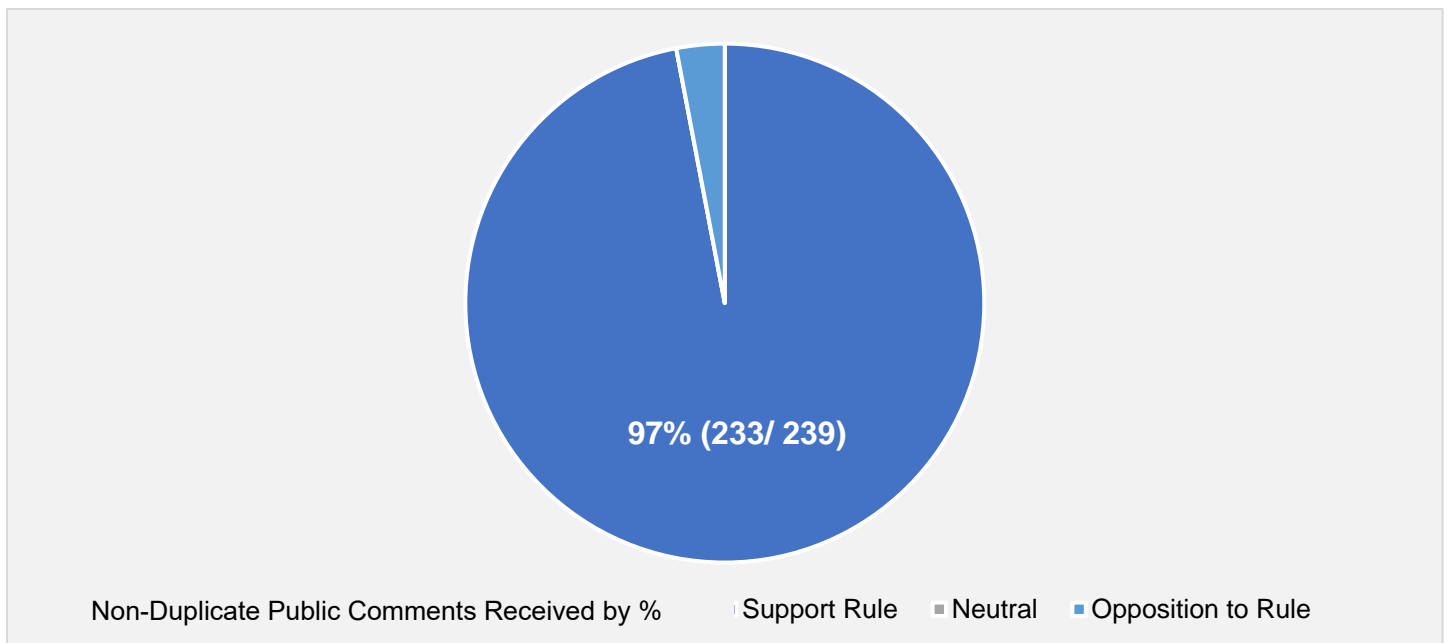


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final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

Missouri Covered Workers	Increase in Total Annual MO Worker Earnings	Increase in Average Annual MO Worker Earnings
2,256,955	\$1,184,012,673	\$525



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




Notice of Proposed Rulemaking: 233 of 239 MO Commenters Support

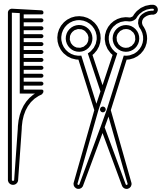



Support Across Sectors of the Missouri Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"I've been both a regional director responsible for internal HR and an HR consultant. I have ALWAYS been appalled at the use of NCA's! My company used them only to prevent the possibility that proprietary information / processes would be taken to a competitor, but never to stop a person from getting a job and making a living. We usually used an NDA instead of an NCA, and that was sufficient protection for our company. What is so appalling about NCA's? Very simple. They essentially say that you have legal rights -- but oh by the way if you want a job you have to sign those rights away. Employees are trapped into signing them if they want the job. "Sign away your legal rights or you can't get a job." What on earth is the point of saying people have certain rights but then make them give up those rights in order to get a job? PLEASE! Redress this wrong and disallow NCA's! NCA's are the 21st century version of "the company store" -- a trick that traps people into giving up otherwise legal rights if they want to hold down a job. NCA's are one element of predatory capitalism and should have been stopped years ago. Thank you for tackling this festering and difficult issue!!</p> <p style="text-align: right;">-Nancy</p>
	<p>"I'm a barber and violated a non compete about 6 months ago. My non-compete radio is miles for 1 year. Sounds reasonable, but not really. I live in Kansas City where barbershops are sparse. Working in the city area is less than a 5 mile radius and is the only place to make money. If I worked outside of the 5 mile radius, that would put me in the suburbs where barbershops are extremely limited and charge as little as \$16 a haircut. I'd roughly make only 20-25k a year in the only industry I know. I worked for my previous employer for two years in a toxic environment. I told my employer how work was affecting my home life on more that one occasion and she did nothing. I was micromanaged and in -trouble" for something on a weekly basis. How was I to know that I would be working in a toxic environment when I applied? So ultimately, I decided in order to be happy and make a living wage, I'd have no choice but to violate my non- compete. She came after me in no time flat. Now I'm paying legal fees and at risk of going to court and losing my job for 6 more months. What's the point here? I go outside of my non compete, lose the clientele I worked so hard to build. Those clients are nobody's property. If they want to follow me wherever I work, they should be entitled to do so. And if I'm working in poor working conditions, I should be able to work where I please. For two years, my job and employer affected my mental health...If a job is affecting your mental health and home life, how can this be legal? And let's get the ball rolling on this so we can all be free to work where we're happy in peace!"</p> <p style="text-align: right;">-Ally.</p>

	<p>"Non-competes are harmful to employees!! Very long story short. I worked in the audio/visual industry. I, along with the entire company, were furloughed in June 2020. July of 2020 I found a new job with a competitor and three days in lie sent over paperwork for a non-compete I don't remember signing in 2011. Since it was Covid they couldn't afford to fight for me and I was fired. Tried mediation but after I paid for the mediation and the date was set, he came in as wouldn't mediate anything. I sued to get the non-compete reduced from 3 years, he counter sued me for damages and attorneys fees. The three years is up in June so we dropped our suit since it has dragged out this long but he won't drop his. We also told him if he does win damages that I can't pay that I will file bankruptcy. They said they will still carry through with the suit."</p> <p style="text-align: right;">-Jeff</p>
	<p>"I am in favor of outlawing all forms of non-compete. I was recently terminated by my employer under their "workforce reduction" umbrella. I have been in this industry for 17 years. At the age of 47 it is difficult to enter in to new industries. I have had several offers from other companies in the same industry I have been a part of for nearly two decades, but all of these companies are a little worried about the non-compete. Coming from a small rural area it is hard to find jobs that pay even close to what I have been making for the last two decades. The non-compete is very disruptive to my livelihood."</p> <p style="text-align: right;">-Jeremy</p>
	<p>"Good morning, I happened across this proposed rule by chance while reading my daily legal highlights for the construction industry. I think this is a wonderful idea and long overdue. I have seen countless instances through my 33 years in the business where employers use these these clauses to bully their employees, force workers to stay in hostile and unhealthy work environments, and use it as a tool to keep the wages at a level that is below their competitors. I am a bit different and it may surprise you that I am a business owner and the only non family owner in a family business. I did not get my ownership by birth, I got it my the sweat of my brow and working my way from job superintendent all the way to Vice President and part owner. I was naive enough at the time they offered ownership purchase to sign a non compete agreement. I actually paid for my stake in the company while the incompetent son was given most of his. I have watched him work less hours, take more time off, and cause undue stress to other office workers all for the same pay as I was making. When I asked to get out they happily pointed out the no compete and stated you will have to leave your home area if you want to quit. Fast forward 11 years and they realized their key people were getting offers from others much more fitting to their skill level. They decide to offer a very small amount of stock to these individuals to cover up the fact that they would now be required to sign a non compete. I urged them not to sign but the allure of the "ownership" was too much for these people to overcome. Now they wish they would have listened. The original owner didn't think his non compete was broad enough at 200 miles from the office so they changed it to 200 miles from either of the two offices which are only 65 miles apart but that pretty well covers the state of Missouri and a good portion of Oklahoma, Kansas, and Arkansas. I told them it was too broad to stick and their response was "they will need the money to fight it" These people are the poster</p>

	<p>children for banning non compete clauses. I am anxious to see this proposed rule become law for the people who work here and other similar employers. Thank you for your time in reading this."</p> <p style="text-align: right;">-Sean</p>
	<p>"I worked for a toxic hair salon for 6 years with a non compete. The only reason I was able to leave was that my mileage requirement was lower than the rest of my coworkers. The owner uses this to bully people into staying by using the non compete as a scare tactic. Knowing that they can't afford an attorney to fight it. There are no trade secrets in my industry that require this to be a part of the hiring process. In fact it keeps people from being able to leaving a toxic environment. Please pass this."</p> <p style="text-align: right;">-Becke</p>
	<p>"A non-compete has me, a below minimum wage tipped worker, facing a \$10,000 lawsuit. The company tricks you into signing it without really explaining it during hiring paperwork; They unreasonably enforce it for 50 miles. This non-compete has effected my ability to do my passionate livelihood, make a livable wage, and now I might have to file for unemployment since they terminated me over the non-compete... and I'm not even employed by any competitors. When I asked the Employer for a copy of the Non-Compete for my records, they refused. I have to wait and see if they do file a lawsuit and hire a lawyer to recover my own paperwork I have legal rights to."</p> <p style="text-align: right;">-Olivia</p>

Additional Support from Missouri

*Some comments condensed due to length.

<p>Constituent First Name</p>	<p>Comment Highlights</p>
<p>Elizabeth</p>	<p>"I am extremely in favor of banning non-compete agreements. I am bound by on at my current job and it has kept me from being able to seek out other job opportunities with higher pay. I feel so trapped and stuck in my current position and my non-compete has me too afraid to look for something better out of fear of legal repercussions. Please ban non-competes!"</p>
<p>Deborah</p>	<p>"As an optometrist, a contract I had was so broad that if I quit I would either have to drive an hour or move. Over the years they kept adding stuff that I never should have put up with such as taking away 2 1/2 days from one site, adding them to another. They added all their fees to the new location but saw " no reason to remove" those days fees from the other location and in fact then shortly raised all those fees. I complied as it was cheaper than moving."</p>

Kat	"Totally agree to ban non-compete clause. I have known people forced to stay with bad employers, like slaves, because they could not afford to not work for 6-months or more. And what a joke when it is applied to hapless hourly workers."
Gavin	"Please ban non-compete agreements! They are terrible and only serve to give employers more power over employees that don't even work for them anymore!"
R Scott	"Do away with these, immediately and permanently. They are inherently unfair and biased in favor of businesses. Workers deserve equal footing in negotiation and freedom in marketing their skills to a better employer."
Loren	"As a physician I find non-compete clauses to be in opposition of freedom of practice for highly trained individuals. They have, in effect, become a tool of ensure that physicians do not have negotiating power against the larger healthcare corporations that we support. I began practice 4 years ago and, during that time, have served my organization and community dutifully. I have a family, children in school and friends in the area. I moved to a new city to start practice after a total of 10 years in training The standard contract offered by virtually all healthcare companies includes a non-compete clause which specifies a geographic region around your practicing hospital and a period (often 2 years) during which you cannot be employed. When these were originally written they were to avoid a physician taking clients away from a practice and moving to another site however they have, in effect, been used to subjugate physicians and prevent them from moving to another company without uprooting their life. This is an unfair practice as modern healthcare and insurance coverage agreements nullifies the original intent of the non-compete agreement. Since network coverage has financial ramifications for patients, a physician leaving a practice (in virtually any field) is unlikely to bring any substantial portion of their patients with them. However, healthcare companies can make it extremely uncomfortable to move jobs by ensuring that you cannot practice locally or be recruited to a local competitor using the non-compete clause. This unfairly restricts career prospects for physicians and limits terms of negotiation between physicians and their employers. Since physicians do not, generally, have unions and healthcare companies have a vested interest in preventing local competition for their workforce - the non-compete clause that is present in virtually all contracts becomes a unilateral cudgel with no recourse by practitioners. It is unfair and should be eliminated."
Drew	"I believe this will be beneficial for the competition in the job market. If enacted will this rule retroactively nullify previously existing Non-Compete clauses?"

Grant	<p>"I have personally been affected by a non compete clause and was not in a position to afford a lawyer to fight the non-compete. There were plenty of jobs in my area that I could have used my skill set for, but due to the clause from my current employer at the time I could not leave or I would not have a job. After 1 and 1/2 years of searching I was able to find something far enough away that it was not classified as a competitor but if not for work from home I would have had to move to seek better employment."</p>
Jacqueline	<p>"I support a ban on non-compete clauses for physicians. My general physician (who is a woman) is leaving her current practice and is under a non-compete for a year. I have to now find a new physician for the next year. This is frustrating and annoying. As a woman I feel more comfortable with having a woman physician. I finally found a woman physician who listened to me and respected my requests. I now have to go through this process all over again - or hope I don't have any issues for the next year. Physicians being under non-compete clauses are bad for patient health."</p>
Richard	<p>"I have worked in the Cremation service industry for 33 years. I have recently left employer I was with for 15 years. They are claiming the entire United States as their territory so I cannot work in this industry for 2 years? This is crazy. Their are anti monopoly laws for a reason. They think because they are a multi billion dollar company they can bully people"</p>
Gary	<p>"Noncompete agreements should be banned nationwide. They are extremely unfair for most wage earners. It is also anti capitalist and suppresses wages for average workers."</p>
L.D.	<p>"Non-Compete Clauses at times seem to make sense, especially given the sensitive nature of certain trade secrets in the business world. However, as pointed out in the Notice of Proposed Rulemaking, adequate trade secret protection is provided under other subsections of existing US Federal law. I agree with the conclusions provided in the notice, and additionally, would like to comment that in states like my home state of Missouri, where certain non- compete agreements may be assigned to the purchaser of a business in a merger or acquisition transaction under current state law interpretations, these agreements are extremely unfair, as they were not established at their inception between the original parties to the agreement. A merger or acquisition changes so many things for an employee, including the company culture, its standard business practices, the management the employee reports to, the human resource systems by which an employee will be evaluated by, and many other aspects of the employee's work life that may or may not be for the better. I caret think of a rational example where an employee would sign a non-compete and expect it to remain both enforceable and assignable in the event a business is purchased by new owners who come in and flip the existing company in a completely different strategic direction. The employee and their family are then expected to endure the consequences of such a merger or acquisition transaction, including change in job roles, decreases in income, changes in work hours, etc. under the premise that "Well, we (the acquiring company) paid for it." I can't imagine a single merger and acquisition</p>

	<p>transaction where the decision on whether or not to purchase either the assets or the stock of an existing business would truly change based on whether or not the assets acquired included the existing intangible value of that company's non-compete agreements. Even if such weight was given to existing non-compete agreements, how could any business say with any certainty that enough employees subject to non-compete agreements wouldn't switch careers in a way that the contracts' value wouldn't evaporate? The continued existence of a non-compete can't go so far as to force employees to stay against their will, so how do these agreements provide value to the public interest? It is my hope, that at a minimum, a non-compete agreement is limited in enforceability only to the extent it is made in good faith, for more than the consideration of at-will employment, and is truly between the original owners or company managers serving at the time of the agreement and the employee only. These agreements should not have lives past the lifetimes of the original owners and transfers of business interests can bring material changes to a business that no employee can expect to be able to assess at the time of signing one of these agreements. Thank you for your consideration."</p>
<p>MaryAnn</p>	<p>"Yes to this - rule has been a long time coming!!!!"</p>
<p>Jean</p>	<p>"I believe the FTC should pass a rule to prohibit the non-compete clause in work contracts. Workers have enough disadvantages when dealing with employers, especially since so few of them are unionized. Nothing could be more American than workers seeking better employment and no one should stand in the way."</p>
<p>J</p>	<p>"Given the growth of large hospital systems, a noncompete clause for a physician often means that leaving a job would require a physician to leave the geographic area in which they practice. This raises several issues of the downstream effects of noncompetes in coercing physicians to accept conditions they are not comfortable with, eliminating checkpoints that market forces allow that ultimately would have led to better systems that served clinicians and patients, and contributing to the physician shortage. Physicians with noncompetes in their contracts are forced with the choice of uprooting themselves and their families each time they want to switch practice environments, and the daunting challenging of reestablishing a reputation and practice in a new location. Employers know this, and use it as leverage when physicians speak out against situations that are detrimental to patient care, inappropriate or illegal actions by their employers, or unreasonable/unsustainable working conditions. This can effectively hold physicians hostage at unfavorable working conditions for decades, while employers evade market forces that would necessitate change. It is hard to make the argument that a single physician leaving a large hospital system would significantly threaten the hospital system's business model... Therefore, many physicians are now electing to stop practicing medicine altogether rather than work at a job they don't enjoy, thus exacerbating the physician shortage and access to care nationally at a time where this is already a public health emergency. To be clear, there are nuances to this discussion and a blanket endorsement of the FTC proposal: As it is currently written, many lawyers have stated that the FTC proposal would not apply to nonprofit organizations.</p>

	<p>Given that the majority of the hospital systems in the country are classified as nonprofit in name despite the business model being the same as other healthcare entities, this would actively give nonprofit hospital systems an unfair advantage over independent physician practices and for-profit health systems. It is important to note that several of the hospital systems that produce the most in profits and pay their CEOs many millions a year are 'not for profit in name. Therefore, this rule seems arbitrary, and if the FTC proposal was to have its intended consequence, noncompetes should be eliminated for both not- for- profit and for-profit hospital systems. As a physician who has been impacted personally by non-compete clauses and the multiple downstream effects, I respectfully submit that noncompete clauses are detrimental to both physicians employed by hospital systems (both for profit and not for profit) as well as patients. Ultimately, noncompete clauses at large healthcare employers are detrimental to our nation's long term ability to maintain access to quality care, and should be outlawed."</p>
<p>Kimberly</p>	<p>"Noncompete clauses unfairly limit the opportunities of hardworking essential professionals. As a physician who works in a very needed specialty (psychiatry & addiction medicine), I would have to move my family or travel significant distances just to maintain my employment. My specialty is needed everywhere, and people are suffering everywhere —please allow me & my colleagues to not need to uproot family, schools, homes, spouses life to make a change in my employer. These decisions are never taken lightly."</p>
<p>Jay</p>	<p>"I am a physician currently affected by a Non-Compete Clause (the contract of my last hospital employer). The restrictions of the N.C. are: I cannot practice any medicine in a 50 miles radius (of the town where the hospital is located) and for 2 years. The hospital clearly threatened me (with litigation) not to speak to patients, give them my phone number, or instruct them where I was working next. The hospital clearly stated that they considered the patients (I treated in my busy practice for 8 years) were a property of the hospital. The financial success of the hospital is directly related to patients getting medical care at that institution. The hospital is afraid that if patients see me at another practice, they will lose revenue. The N.C. that is used in the Medical field is not good for patients. Patients are not commodities. They are people just like you. me, our family members, our neighbors. When they find a doctor that they received good medical care and trust, they want to have their care with that doctor, not the hospital. The success of the practice I led was due to me and our team, my outcomes, and how we cared for patients, not the hospital. This non-compete is specifically designed to force a doctor to leave this geographic location or suffer 2 years with a financial penalty (less income- currently I am working part time outside the non-compete radius). This is bad for patients who want me to take care of them. This is bad for physician families. ICI leave this location, my wife has to quit her job. My kids would have to leave their schools/friends/church that they love. Physician marriages have a higher incidence of divorce at baseline. As a culture/community, we would all agree that the priority should be on patients, families, and kids. Life is hard enough already. The power these large organizations have in medicine is excessive and beyond what is good for our communities. My success as a physician isn't related to a building or an organization. I could work at a hospital with the best</p>

	<p>administrative leadership team in the USA but if I am a bad doctor, I will still have a unsuccessful practice. Patients would not want to see me. True success of a hospital system is not related to threatening people with lawsuits if they leave and start another practice in the same town. If the hospital is successful, then why are the employees (physicians, nurses, staff) wanting to leave? It is only the failing hospital system that needs to utilize the non-compete clause to threaten employees. When in the history of our country has stifling competition led to worse opportunities for patients. Competition is healthy for the systems that need to improve and innovate. Should Hospital systems that don't care about patients, don't care about modern standards, but only care about revenues (at the expense of everything else) survive? Don't we as a community want more options versus less for our friends/family members/neighbors? The hospital I left is a major employer in a small Midwestern town. They have 1 other hospital for competition but with the non-compete clause it transforms their power into a monopoly. This hospital has a revolving door of staff because the administrative leadership views the staff as components on a market that they can buy. If they need another surgeon, they just recruit one with a financial offer. The leadership does not care about patient outcomes. Every young physician that I recruited to be a partner over 8 years would quit (move away after-2 years because the hospital would not invest in helping doctors improve the care for patients). Without real competition the hospital can survive because patients would have to drive hours for the next hospital. I would love to be a resource for anyone or team at the FTC working on this to give more insight or to help this cause. Please contact me at my cell phone:. Jay Bridgeman MD, DDS Columbia, Missouri."</p>
Stephanie	<p>"My spouse has a non compete with a company that was acquired by another, larger company. If this larger company can enforce this non compete, it will directly affect the marketplace in my area. When the acquisition occurred, it removed services and employees from a sector of business that will no longer be serviced. If these employees are not able to support other related businesses, there will be a direct loss for consumers. And for new business. Let's get rid of the non compete and let capitalism truly be driven by innovation and not money."</p>
Lara	<p>"The field of medicine has been destroyed by a thousand cuts, do not compete clauses are one of the deeper wounds. These clauses are predatory and unjust and hurt physicians and patients alike. Physicians who have are part of a community they care for, must often choose between deplorable working conditions and uprooting their families and abandoning their patients, because of these restrictive clauses. In the years I have been a physician, I have seen them appear, then strengthen, and then become outright audacious, as the corporate health care administrators and lawyers have become more and more aggressive and emboldened. Usually, the clauses even go so far as to imply that the hiring entity somehow is the one that has allowed you to practice medicine and as such would incur injury if you were to compete against them. This is particularly insulting, since none of these slimy business people helped us to work our way into medical school, get through medical school, get through extensive medical training and certification hurdles and they certainly don't respect our practice of medicine, ethics or oaths! Why should I be beholden to them, when I sacrificed decades of my life in</p>

	<p>order to practice medicine? Why shouldn't I be allowed to practice medicine in whatever locale I choose, as long as I have earned the privilege and satisfied the licensing requirements? I have even been presented with contracts that stated I agreed to remain 60miles from ANY location that the healthcare business operated, owned, was affiliated with OR planned to open. I actually laughed out loud at that contract and refused to sign. Sadly, I know many new doctors who do sign these exploitive and unethical terms because of financial stress or the need to secure J-1 visa status and so on. This is why it is a predatory practice. If physicians were allowed to remain within the community they have been practicing in, without the threat of do not competes and legions of corporate lawyers coming after them, their communities would be all the better for it. Their mental health and the stability of their family life would be improved. The ability of these health care organizations to dominate the local markets, drive doctors out of practice and out of town, would be curtailed and true competition would arise. This would be competition for who was providing patients with good medical care. This NON-compete clause rule, proposed by the FTC, is long overdue. It is a just move and one that can truly change the broken healthcare system for the better for the American Physician and the American Public that needs us!"</p>
<p>Carson</p>	<p>"I am strongly in favor of banning non-compete agreements. I am currently under contract which imposes a 1 year non-compete clause after the termination of employment. Not disclosing confidential information is acceptable and understandable, but I will be prohibited from, "research, discovery, development, manufacture, importation, marketing, promotion, sale, or use of one or more Competing Products". Breach or threatened breach of this contract can, "will cause COMPANY to face irreparable injury which may be difficult to quantify monetarily". I will also be required for two years after termination of employment to inform any Future Employer a copy of the agreement and advise COMPANY of Future Employer and my obligations to the contract. The contract is incredibly vague to where any other employer tangentially related to my area of expertise could be considered a competitor and thus I am disallowed from working there for a period of one year after employment termination at current company. This will result in either me staying at current employer for a period longer than I would like to maintain my salary, or potentially take a large loss in salary to transition to a completely unrelated role in another industry for a period of at least one year. These effects limit employee mobility and fair compensation, and thus loss of tax revenue for the federal government, states, and municipalities. Banning non-compete agreements at the federal level will level the playing field among all employers so no one is particularly at a disadvantage and employees are free to move between companies to achieve competitive compensation Banning non-competes will not affect companies ability to seek recourse for disclosure of confidential information inappropriately by previous employees or protected by intellectual property. Non-competes are explicitly designed to make it difficult for current employees to switch between companies and to suppress wages, which I view as antithetical to a fair, competitive, and capitalist marketplace. Attachments Employee Agreement 2023"</p>

Andrew	"I this this is a big step for worker's rights, non competes prevent a competitive marketplace and stifle work prospects"
Phil	"This is one of the most unfair business practices there is for employees. I have worked in the broadcast industry for 30 years. Non-competes have done nothin but drive good people out of the industry. Too often the non-competes I have seen, have had very little to do with protecting proprietary information. They are meant to keep people from looking at and taking higher paying jobs in the same industry in the same city. It rewards lazy or poor management. Non-competes force people out of the industry or forces them to move. This is a long time coming Please see this through."
Kristen	"I was terminated by a large hospital organization suddenly with a thriving, full Pediatric practice . Patients depended on me. My contract has a non- compete that only applies if I am terminated without cause which is a point of argument right now. I filed in arbitration as per my contract against my employer. My lawyer and I believe the non compete does not apply in my circumstances and that the noncompete is overly broad, restrictive, and harmful to the public (my patients). I started seeing my patients mostly gratuitously in their homes so they would not go without the care they wanted and needed. My patients need me and depend on me and do not feel they can find another Pediatrician who provides the same care I have for them. Many of my patients are complex with high needs and are not easily transferred to another pediatrician. They trust me. I refused to let them down. Right as my case was headed to arbitration, my former employer filed in court for a TRO to stop me from practicing medicine all together under the premise the noncompete does apply. Judge granted it without allowing me to testify at the TRO hearing. We fought. My patients spoke up. Families were ready to testify about their needs and the harm that they would be done if I could not care for them. The judge did not allow ANY patient testimony, no evidence about the office issues leading to my termination were allowed to be heard and my employers lawyer repeatedly hammered home that I had to abide by this noncompete because I was causing harm to this GIANT hospital system by seeing 350 children out of the 5300 in the practice and over a hundred thousand in the hospital systems clinics. The judge awarded the order and I was told I cannot talk to patients on the phone, text patients, zoom visits or provide any pediatric care within my non compete area. Patients are angry and panicked. I'm worried every day about my patients and how I can continue to care for them. The original noncompete barred me from engaging in the practice of medicine entirely not just as a pediatrician in primary care. That means I cannot practice ANY medicine in the area even though practicing as in an Emergency room is not a competition with my former practice which provides primary care only. It's disgusting. I'm still fighting because I love what I do and I will not abandon my patients but it's not looking good for me and these patients.. In a city like St. Louis with 3 large hospital systems, specialists cannot leave Washington University if treated poorly and underpaid/undervalued or unhappy because they cannot move to one of the other organizations due to the no competes in their contracts. There is no recourse for an employed physician

	<p>against a toxic work environment and concerns of patient care and safety issues. Patients should always come first and that is not happening."</p>
Kathleen	<p>"I think noncompete clauses give the employer too much power over the life and future of its employees. This is especially harmful for professionals like physicians."</p>
Louis	<p>"I agree with the proposal to get rid of Non Compete laws. I am currently in a non compete that is preventing me from changing jobs."</p>
Mark	<p>"Non-compete clauses are a severe hindrance to freelancers like myself. I have run my own business for over 30 years and if one restaurant (for example) hires me to design a website for them and wants me to sign non-compete, that's ridiculous. I can't design another restaurant's website for 2 years? No, that's dumb. Every company uses these because lawyers just throw everything and the kitchen sink into their boilerplate BS legal docs. Even when the effect is utterly anti-business."</p>
Amrita	<p>"I urge you to ban non-compete clauses. They harm workers who are unable to find a job with better pay and make it unable for those who experience harassment on the job to look for other employment. Employers already have a significant power differential over employees. Please save employees the right to leave a job and look for another one."</p>
Cameron	<p>"Please ban unfair non compete clauses, they are detrimental to workers and industries."</p>
C	<p>"Thank you for considering a ban on non-compete agreements. As a pediatrician who is employed by a large health system, my non-compete has adversely impacted my career path. My partners and I have all considered leaving our positions on many occasions, but the terms of our non-compete make that nearly impossible. We are unable to simply leave the practice of medicine for one year so that we can start over in a different office after our non-competes have expired. We also do not desire to move our practice to a far location, as we anticipate the loss of many patients as well as a poor commute with greater inconvenience for ourselves. Furthermore, as physicians who have received 7 years of training specifically to become pediatricians (4 years medical school, 3 years residency) and incurred \$100K+ in debt to do so, we are not in careers that simply allow us to pivot and pursue a different career path. Due to all of these challenges, my partners and I find ourselves continuing to work for a medical system with a toxic culture, 40% pay reduction in the past 2 years, and really no feasible way to leave. I am aware that one argument in favor of physician non-compete agreements is that a physician who leaves a medical practice to join/start another is also taking with them proprietary information. I would argue that the greatest asset that I could</p>

	<p>take with me if I were to leave my health system is my own medical knowledge and experience taking care of patients. This is not proprietary information and nothing that has been imparted to me specifically by my health system. If the FTC enacted a ban on non-compete agreements, my partners and I would have the freedom that MANY employees in other professions have to pursue meaningful employment, either in private practice or with another health system. We would be able to finally leave our toxic culture and pay reductions in order to pursue options that are better suited to our talents. Thank you for your time."</p>
Calvin	<p>"I think this is an important rule that needs to be implemented especially for healthcare providers such as physicians and doctors. Too many times we are forced to adhere to noncompete causes and contracts that are extremely restrictive and outlandish (e.g. 20-50 mile radius from the last job) which is really detrimental to continuing patient care. Because of this, employers/hospitals really do have the upper hand and will leverage this to continue to not pay physicians at fair market value and to essentially "trap" these physicians into terms/contracts that are terrible for the physician. Doctors fear that they cannot continue their established lives with their family (spouse job, kid's school, etc) if they choose to leave their job. The other reality is that noncompete's are detrimental to continuing patient care. Too many times we have seen that when a physician left and was forced to abide by a very restrictive noncompete, patient care was lost and/or established with another provider that does not know that patient very well. This can drastically change treatment of that patient especially if they were stable on their current treatment plan."</p>
William	<p>"I strongly support the FTC's proposal to federally ban noncompete agreements. These provisions effectively remove highly talented people from the job pool, thereby harming us all."</p>
Edward	<p>"I agree with doing away with Non Compete and even non solicitation agreements. They are too restrictive and make it impossible to make the living that I am accustomed to making, should I decide to change employers."</p>
Natalie	<p>"I am 100% in favor of banning non-complete clauses. I work in the beauty industry and am being held back from starting my own business and making a significantly higher profit. My current non-compete clause states that I cannot work within 10 miles of my current establishment for a year after leaving, resulting in me having to go to a completely different town to work in if that were to happen."</p>
Victoria	<p>"I support this proposed rule to ban non competes in veterinary medicine. Living in a small town can mean you could be trapped at a clinic that you have no idea when signing on is a truly toxic work environment. If the non compete exists you could then be forced to drive >100 miles in many cases to find work if you choose to leave. In an industry with a shortage of veterinarians already the fact that this still exists is ridiculous."</p>
Ms.	<p>"It is beyond ridiculous that average workers in sandwich shops, factories, and offices are forced to comply/sign non-compete contracts to work. I strongly support the FTC's proposal to federally ban these "agreements", which are in fact not agreements at all. They are conditions imposed by employers.. For decades, exploitative noncompete agreements have barred workers from pursuing better</p>

	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."
Jason	"Do not be swayed by the hospital associations and private equity groups' attempts to exempt healthcare workers from this proposed rule. Non-compete requirements prevent physicians from leaving terrible management situations for better opportunities to care for patients. How fair is it for a physician to have to move out of a county/drive 50 miles/up root their families/etc just to practice their highly specialized skill? A non-compete stifles productivity, limits consumer choice, and overall is only a tool which is used to harm an individual should they exercise their right to change employers. Please include physicians in the proposed rule change."
Venu madhav	"Please end the noncompete clause in the physician contracts."
Kalyan	" Doctors should not be exempt to non-compete as this unfairly disadvantages patients. Doctors should be freely mobile to join new institutions and broaden access to care without being held back by no compete clauses. Non-compete clauses only serve large Hospital non-profit entities and corporations who seek to lower doctor salaries and disadvantage patients with lower quality care and decrease access."
Adam	"I just got laid off and my non-compete hurts my ability to be hired in my industry. My vote would be to abolish non compete agreements m so everyday workers become more valuable to organizations and so we can still find a job after being laid off in our industry. Many of us have only been in one industry so a non compete can be a death sentence in the jobs market."
Autumn	"Please make noncompetes illegal. They are decimating the physician workforce in many communities."
Michele	"This is long overdue. Large hospitals or employers use this option to hurt employees or professional employees. It is a way to reduce salaries and limit competition. Please make mom-competes illegal."
Walter	"In response to a request for public comment on "Non Compete" clauses. To whom it may concern: I am writing to encourage the Federal Trade Commission to make "Non-Compete" clauses unlawful. I am currently a practicing physician in a town of approximately 40,000 people. Our town is home to two hospitals and a large multi-specialty physician group. Like many towns of a similar size, we struggle to recruit and retain quality health care providers. As is a nation-wide trend, physicians who come to our area are expected to sign a contract containing a "Non-Compete" clause. This gives the hospitals in our town far too much leverage over employed physicians. For example, if a physician comes at odds with their employer hospital, and wishes to seek new employment, they must leave the town entirely. We then, as a community, are left without a physician who may have

	<p>otherwise stayed to serve the community in mother capacity. There are many rural areas across the country that face the same struggle to retain health care providers. In our city, we seem to have a revolving door of physicians that come and go on a two to five year cycle. Patients are constantly left scrambling to find new physicians after their familiar ones leave. There may be situations where care can be enhanced by allowing like-minded physicians to unite as specialty groups. `Non-Compete" clauses stifle physician collaboration by preventing physician group formation. This is anti-trust issue. One that inhibits innovation and progress. Sadly, I have seen "Non-Compete" clauses tear apart families. It is not uncommon for physicians to be married to other professionals who have jobs that are dependent on geography. If a physician loses their job, they are then faced with the choice of giving up medicine as a profession or forcing their spouse to give up their job. The community is then deprived of two productive professionals. In conclusion, "Non-Compete" clauses are frankly Un American. As Americans, we should not be restricted in our ability to earn a living and make a difference where we choose. This is a basic freedom that should be insured by law. Thank you for thoughtful consideration, Walter Coats DO, FACC Interventional Cardiologist Jefferson City, MO"</p>
<p>Nick</p>	<p>"I support this move. Many young engineers are entering the job market and realizing that they are significantly limited in their job options if they would like to leave. The non-competes, recruitment strategy, and the unforthcoming details of sonic positions mix to make many companies predatory of young engineering graduates."</p>
<p>Dillon</p>	<p>"I have been under a non compete agreement with the same company for almost 10 years. In the past 8 years I have not had a raise in pay and have been told there won't be a raise. The ban would help me and the employees that I work with make more money by either getting a raise or being able to go work for another company and or being able to start my own company. With that being said, I am in favor of banning non compete agreements. It would definitely boost more entrepreneurs to start their own companies and make more money to support their families like I would love to do."</p>
<p>Joe</p>	<p>"Controls Engineer here, Non-Compete Clauses are a method of extorting tech-savvy employees into being dependent on a given employer. They are unethical and prevent the 'free market' of at-will talent from moving elsewhere to other opportunities."</p>
<p>Katy</p>	<p>"Please ban noncompete clauses and include physicians! We are committed to serving the greater good for our patients but are forced to endure awful working conditions in many locations, severe staffing and equipment shortages, unpaid time, and threats of retaliation as a result of our noncompete clauses. We can't change jobs without uprooting our families. We have sacrificed so much of our family lite and Mental health to take care of people only to be treated poorly by those who employ us. We have the highest suicide rate of any profession now. We are facing major physician shortages. We continued working and helping during the pandemic despite pay cuts. Help us take care of ourselves so we can take care of you."</p>

<p>Daniel</p>	<p>"Good afternoon, my name is Daniel...from Central Florida, now living and working in Missouri. My education and career path has taken me to work in the private English tutoring world. Yet, throughout this work, I have been hounded by non-compete clauses which have prevented me from working with certain groups of students at certain times, and have meant that, on multiple occasions, I have had to leave my loyal clientele base behind since my contract with the private tutoring company has been the only method by which I am permitted to have or remain in contact with these clients, less I breach my contract. I am a very capable teacher, and the results of my work show in a student's abilities and grades, both of which improve under my tutelage. Yet, as a result of non-compete clauses, I am unable to keep many of my clientele for the long term, and would lose that clientele should I leave for a better paying opportunity at another company. For all the work I put in to my students, I am underpaid, and the families I work with agree with me in this regard (yes, I have talked to them about it). Noncompete clauses limit my ability to provide comprehensive tutelage services for my students- both by stripping me of better opportunities, and by limiting my ability to remain in contact with potential clientele once I am released from my private contract. To see the end of this toxic practice would benefit both myself and my students (since I might be able to dedicate more time to my students should I be able to take a better opportunity), and would even give me access to more potential students, as I would be able to dedicate more of my time to teaching, an industry I care much about"</p>
<p>Daniel</p>	<p>"As a medical resident in radiology graduating from an ACGME approved fellowship in 16 months, I strongly approve of the proposed non compete clause rule applying to physicians, regardless of their employer. After I graduate, if I move to a town where there are 2 radiology practices with strict non- compete clauses I would be forced to move to another city if the first job is not a good fit for myself or the employer, since a non-compete clause would bar me from working for the only other employer in town. This 1) disparages physicians from working in smaller towns with limited employers and/or 2) unfairly punishes physicians by forcing them to stay with an employer that may not be a good fit or treat the physician well. There is little if any trade secret information within healthcare organizations that a physician would be able to take with them to a nearby employer, which is a primary reason to instate non compete clauses. Additionally, non competes clauses are used against physicians by employers to coerce them continue working within potentially toxic workplace environments because the only alternative is to uproot their families from their communities and move to a different town outside the area of non compete. For these reasons I fully support the proposed non compete clause rule and urge that it apply to physicians as well."</p>
<p>Don</p>	<p>"The FTC's ban on non-compete clauses is good for workers. It will help improve working conditions and raise wages."</p>
<p>Thomas</p>	<p>"I am fully in favor of the Federal Trade Commission's proposed rule to terminate the effective outcomes of any existing non-compete agreements between employers and employees, thereby making them moot and ineffective. The decision to work for one company or another needs to remain with the individual being paid for his/her services, and holding an employee hostage in a position is an unethical business practice. No employer should have the right to prevent an</p>

	individual from working in their profession for a competitor who may offer a less-stressful work environment, a more lucrative benefit package, and/or a better salary. I fully support President Biden's position that such non-compete agreements are unfair to employees and should be banned by federal law, and if it matters, I wish to state for the record that I am a retiree from the workforce."
Michelle	"My fiancé works for an employer who has a very strong non-compete section in his employment agreement. He has been told by his employer that he cannot work in any technology position for any company in the state of Missouri for two-years following his departure from the company. This has made it impossible for him to accept job offers for better positions and more money. Attachments Employment Agreement"
Sreekanth	"As a physician, I strongly support removing non-compete clauses. This clause gives hospitals monopoly over physicians and limits their ability to work at multiple places"
Robert	"I was laid off as a nurse in the enteral medical device field . I had no choice but turn to another specialty within the nursing profession because of the non-compete clause. STOP NON-COMPETE!!!! Allow workers to work where they want when they were never given a choice to be fired or laid-off"
Stefan	"I am a physician who has been affected by noncompete. In my personal experience, hospitals will not even consider negotiating more reasonable noncompete rules because they know everyone is doing it and doctors don't have other options. These need to go away or have limitations."
Concerned	"I strongly support the ban on non-compete clauses. I have worked in the banking industry for 15 years. I have seen first hand how Chief Banking Officers push veteran bankers out of their positions because they (CBO's) know that the veteran bankers cannot work for competing banks do to the non- compete clause. I believe this is an unfair, life altering practice which allows a former employer to continue to control the ability of a former employee to work and provide for their families."
JARED	"I am against non-compete clauses. Get rid of them."
Kwasi	"The executive action of this regulatory change would be a massive boon for laborers across the country. It is very common for my profession, physicians, to be inappropriately forced out of our metro areas because of unreasonable 15-50 mile non-competes. Effectively eliminating competition for any surrounding hospital system for our services. This also breeds complacency on employers' sides to give negligible benefits and foster toxic work environments where physicians with large debt burdens are held captive or else risk uprooting their families to continue to practice medicine/surgery. The long-term impacts these non-competes have on patient access are heavily understated. As we enter an era of American history rife with income & wealth inequality, an eroding middle class, and dismal population growth prospects due to financial insecurity of our upcoming working classes, this FTC proposal would be a significant mark in U.S. modern history of an administration's attempt to change the tides for the masses."

Jennifer	"I fully support banning non-competes. They infringe on individual liberties and give too much power to administrators and executives. Frankly, telling a hardworking person they either remain working under a power-hungry boss or else move their family to an entire new city/region contains hints of slavery. As a physician who has worked tirelessly to obtain my education and training, followed by years of work as a general pediatrician in a small town, I deserve the basic freedom to provide for my family and care for my patients should I choose to change employers."
Kimberly	"I agree with overruling noncompete clauses. I currently work under a noncompete that is not paying the standard RVU rate and I cannot go to work for any of the competitors in our area for a year. I would have to completely uproot my family and move my kids to another school to change jobs which is unfair."
Cynthia	"I am a consumer/employee under a non-compete and believe they should be outlawed for the exact reasons proposed under this new rule. They should be Federally banned with MINIMAL exclusions for only those with an absolutely necessary reason for a non-compete. I am not able to pursue positions within my industry that are competitive offers due to my own non-complete and they are enforceable in the state of Missouri and should not be."
Jareer	"As a physician, the non compete has hurt families a lot. If a physician leaves a practice, most of the time he has to move out to another city, causing his family , kids to suffer. This non compete has benefited the big corporations and destroyed many lives. It needs to go!"
Semra	"Non compete agreements hurt individual business owners and entrepreneurs. Please end non-compete to support a free and open market!"
Josh	"The non-compete agreement from an employee's standpoint really makes you feel trapped. I have been working at pest control company for about 5 years. When I was first hired there was no discussion of a non-compete agreement throughout the hiring process. After I had worked there for around 6 months, they ask me to sign the non-compete or really lose my job. So, at that time what choice do I have? I have a wife and daughter to provide for, so I NEEDED my job, so I was basically forced to sign a prison sentence. I understand the company wanting to protect their assets but keeping me from better myself and creating my own assets possibly with another company just seems unfair. If I were to leave my job now and remain in the industry, I would have to move almost 3 hours away from all my family members such as parents, siblings, and grandparents. I would have to move away from my entire family support system just to be able to work. Nobody tells the business owner what they can and can't do, they get to make their own rules and do as they please. I have nothing wrong with them benefiting from building a business. I think they deserve the financial abundance for taking a risk on themselves, but I shouldn't be penalized or not denied the same opportunity. On another note, the company I work for has been using chemicals in a manor that is unsafe to employees, customers, and is purely violating the laws and labels set by the department of agriculture and EPA. But what can I do about it? I want to leave but I'm scared that I might lose my job here and not be aloud to go work for another company and really penalize myself for trying to do what's right morally. Please put

	a stop to this dictatorship that the business owners have over their employees and allow us to be free to live and make choices to better are families and situations."
Dallas	"It is about time that non-competes were abolished. Support this decision 100%."
Ellis	"I have been working under non compete for the last 25 years. If not for the non compete I would have and still would state my on business and be contributing 8 to 15 million dollars annually to the economy's taxable income."
Thomas	"Noncompete for doctors is essentially forcing them into an unethical dilemma. If the disagree with their employer and feel they have to leave their employee arrangement they are forced to abandon their patients because of the noncompete. Bad for patients. Bad for doctors. Bad for American healthcare."
Christine	"Non-compete clauses should be illegal. They are the exact opposite of a free market system and capitalism. In addition, non compete clause only helps further an organization developing a monopoly which is also a problem. Getting rid of noncompete clauses helps drive costs down, prevents monopolies in an area by encouraging competition. It also improves patient care and patient access to doctors. Especially if a health care system is doing something wrong, a noncompete clause just encourages that wrong behavior to continue. Competition is the foundation of our economy. Why noncompete clauses were ever considered legal is beyond me."
Dr	"I am a physician who practices in the states of Illinois and Missouri. I am in favor of banning all non-compete clauses from workers contracts both in medicine and at large. But I can specifically speak for my own field which is hospital medicine. I have myself been subjected with non-compete clauses which are overly broad and detrimental to my ability to find gainful employment. I have been threatened by hospital administration in the past with having my ability to practice medicine be denied by a court injunction DURING COVID if I were to practice within 30 miles of my current hospital. But my city is barely 3 miles wide. Non-competes are anti-worker. These are anti-physician. If you care about medicine in America, you will ban non-compete clauses for Doctors and all other medical staff"
Adthe	"I am in favor of the proposal to ban non-compete agreements. This proposal helps workers to earn a better living by allowing them to take their talents to companies that will pay them their worth. Traditional non-compete agreements are oppressive and limiting, and prevent workers from supporting themselves effectively."
Theresa	"Non-compete agreements, also known as non-competition clauses or restrictive covenants, are provisions in a contract that limit an individual's ability to work for a competitor or start a competing business for a specified period of time after the termination of their employment. While these agreements can offer some protection to companies by preventing employees from taking sensitive information or client relationships to a competitor, they also have several potential drawbacks and criticisms. Infringement of individual rights: Non-compete agreements can be seen as limiting an individual's right to work and pursue their chosen career. In

some cases, these agreements can prevent people from working in their desired field or force them to relocate to find work. Stifling innovation: Non-compete agreements can also be criticized for stifling innovation by preventing employees from using the knowledge and skills they have gained in their previous job to create new products or services. Lack of fairness: Non-compete agreements can be perceived as unfair, especially when they are used to restrict lower-level employees or those who do not have access to confidential information. Vagueness and overbreadth: Non-compete agreements are often written in broad, vague terms, making it difficult for employees to understand exactly what is prohibited. This can also lead to disputes about what constitutes a violation of the agreement.: Non-compete agreements can create financial hardship for workers who are unable to find employment in their chosen field or start a new business due to the restrictions imposed by the agreement. **As a educator for nurse practitioners and DNP students**, I play a critical role in preparing future healthcare providers to deliver high-quality patient care. I am a registered nurse (RN) with advanced degrees and specialized training in nursing education. I use my knowledge and experience to impart the clinical, theoretical, policy, and practical skills necessary for students to become effective practitioners. I have taught in a variety of settings, including universities, colleges, and healthcare organizations. I am responsible for creating and delivering course content., leading class discussions and clinical simulations, and evaluating student performance. In addition to teaching, I also participate in curriculum development, program evaluation, and research. To be an effective nurse educator, I hold excellent communication and interpersonal skills, a deep understanding of nursing theory, practice, policy, and a commitment to continuous learning and professional development. It is also important that I am able to inspire and motivate students, encouraging them to take an active role in their own learning and to apply what they have learned to real-world scenarios. As a nurse educator I play a vital role in shaping the future of healthcare by preparing nurse practitioners and DNP students to provide high-quality patient care. Through my teaching and mentorship. I help to ensure that the next generation of nursing professionals is well-prepared to meet the challenges of the rapidly changing healthcare landscape. That is why I am critical of the non-compete agreements for nurses with advanced degrees and doctors as these non-compete contracts can be a contentious issue, where they may restrict the ability of nurses and doctors to work in their chosen field and can limit an individual's job prospects and earning potential. In President Biden's State of the Union address, which is a yearly address given by the President of the United States to Congress and the nation, Biden outlined the Biden Harris Administration legislative agenda and priorities that included criticism of non-compete agreements (here is the link: <https://www.nbcnews.com/video/biden-criticizes-noncompete-agreements-in-state-of-the-union-address-16312787776> 1) Finally, Vice President Kamala Harris's home state of California, has banned non-compete agreements for certain types of low-wage workers and other states also have more lenient laws. Ultimately, the laws and regulations surrounding non-compete agreements should be banned by governments and should be changed through the legislative process this year to accomplish this legislative priority of the Biden-Harris Administration. As Biden said, let's finish the job!"

Megan	"Physicians should be included in the banning of non-compete clauses."
Ally	"I'm in the hair industry completely in favor of banning non-competes. I worked at my barbershop under a toxic employer for 2 years before deciding that my job was making too much of an impact on my mental health. I chose to go against my non-compete after unsuccessfully finding a job where I would make enough money to support myself. I am now at risk of paying my old employer money I do not have to keep my job. This is completely one sided and unfair."
Susan	"Noncompetes constitute an unfair method of competition and therefore violate Section 5 of the Federal Trade Commission Act."
Robin	"Mental health clients should have the right to choose their provider. They should be able to stay with the counselor that they have built a rapport and worked with to create a better life for themselves."
Matthew	"My wife and I are physician scientists at an academic university in a medium sized metropolitan area. We were both required to sign "standard" non-compete agreements for our first faculty contracts that were not negotiable. These are very extensive and essentially would prevent one or the other of us from working as a physician within the metropolitan area the two years. The express purpose of these non-compete clauses is to prevent competition between our institution, the other major academic institution, and other practices in the area for physicians so as to reduce salaries and benefits. We do not have "trade secret" information. If one or the other of us becomes unhappy with our job (but the other is happy) we could still be forced to both move to new jobs outside of the metropolitan area because of these non-compete clauses. This likely would case a lot of stress for us as a family. This is also a new phenomenon, more senior physicians do not have them."
Sheena	"As a physician I feel it completely ridiculous that you would allow hospitals to lobby to exclude physicians from this rule. For years Healthcare corporations have been using non-compete clauses to tether physicians to their organizations because the physician is not able to them go elsewhere to practice without disrupting their whole life and uprooting their family. There is no reason physicians should be exempt from this new rule."
Chris	"Corporate America needs to stop holding current and former employees hostage. There are already laws against corporate espionage, if the employee reveals proprietary information from their previous employer."
Jacob	"I am a physician at a large tertiary care center hospital in the Midwest. Although I personally do oppose non-compete clauses in general based on philosophical grounds, I want to specifically comment on the American Hospital Association's statement on the proposed FTC rule change. They claimed to speak for their associated physicians when they came out opposing the new rule, and I want to specifically say that no physician I know employed by a hospital agrees with this position. The fact that a large industry trade group would claim to represent all

	<p>hospital employed physicians is totally absurd, should be illegal, especially when the majority of the employed physicians do NOT support non-compete agreements."</p>
JEFFREY	<p>"I support the elimination of non compete clauses including the elimination of noncompete clauses for physicians. Please do not exclude physicians from this important legislation."</p>
Mark	<p>"I desperately needed a job. I signed an employment agreement which included a broad 5 year noncompete clause. I was fired after 15 months without any negative explanation. I now feel extremely restricted in finding new employment. When I disclose my agreement in interviews, many employers will now rightfully reject me. I don't believe these types of agreements are fair. They restrict workers too much. Please adopt these new rules against noncompete agreements."</p>
Kim	<p>"I agree that non-compete clauses should be eliminated from employment contracts. They prohibit employees from bettering themselves, typically imposing distance restrictions that would require the employee to relocate to a different area to explore new employment opportunities. This oftentimes is impactful as many employees reside in the same area as extended family members and require this family network to assist with the raising of their children. Please pass this rule!!"</p>
Randi	<p>"Non-compete's are predatory on the worker and shouldn't be allowed to exist. In the time I have worked for companies that have formal non-competes I have only ever seen them used as a way to prevent the employee from finding a job as a form of retribution. They are hurtful to people that hone their skillset over years of professional work that could benefit the nation by being able to work in the field they have become experts in."</p>
Kishore	<p>"Non compete clauses inhibit freedom of work. We must make these illegal. Hospitals cannot be an exception to this ban. Physicians must not be subject to non compete clauses since non compete stipulations impact patient care."</p>
YOUNGER	<p>"In early 2022 I missed an opportunity to join a local medical device team that is thriving in my area due to its vendor agreement in my area, while my current team is failing mostly due to insurance acceptance and Covid shut downs. Not having a noncompete would have offered a substantially better income opportunity and mentally my stress levels would have decreased tremendously. My only other option was to have moved 70 miles away and leave my elderly sick and struggling parents alone with no help."</p>
Hunter	<p>"As a Kansas City, Missouri Resident I strongly support the ban on Non-Compete Clauses."</p>
LisaLisa	<p>"Physicians should be included in the noncompete Exclusion. We have to work and should not be tied down. Noncompete are unfair."</p>

Christopher	<p>"Non competes penalize employees and let systems and corporations claim vast territories requiring professionals to move to another city or even state to get a job. This effectively penalizes employees for leaving a job even if it is due to employer issues. Please end non compete clauses."</p>
Mia	<p>"Non competes often force people to remain at jobs they do not want - that may be economically or socioemotionally disadvantageous - because of non compete clauses. It is not reasonable for employers to say "if you want a job now, we will make you locally unemployable should you leave in the future." Circumstances change, jobs may turn out not to be as promised/expected, etc. Workers deserve to be able to change their employer if they find a more desirable option."</p>
Michael	<p>"I applaud the FTC for their efforts on banning non-competes. The non-compete only is used as a scare tactics by employers. I work for a company that hides their non-compete in their new hire paperwork that all employees are required to sign to be hired. They title the document "Employee Confidentiality Agreement" and in the middle of the document they have a paragraph called non-compete. They also do not disclose the "Employee Confidentiality Agreement" until you start the position. Most employees do not even know it is there or what it is. I was involved with a situation that a large healthcare provider hired a salesperson. Once the employee started with the company things were not as they promised and they were not paying bonuses as they said they would be. I hired the employee at a smaller regional company not expecting that the larger healthcare organization would pursue the non-compete well knowing the situation. They did pursue the non-compete and sent the employee a letter that she could be sued. Even worse they sent a letter to us threatening to sue the smaller regional company if we did not terminate the employee. The owner did not want to have to go through the possible legal cost to defend this in court. Well knowing the likelihood, the large corporation may not go through with it or that they would not win the case in court. In other situations I have had employers that would terminate or RIF employees and offer a severance package for a few weeks only if the employee signs a non-compete. This again is bullying the employee into something that only benefits the employer. The little guy is forced to agree just to be able to take care of their family until the can find a new job often in a different industry. My point in all this is that the non-compete hurt the employees from their ability to grow professionally and when companies use their money to bully the little guy it is unfair practice. These companies have many laws and rules that protect them from unfair competition, monopolies, and protection from trade secrets. We the employee have little protection from the companies bullying us with non-competes and limiting us from having the ability to improve ourselves professionally or financially. I again applaud the FTC for proposing this rule and hope that they will act quickly to abolish employee non-competes agreements."</p>
Charla	<p>"I completely oppose do not compete clauses. Especially in the medical field. It is hard enough living in a rural are to find a consistent doctor without them relocating every few years."</p>
Jarrod	<p>"Dear Chair Lina Khan, I doubt anyone will actually read this message, but I feel it is my duty as a citizen of the great USA to engage in these requests for public comment. I have never had a career position in which I wasn't forced to sign a</p>

	<p>noncompete contract. Especially early on in my career, these contracts had an outsized effect on my willingness to change employers or start a new business that could have provided superior services for less money. I didn't write the below, but I agree with it wholeheartedly. Thank you for your consideration in this matter. I'm writing today in support of your alert 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. Sincerely, Jarrod Holder Saint Louis, MO"</p>
<p>Kevin</p>	<p>"I have been forced to sign two non-compete agreements for two separate employers over the course of the last 20 years. Once when I was promoted into a higher level position (as part of the mandatory paperwork for accepting the promotion) and the other when I left the company in order to receive a percentage of my earned early retirement compensation that the employer attempted to deprive me of "unless I signed the non-compete. Both of these employers agreed to pay me for a period of time when I left, but for only half of the time that I was required to stay out of that or a similar line of business. This has cost me approximately \$350,000 in lost wages by being banned and blacklisted from an industry where I have spent most of the last 39 years. My only option now is to make 1/5 of what I was making before, forcing me to borrow money, max out credit cards, and leave some bills to go unpaid. COBRA alone is costing me \$1,908.17 per month. Something has to be done about this, it is wrecking peoples lives while these companies are reaping the rewards of locking previous employees out of their livelihoods. What gives them the right to continue to hold previous employees captive and starve them out of a living? Please end this practice as soon as possible and do not allow powerful lobbyist to water your actions down. No employer should have the right to keep "previous employees" from earning a living and supporting their families in their chosen field. Thank you, for addressing this issue. I would be more than happy to testify or tell my personal story regarding how these non-compete agreements have left a trail of destruction in my life and the lives of many others that I know."</p>
<p>Jennifer</p>	<p>"Physicians be entitled to the new FTC non-compete rule. Non-compete agreements allow large hospital systems a large advantage over physicians in the marketplace and make it difficult to leave unfavorable work or negotiate better terms. There is a large increase in physician burnout and physicians, like any other employee, should be free to seek better employment opportunities without fear of legal repercussions. Non-compete clauses eliminate competition, leading to fewer benefits and overall worse working conditions for physicians Eliminating the noncompete clauses will help improve healthcare access for patients as hospitals and corporations can no longer restrict where physicians can work. I have seen many physicians unable to practice anywhere from 6 months to 2 years due to their non-compete clauses, as they are unable to leave their current location due to multiple reasons. Given the shortage of physicians, it seems unreasonable to restrict physicians from providing patient care when they are attempting to find better working conditions. Sincerely, A practicing physician"</p>

Lucas	<p>"I agree I, should not ever feel arbitrarily stuck to an employer and not be able to change jobs in my region of living without possible legal implications. If my skillset is within a certain realm it would make it possible to be sued finding a new job that offers better benefits, compensation, or better work environment. We should have full control over where we work. I am in, complete agreement. Non compete clauses should be banned and employers should not be able to force you to sign one. They should be held legally liable if they do."</p>
Steven	<p>"I worked for a company that pressured us to sign a non compete an i did like the rest of my coworkers. Now we sold to a competitor non competes transfer. How can a company sell you with out letting us know that we are for sale an hover over our heads a non compete. There are not really any secrets in trades most people can learn about trades at shows an YouTube.. in my opinion. I was there for 5 years helped the company grow as did all the people. It doesn't seem right people that don't want to work there can't stay in the same business without worrying that they may have a lawyer sending letters to then or a new employer they might rather work for it's wrong . It's like owning an selling a persons future"</p>
Tiffani	<p>"Please push this ban through! It absolutely hinders the ability of an employee to support one's family, to have the freedom to further one's craft, and prevents employers from creating a culture that makes an employee want to stay."</p>
Ronald	<p>"As a provider, I am in favor of eliminating non-compete clauses. I work for a small Healthcare system. Over the years, I have witnessed many physicians work for our facility for one year. After that, he or she returns to work closer to home because the non-compete clause is satisfied. This limits good continuity of care."</p>
Elaine	<p>"I am writing in strong support of the proposed non-compete ban. I am a physician and non-competes can make it impossible for physicians to live and work where they live, and need to uproot their families and interrupt care for their patients in the process. I personally am stuck in a job paying far below my market rate because a job change would involve a long commute and I am concerned my employer would come after me legally if I took a job in my city. Thank you for your consideration!"</p>
Kelly	<p>"A non-compete is a jail for providers. A friend was in an orthopedic group that was bought out by a hospital. After working for them for a few months he could see that he didn't like the way they were running things (read: they prioritized money over patients). instead of being able to take a job at the other hospital in town, he moved to another state to work for a year before being able to move back home to work for the other hospital. I don't know if you have ever spent time in rural America, but this is in a town of 35k people. Do you know how hard it is to get a specialist who did their residency at Mayo to a small town? It's nearly impossible. If my friend wasn't from there he wouldn't work in the area. Unfortunately, after getting a taste for coastal life, after a couple of years, he moved away again to a city of 2 million people, and we lost one of the best doctors in our area. The AI-IA says non-compete clauses are wonderful and their doctors love them. That's like Colonel Sanders saying that he has the happiest chickens. It makes no sense. If the AHA really follows it's own mission statement, it would have no problem letting providers choose where they want to work instead of trying to hold them hostage. Thank you for your time."</p>

Daniel	"I support ending non-compete clauses. This includes ending them for physicians . The AHA supports non-compete clauses for physicians for the sole purpose of increasing their profits. Please end non-compete clauses and improve access to healthcare for our population."
Daquan	"I am subject to a previous employers non compete and I am miserable. My new job doesn't violate the agreement, but I still have to keep my job a secret. I left due to threats and harassment and if they knew I was still in my profession they'd wring every last dollar out of my pocket with a frivolous lawsuit. Would they win? No, but they would be satisfied with running my pockets dry by dragging things out for however long it took for me to go completely broke or leave the field forever. Non competes have no place in todays world or todays America It only exists as a tool for the powerful to dictate where and how the working class citizen can or cant work - even after the have parted ways. These agreements box innovators in while creating a host of opportunities for the employer to violate the employee's mental, emotional, or even physical health while keeping them trapped at that work location unless they wish to start their hard earned career completely over - which often means being sent to the very bottom of the compensation ladder in a new field."
Mike	"Very needed new rule. Will help keep needed primary care providers in rural areas instead of them being forced to move to provide for their families if they do not want to work for their current employer."
Abbie	" Nonprofit hospitals are that in name only. Physicians regardless of where they are working should have the legal protection from predatory employers who try to control their livelihood through restrictive noncompetes. It's bad for everyone, especially patients, when doctors aren't free to work in whatever setting they deem best. Failure to act will also exacerbate the looming doctor shortage."
Lori	"I 100% agree with limiting non compete clauses. They are unfair and encourages bullying if an employee wants to leave and work in the same field but are prevented from doing so due to a non compete. At least they should be limited to 5 years employment or less and then they should become null and void"
Penny	"Non-compete agreements are oppressive to workers. My 60 year old husband was released from employment in the field he has worked in his entire career. He was asked to sign the non-compete 3 years into his 8 years of employment with the company. If the non-compete is enforceable, he will have to make a career change at an age where he is nearing retirement and this will create a huge financial hardship. If he tries to fight the noncompete in court he will be required to travel from Missouri to Kentucky to go to court where his former employer is headquartered. These oppressive practices by employers must be stopped."
Bonnie	" Physicians should not be excluded from these regulations. Forcing them. To non-competes is bad for patients."
Ross	"I agree with this action. I believe that non-competes are unfair, especially to younger employees that are starting to figure out their career. I think the clause should also prevent employers from getting around the new requirements. For example, sonic employers might require new hires to sign a two year service contract."

Janet	<p>"My husband's workplace refused to let him leave and go to a competitor. They said they would take him to court if he went to that particular company because the owners were enemies. They basically have held him hostage and it damaged us quite a bit financially. That business opportunity made many of the first workers wealthy and much better off than we are now. I hate the company he works for. Others have left and gone on to different companies- and the owners had no problem with them leaving. It's only because my husband wanted to go to the "enemy." Chesterfield, MO."</p>
Renee	<p>"I am completely in favor of forbidding noncompete agreements"</p>
Kelley	<p>"One in five Americans have been forced to sign noncompete agreements at the time they were hired, leaving these workers with lower wages and worse benefits. It's clear as day that noncompete agreements are bad for workers !!"</p>
Christina	<p>"As someone personally affected by this, I feel that contractors and employees that are not full-time or benefit provided and have not been sponsored in their training should be able to market their services without the restrictions of a non-compete clause. This not only limits opportunity and income for the service provider, it also limits access to instructors and providers to other areas which may include underserved or underprivileged populations. Non-compete clauses particularly for positions requiring extensive training often result in employment that does not meet the cost of training, equipment and ancillary support, such as continuing education, subscription services etc. this is further compounded when the employee is a W-2 and cannot write off these expenses."</p>
Jeffery	<p>"I am a physician in rural Missouri. Non-compete clauses cause good physicians to leave health manpower shortage areas. The public suffers greatly. Most of the time the physicians are leaving due to unethical practices by hospital administration. They are not leaving due to financial reasons. We have lost 25% of our physician workforce due to non-compete clauses in the past year. Very sad. The hospital has more attorneys to fight the physician and it is better to just leave. I fully support eliminating non-compete clauses in contracts for the public's sake!"</p>
Doug	<p>"Ban non-compete clauses now."</p>
Yonatan	<p>"I strongly support this proposed rule. I am a physician in a niche specialty. I currently have a non-compete in my contract and it effectively prevents me from working anywhere else, unless I want to move my family to a new city. This would force my wife to find a new job and my children to switch schools/daycare. The other alternative is that I remain unemployed for 2 years. My subspecialty is in an ICU, and therefore I don't even have patients that I could take away from my employer if I were to leave - my job is essentially shift work. I have limited ability to renegotiate pay with my employer because of this restriction. I attempted to ask my employer to remove it from my contract and they flat-out refused. I strongly support abolishing non-competes as described in the rule. I wanted to attach a copy of the non-compete I signed, but I am worried my employer would consider that "disclosure of trade practices"."</p>

<p>Yonatan</p>	<p>"I've already submitted a comment but I wanted to submit another. As I've read more news stories about this proposed rule, I'm struck by the frequent complaint from companies that eliminating non-compete clauses will hurt their business. They're not wrong, but this is the whole point. As it stands right now, businesses hold an unfair advantage over individuals, and it's my hope that eliminating non-compete clauses will lead to a re-balance. Workers don't get much choice in this matter as many companies refuse to negotiate - my current employer refused to remove the clause under any circumstances, but there's no appreciable harm to them if I left, other than the fact that they'd have to recruit somebody new."</p>
<p>Brendan</p>	<p>"Any non- compete law that excludes physicians from its benefit hurts patients at the benefit of large corporations and is an acting to the extremely high level skills and knowledge that physicians possess. What an absolute mockery of a bill to exclude physicians from its benefit. This is no different than the years of abuse physicians have endured at the hands of corporations empowered by poor governmental regulations designed specifically to hurt physicians and in turn hurt patients."</p>
<p>Daniel</p>	<p>"The vast majority of physicians would agree that noncompete clauses in the healthcare field are on the whole bad for both physicians and for patients. They discourage market forces that allow physicians to vote with their feet if they don't agree with decisions being made by hospital systems that are to the detriment of quality medical care or clinician career longevity. According to one report, 117,000 physicians left the workforce in 2021, which is roughly 10% of the physician population. In an era where profits are continuously being put above patient care and the physician shortage is amplifying dramatically as physicians leave the field in droves secondary to widespread frustration and burnout, it is important for physicians to be able to speak out about these issues or leave their jobs without fear of retribution or the inability to provide for themselves and their families In sum as a board eligible orthopedic surgeon, I emphatically encourage the FTC to strike down non competes / restrictive covenants. They are unethical and antithetical to the American way of business."</p>
<p>John</p>	<p>"I am willing to share the wording in some of my employment contracts. They sound like a slave contract. There's no intellectual property involved, no special project bid, just an agency that skims 40% off your rate to cut you a paycheck. They also forbid you from accepting a permanent position with health insurance and retirement benefits. The agency never offers any benefits, so you can see how evil and harmful they are to individuals and the country."</p>
<p>Austin</p>	<p>"I fully support the non-compete clause rule. Non-compete clauses allow employers to limit the freedom of Americans to change jobs as they see fit. It denies citizens the freedom to make the choice best for themselves and their families. If firms want to retain employees, then they should focus on providing a salary and benefits that meet or exceed market rates for that position not trapping employees. Why do businesses get an advantage over workers in the labor market?"</p>
<p>Melissa</p>	<p>"It is time to ban non-competes. At a minimum, it is an outdated way to keep an employee from leaving a badly run job. If an employer has to legally threaten you from joining another business, it says way more about how poorly their business is run than the competitor. Lastly, in healthcare, it's the patients that suffer, as</p>

	<p>physicians are forced to leave a city or entire region to escape a terrible job, & that rejoin them loses out on great expertise & compassionate care. it's time to ban non-competes."</p>
Trent	<p>"I am strongly against any non-compete agreements. In these trying economic times, it is unjust to force employees to choose between working for an employer they want to leave or taking on a financial burden while waiting to switch to a better job in their field. If corporations are so worried about losing their employees, they need to work to create a more desirable workplace. Americans should be able to work for a company they choose, not one they are forced to work for."</p>
Gary	<p>"I am one person against a huge organization. This huge organization is so afraid of my potential ability to compete with them that they forced, or somewhat bullied me (I could have said no I guess) to sign an exit agreement that added more language to the no-compete. This exit agreement was thrown out at me with two weeks to review. I shouldn't have signed it as it limits me in so many ways. I signed the agreement as they had all of these wonderful plans to celebrate my retirement and I wanted to be able to take it in without this hanging over my head. I signed it three days before my last day. There was already "no compete" language in the contract that would have lasted for a year. They extended it for two years, and it limits my ability to work, to innovate, and to help save lives and help businesses. So, banning these no-competes would not hurt the previous employer, in my opinion. It only opens the door to so many entrepreneurs, allowing for healthy competition, creativity, innovation. The no compete limits these advances for society and business! The Non-Compete that I am being forced to comply to is limiting• 1) My ability to even have my hobby (which is directly related to my career) 2) Squashes innovation and the ability to advance ideas The no-compete allows the big organizations to harass. Everyone in this industry is forced to sign these no-competes. They say that "we will not hire you unless you sign it". And it is true. Every employee is forced to sign these, when it may only be designed for someone like myself that may actually have a creative and competitive impact, which should only help everyone! Keep in place confidentiality agreements. End no-competes in every way possible. If the huge organization wants to keep you, and they actually value you, then they must pay to keep you!"</p>
Katie	<p>"Whole heartedly support. Today employers can terminate you with a reorg and still hold the non-compete, rendering you completely unable to work."</p>
Jon	<p>"I've worked with a group of physicians at a large health system in the Kansas City metropolitan area for 15 year. The standard non-compete for this physician group made it so that no physicians could practice within a 200 mile radius for 2 years after employment. Physicians that wanted to practice medicine in underserved and rural communities were not allowed to do so unless they wanted to uproot their lives and move themselves and their families out of state. Non-compete agreements like this are contributing to nation wide shortages of healthcare providers and it is literally making us sick."</p>

Gareth	"I strongly support this rule change. Non compete agreements are not an agreement, they are arm twisting by corporations that do not want a free market. They are inherently non-capitalistic."
Kara	"I am in full agreement for removing non-competes. As a healthcare provider , this significantly impairs us from finding a new job within a reasonable distance of our homes if we wanted to change. Or if a company you work for loses their contract with a facility (renewable yearly or every other year), then you cannot apply to work for the new company that won the new contract at the same facility if you wished to stay there. There are many reasons why non-competes are unfair to healthcare providers and create monopolies in communities."
Corinne	"Yes! Brilliant!"
Robbie	"Non-compete clause restricts physicians and access to care. It is detrimental to the healthcare of underserved patients in rural and suburban areas. It is difficult for physicians who have to move to find a new job instead of looking for another employer closer to home. Other employers do not require it, why do hospitals require this? The US already has a shortage of physicians and this makes it worse. Hospitals should not worry about patients following the physician as they have contracts with insurance and patients insurance usually dictates where they go and they can attract better talented physicians by offering better benefits to physicians."
Keith	"The non compete clause allows hospitals who employ physicians to abuse the way physicians are treated and it allows hospitals to force physicians to accept major changes to the physician's contract at any time and without any notification or discussion. This causes significant stress to physicians and adversely affects the way physicians practice and the physician's emotional and physical health. Physicians are forced to see more patients without the necessary supporting staff. This adversely affects patient care. The non complete clause should be ended immediately"
Tim	"Morning, non-compete should be banned. I have done what I do for a living wage for 30 years. I decided at the company I worked for was not treating me right so I put my two weeks notice in and they then pushed me out the door that very week. Now with the non-compete I can not go to work for another company that provides the service nore go to work at any of there customers places of business for 18 months. This limits what a can do for a good living wage. It's not right. My name is Tim and I worked for American National Skyline .thanks for hearing my story. I hope the ban passes as I then can move on in my life and make better money to support my family of 4. Thanks"
Kent	"I have been on both sides of non competes at the EKEE levels. I do not feel they are fair and restrict American ingenuity. I hope you stop noncompetes."

<p>Tonya</p>	<p>"I support a federal ban on noncompetes. We're currently in a physician shortage. Non-competes are an undue burden and lead to physicians either stopping the practice of medicine completely or leaving their communities either temporarily or permanently. Both of these outcomes only worsen this shortage and directly impact the health of the American people."</p>
<p>Brian</p>	<p>"I emphatically believe that non-compete clauses should be completely banned, this would be good for US workers, our economy, and our country as a whole. Out of literally EVERYTHING that our entire government has been doing in the last many years, this announcement by the FTC' made me the most excited and glad. Non-compete clauses were originally envisioned to apply only to high-level corporate executives who knew trade secrets and future strategies, and could greatly damage a company by immediately signing up with a competitor. This is NOT what non-compete clauses are now. Now, non-compete clauses are simply a way for companies to gain immense and permanent leverage over their workforce. The single best way for a worker to improve their working conditions is often to change jobs, or to be able to threaten to do so. This is certainly what I have experienced in my career. Non-compete clauses often make this impossible. A common type of non-compete clause is that you cannot work in your profession within a 30 mile radius for one year, for example. This is the type of non-compete that my wife, a primary care physician, is subject to. If you are the main breadwinner and are supporting a family, who on earth can afford to stop working for an entire year?? (It's not like there is going to be another job exactly 31 miles away by the way). It is quite common for people who have a non-compete to need to relocate to another city away from their family for a year, in order to work. What if you have ailing parents or very young children, or both?? The point is that, although the non-compete might say one year or two years, it might as well say 30 years. There are many, many people who quite literally CANNOT LEAVE THEIR CURRENT JOBS, EVER. This is not even addressing the question of, what on earth is the justification for these non-competes to be allowed to exist and apply to so many workers in the first place? I am sure the business community is lobbying hard to keep them. I can certainly understand why; there is nothing better than having employees who are not allowed to stop working for you!! Do not listen to them. There is simply no reason why companies should be allowed to have that power over people, it is insane. Now, you might say, just don't sign a contract that has a non-compete clause. Well guess what. They all do. Industries where non-competes have proliferated, I am sure that every company uses them, so you can't avoid them. This is certainly true in medicine. When my family was relocating back to the city where my wife grew up, and my wife was looking for a job, EVERY SINGLE job she looked at had a non-compete clause. She interviewed at four or five major medical groups. Every contract had a non-compete. The job that she decided to accept, she negotiated hard to try and get them to adjust or remove the non-compete. They absolutely would not budge. Why would they? They know you can't do better at a competitor since everyone has non-competes in this field. After being there for two years, she has decided to leave this job, because of extremely poor working conditions and horrible management. I am sure that the bad working conditions were directly related to the fact that... YOU CANT LEAVE!!! Her employer actually said this explicitly at one point. She gave them notice she was leaving, and some time later it seemed like they were ignoring it. She reminded</p>

	<p>them that she was leaving on X date, and they said "Oh, we didn't think you were serious." They know it's so impossible to leave the job, they just figured she would decide not to. She did have the option to leave because I also work, but she is going to have to not work for a year. Besides being a senseless burden on our family, this is also a great loss for the city we live in. My wife is a primary care doctor, and the region where we live has a shortage of primary care doctors!! The whole situation makes me quite mad as you can tell. I am so glad the government may finally do something about this. Do NOT listen to the business community about how important the non-competes are. Critical company information can be covered by non-disclosure agreements. There is a whole field of law regarding intellectual property. There are plenty of ways to accomplish the legitimate goals of a business to protect its rights in an employment contract. This is not what these companies want. They want workers who are forced to keep working for them and cannot leave, permanently. It's very easy to see why, and why they will fight like crazy to retain the right to lock up their workers like this. Not being able to leave your job, unless you want to move to another city away from your family, I mean this is just un-American. I low did we even get to this point? Please do the right thing and BAN NONCOMPETES!!!"</p>
Jim	"End the noncompete"
M.	"Besides the mistreatment of workers that noncompete clauses enable they are at their core anti-competitive. hi today's market the shortage of labor of almost any skill level is a major concern. This method of restricting labor mobility can be and is used to 'stick - it' to the competitors. Company 'A' can go on a hiring spree, provide terrible working conditions that creating low morale and productivity that can be used as an excuse for lay-offs (or quitting) and remove a skilled worker from the market. Offered as an example are the huge layoffs in the tech sector blamed on Covid "over" hiring. What are the chances that that many CEO's were that heavily short sighted about their future labor needs? Just maybe sonic were worried about the competition getting a step ahead. Cheal insurance."
Quentin	"Get rid of non-compete agreements"
Wade	"As a manger in the tech industry for 2 years, I support banning non-compete clauses by employers. It leads to suppressed wages and a lack of competitiveness in the US workforce."
Scott	"To determine the legitimacy of non-competes, we must understand their purpose and fitness for application in a free market society under US law. A non- compete, by definition is just that; a barrier to competition or entry. Referencing the law.comell.edu. the Sherman Antitrust Act... "Sherman Antitrust Act of 1890 is a federal statute which prohibits activities that restrict interstate commerce and competition in the marketplace. It outlaws any contract, conspiracy, or combination of business interests in restraint of foreign or interstate trade." So... Right from the

	<p>start, a non-compete clause is a violation of the law vis-a-vis the Sherman Antitrust act. But... There are always exceptions where there is sufficient argument to the contrary supporting public interest or individual rights. To that we need to ask... Why the non-compete clause is included in contracts? The argument in favor almost always consists of protecting trade secrets and customer lists. But... In most contracts with a non-compete clause/agreement, there also exists non-solicitation and non-disclosure agreements. With these present, the purpose of a non-compete seems to not exist except to restrain competition or create a barrier to entry vis-a-vis 'trapping' a worker, forcing them to change profession/business, or forcing them to relocate. It is often argued that irreparable harm will be caused by the worker continuing, were that the case, the restraining business would be in a position to offer compensation in exchange for the worker being denied their right to seek gainful employment; surely some sum of money is worth avoiding 'irreparable harm'. Any non-compete clause owing to irreparable harm, ought require the restraining business to compensate the restrained worker. If we are to consider non-compete clauses as legitimate in contracts, they must prove their value supporting public good or individual rights; not exclusively for the benefit of the restraining business. Without that proof, non-compete clauses are nothing more than a violation of the Sherman Antitrust Act for the benefit of the restraining business to the detriment of public interest."</p>
<p>Robin</p>	<p>"Physicians should NOT BE EXCLUDED from this new policy!! It might be better for the hospitals and administration, but it is NOT better for patient care. Please do not tie our hands on this."</p>
<p>Julio</p>	<p>"Physicians should not be excluded for the non complete. Please reconsider."</p>
<p>Clinton</p>	<p>"I support the complete ban of non-complete clauses related to employment. It would be best if the ban were as broad and complete as possible, as this would be simpler to understand and enforce, for both workers and firms. The evidence shows there's no net benefit, even in situations where one would expect there to be benefits. So, I see no good reason to retain the practice in any context. As a tech worker working outside of California, I was personally impacted by a non-compete. In retrospect, my reduced mobility reduced my lifetime earnings substantially."</p>
<p>A</p>	<p>"Agree with removing non-compete clause for doctors. Why should we be limited when it comes to helping our patients?"</p>
<p>K</p>	<p>"I support the ban of Non-Compete Clauses. These clauses prevent skilled workers from leaving bad employers (low wages, limited benefits, poor working conditions). Employers are generally capable of providing sufficient pay/benefits/conditions that would encourage employees to stay. If they cannot, then employees should have a right to leave without restriction. In my experience, employers that are opposed to the non-compete ban are the employers that do NOT treat workers fairly, and that use the non-compete against them. I see this often in the home service industry, specifically with smaller trades like pest control or carpet cleaning In these</p>

	<p>industries, the clients are generally loyal to the brand, not the technician. I understand that the employer may lose money by training these technicians, then having them leave to use their skills in another business, but I do not believe it causes a significant enough loss to warrant limiting someone's right to choose where they work."</p>
M	<p>"I am in full support of banning non-competes. As a physician, not only is it harmful for my personal career growth, fair wages, and autonomy, but it also can affect the patient/consumer by not allowing accessibility their preferred physician and continuity of care. The doctor-patient relationship is crucial to disease management and care compliance."</p>
Anupam	<p>"Removing the non-compete clause for healthcare providers (physicians) is paramount for improving healthcare access. How is it that there is no non-compete clause for hospital administrators, who can easily change jobs and share trade secrets from their prior position but physicians are bound by draconian laws requiring them to move out of town to change jobs? Removing non-compete clauses will create a competitive environment and would mandate that employers cater to retaining employees and improving their work conditions, and this will help customers i.e. patients . Capitalistic institutions like hospitals take unfair advantage of non-compete clauses to feed their bottom-line. It's time to end it to improve healthcare delivery to patients."</p>
Scott	<p>"I support the ban on non-compete clauses"</p>
Joshy	<p>"Dear Federal Trade Commission, I am writing as a physician to express my strong support for the proposed rule to ban non-compete clauses. Non-compete clauses have long been used to restrict competition and give employers unfair leverage during contract negotiations, resulting in a number of negative impacts on the health care industry. I quit my job earlier this year at a "not-for-profit" health system and have been unable to work at my preferred practice due to noncompete limitations. This system refuses to let me out of my noncompete. My patients are not getting adequate access to medical care in an environment where there is a physician shortage. First, non-compete clauses often result in mandatory relocation of physician families, which is disruptive and costly for both the physician and the patient. This disruption can lead to a lack of continuity in care, as the patient must start over with a new physician and the physician must build a new rapport with a new patient base. This can also lead to a lack of patient access to specialty care, as physicians may be unable to practice in certain locations due to non-compete clauses. Second, non-compete clauses can also limit competition and drive up costs, as physicians may be unable to practice in certain locations due to non-compete clauses. This limits the ability of physicians to compete on price and quality, which in turn can lead to higher costs for patients and a lack of access to care, especially in rural areas. Finally, non-compete clauses can also limit the ability of physicians to practice in the areas where they are most needed. This can lead to a shortage of physicians in areas with the greatest need, resulting in an unequal distribution of medical services. For all these reasons, I strongly support the proposed rule to ban non-compete clauses. This move would be a significant</p>

	step forward in promoting healthy competition, protecting patients from unfair practices, and ensuring access to quality care for all.”
Karen	"Consideration of individual employee interests above that of companies and corporations is long overdue."
PETER	"I SUPPORT YOUR PROPOSED BAN OF NON-COMPETE CLAUSES IN CONTRACTS. I AM A PHYSICIAN AND HAVE BEEN EMPLOYED BY BOTH PRIVATE AND CORPORATE ENTITIES. THE NON-COMPETE CLAUSE HAS BEEN A POINT OF CONTENTION IN EVERY CONTRACT I HAVE ENTERED. PLEASE GET THIS REGULATION THROUGH SO MY CURRENT NON-COMPETE WILL BE VOIDED AND OTHER PEOPLE ENTERING INTO CONTRACTS WILL NOT HAVE TO DEAL WITH THIS UNFAIR PRACTICE. THANK YOU"
James	"Sample comment: I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth!"
Faith	"I am against having a non complete clause when regarding employment."
Whitney	"Noncompete clauses absolutely suppress wages and limit the ability of workers to earn a living should they ever want to change employers. This is no different for physicians ; in fact it is often more important given the student loan burden and often have multiple relocations throughout their training already. I am firmly in support of abolishing noncompetes, and it is important that this apply to physicians as well."
Lauren	"As a physician , I am very anti non compete clauses. They are anti- American in my opinion. We should allow the free market to have competition between employers help employees find their best job. Happy employees make happier companies. I'm a physician and this rule makes it really hard for physicians to switch jobs without hugely uprooting but also other Healthcare organizations have a harder time filling vacancies. Please ban the non compete. Let's let the market push companies to improve their positions and let employees find the best job they can thrive in. There are a multitude of reasons why someone would not want to our could not move (significant other's job, elder care responsibilities, local resources for kids (medical, special needs, etc). Staying at a toxic job for the wrong reason benefits nobody. This also disproportionately affects lower income (don't have legal raises to figure out loopholes) and dual working households (and thereby women) as there is less flexibility with careers. The companies will adapt and will need to be more competitive and treat employees better to survive. Better working conditions and retention efforts will go farther to retain a happy, skilled, and productive workforce that non compete rulings. Not surviving because they have trapped people in their positions. Eliminating non compete clauses would also

	<p>allow for more upward mobility and career progression. In some fields you sort of have to change jobs or at least have an offer to get promoted and climb the ladder. As a woman physician, i know so many women who are feel stuck in a job but are afraid to leave because they don't want to disrupt kids' or spouse's situations. But if they were able to get a new position without relocating, this would help them get promotions or new titles that they might be passed over as an internal candidate. Please please please! I know the argument exists about trade secrets, etc. There are other ways to minimize this (NDAs, among other things). Overall, again companies would adapt and I think less of these arbitrary roles would foster more creativity and progress than stifling mobility and decreasing job changes."</p>
Daniel	<p>"Please ban them. How can it be that the knowledge a worker possesses can cause such severe damages to the company and yet the worker's value in pay be less than the value of that knowledge? This implies that the value of the labor of the worker, what work they actually do with the knowledge, is nothing. The disparity between the damages companies claim from non-competes and the compensation they give their workers is the proof of wage suppression and abuse."</p>
Cliff	<p>"I am a registered voter and physician in Missouri. I strongly support this elimination/limitation of non-compete clauses to apply to pre-existing and present/future contracts. This should be applied broadly to a wide variety of sectors and types of workers, including physicians, nurses, and other healthcare workers like myself who are taken advantage of especially when employed by large multi-hospital associations that effectively limit competition across large cities."</p>
Erica	<p>"As a barber, non-compete clauses are harmful to my industry. I have only seen them enforced when an employer has felt personally "wronged" by the employee/ex-employee. It is used to intimidate and control employees rather than protect the business. It creates a wedge between the employer and employees. Barbers work very hard to establish relationships with our clients and it is unfair to treat clients as property of a business."</p>
Ryan	<p>"Non Compete conditions are overall unfair for the growth of your career preventing you from branching out to better opportunities within your field."</p>
Charlie	<p>"Physician here. Please ban noncompete clauses with hospitals. This hurts doctors and patients. In my region I've seen this play out over and over again at huge detriment to Physicians and patients. I practice in a rural underserved area, but noncompete still exist, and it causes physicians to have to leave the area and leave patients with even worse access to care. Occasionally a physician will decide to stay in the area for family and his patients in the hospitals will make them pay an incredible price in retaliation and will not tell patients where the physician is opening up their practice if it is in the region. These noncompete only benefit one entity, and that's the hospital. They are so incredibly harmful to physicians and patients. This needs addressed years and years ago. I'm glad that @FTC is finally looking at it and hope that we can do away with these noncompete clauses and improve working conditions for physicians and help patients with continuity of care and access of care."</p>

Eric	<p>"Physicians should be included in the new rule that bans non-competes. It bans patients when physicians aren't allowed to practice medicine because some hospital system is afraid of losing a couple of patients. Include ALL workers, or include none."</p>
Federico	<p>"This is a wonderful regulation and i am completely in favor of enacting it. As a tech worker I've seen several colleagues damaged by these clauses -- signed when they were fresh out of college and didn't know any better -- and forced to move into different industries since they were unable to advance in theirs due to the non-compete. Since I've always worked for California companies I've never had to even think about these agreements and nor should anyone else. Excellent work and please push forward with the enactment of this regulation."</p>
ken	<p>"This is in regards to the noncompete clause, particularly as it relates to physicians. A noncompete clause, especially after one has been in practice for several years, is completely unfair to the practicing physician as well as to patients. This clause creates excessive unilateral power to the organization that is imposing the noncompete clause. Trying to reverse such a clause as an individual is very difficult if not impossible. A physician who has been in practice for any duration has established a treatment bond with his or her patient. To tell that physician to go somewhere else and start over is completely unfair to both the physician and the patients being cared for by that physician. Why has such a unilateral control system been allowed to be perpetuated for so long? It takes a significant amount of time and usually several years for a physician to become established in a community. Having a reputation as a highly qualified physician who gives excellent care and sought out by patients does not develop overnight. I am a casualty of the noncompete clause with a hospital system. In what was my 18th year of practice, our group joined a hospital system in our community. So by the time we had joined the hospital system, I was already well established in the community. Ten years later, the hospital made a unilateral decision to end my employment not based on any patient care issues. I had a reputation as an excellent quality and caring physician with my patients as well as in the surrounding communities. If not for the noncompete clause, I would be still practicing in this community and seeing my patients with whom I had established a long term bond of caring. I have had several job offers both within as well as outside the noncompete zone. To take a job outside the noncompete zone would be like starting over again. I have received several high paying job offers outside the noncompete zone, but simply being well paid and not being able to continue seeing my patients seems pointless to me. The noncompete clause is completely unfair to physicians as well as to patients. I wholeheartedly support any FTC decision to end the noncompete clause."</p>
Mark	<p>"Please ban all non-competes. I support this proposed rule. Non-competes give power to business entities to control their employees, and do not let the employee make the best decision for themselves."</p>
Clarice	<p>"I support the ban on non-compete clauses. I had to sign a non-compete agreement as an entry-level employee many years ago. Two years later the company I was working for downsized but the non-compete agreement remained in force. After months of looking for work, I was fortunate to find an employer who was willing to pay my expenses to work 200 miles away from my former employer's</p>

	<p>offices, but I still had to travel over 100 miles to that location every week until the term of the non-compete contract expired. This created quite a hardship. For eight months I was required to drive to that remote location every Monday, live in a hotel away from my family for 5 days, and then drive over 100 miles home every Friday. It was a big strain on my marriage but it was my only option unless I wanted to get a much lower-paying job locally. My understanding is that non-compete agreements were originally required only of C-suite employees who are compensated at a much higher rate than entry-level and other staff employees. In addition to that higher level of compensation, they are usually offered generous severance benefits which ease the financial strain of them being limited options for continued employment. Lower-level staff and entry-level employees are not often offered severance sufficient to cover them while seeking new employment if they are offered any severance at all."</p>
<p>Shanna</p>	<p>"Physicians should not be excluded from the proposal to eliminate the non-compete clause rule. Given the growth of large hospital systems, a noncompete clause for a physician often means that leaving a job would require a physician to leave the geographic area in which they practice. This raises several issues of the downstream effects of noncompetes in coercing physicians to accept conditions they are not comfortable with, eliminating checkpoints that market forces allow that ultimately would have led to better systems that served clinicians and patients, and contributing to the physician shortage. Physicians with noncompetes in their contracts are forced with the choice of uprooting themselves and their families each time they want to switch practice environments, and the daunting challenging of reestablishing a reputation and practice in a new location. Employers know this, and use it as leverage when physicians speak out against situations that are detrimental to patient care, inappropriate or illegal actions by their employers, or unreasonable/unsustainable working conditions. This can effectively hold physicians hostage at unfavorable working conditions for decades, while employers evade market forces that would necessitate change. It is hard to make the argument that a single physician leaving a large hospital system would significantly threaten the hospital system's business model. If many physicians want to leave simultaneously, this could affect a hospital system; however one would be forced to examine what the hospital system was doing wrong that so many physicians wanted to leave en block and not be a part of that hospital's mission. Arguably, this is exactly where market forces should come to play, and ultimately lead to hospital systems that better serve the needs of clinicians and patients. In a situation where physicians can't relocate geographically due to personal reasons, they are prevented from pursuing opportunities that are a better fit for them personally within their geographic locations (better pay, more flexibility, better hours, etc). When physicians are forced to work at jobs that aren't good fit, disillusionment with the field is growing at a time where clinician burnout is at an all time high. Therefore, many physicians are now electing to stop practicing medicine altogether rather than work at a job they don't enjoy, thus exacerbating the physician shortage and access to care nationally at a time where this is already a public health emergency. To be clear, there are nuances to this discussion and a blanket endorsement of the FTC' proposal. As it is currently written, many lawyers have stated that the FTC proposal would not apply to nonprofit organizations. Given that the majority of the hospital systems in the country are classified as</p>

	<p>nonprofit in name despite the business model being the same as other healthcare entities, this would actively give nonprofit hospital systems an unfair advantage over independent physician practices and for-profit health systems. It is important to note that several of the hospital systems that produce the most in profits and pay their CEOs many millions a year are 'not for profit' in name. Therefore, this rule seems arbitrary, and if the FTC proposal was to have its intended consequence, noncompetes should to be eliminated for both not for profit and for profit hospital systems. While it is hard to argue that a single physician leaving a hospital system would significantly affect the bottom line for a large hospital system, it is quite true that a single physician employed by a small independent physician practice could significantly hurt that independent practice by using the practice's resources to build a patient base and reputation, and then opening their own practice across the street. Given that the footprint of an individual practice is smaller than a hospital system, the argument that a physician wanting to leave that practice could still practice in the area without having to uproot their families is much more reasonable. Independent practices are a valuable player in the healthcare ecosystem, and preferred by many patients. Therefore, if a carveout in the FTC proposal is created in healthcare, it should be for independent practices, not for 'not for profit' healthcare systems, and be aimed at keeping independent physician practices viable. Therefore, as grassroots physicians and our supporters, we respectfully submit that noncompete clauses are detrimental to both physicians employed by hospital systems (both for profit and not for profit) as well as patients. Ultimately, noncompete clauses at large healthcare employers are detrimental to our nation's long term ability to maintain access to quality care, and should be outlawed."</p>
Tara	<p>"I ask the commission to enact this proposed regulation and put an end to the abusive and coercive use of noncompete clauses to control employees and limit fair competition. The current practice, if allowed to continue, harms the economy overall while unduly punishing former employees by preventing them from seeking gainful employment."</p>
Felix	<p>"This rule is so important for the well-being of our healthcare professionals. Doctor's should NOT be exempt from this excellent rule. For profit healthcare systems use and abuse non-compete clauses to underpay and exploit physicians after they are trapped in their system."</p>
Miles	<p>"Non competes should be ILLEGAL. It is beyond unfair to have a subject matter expert accept employment and be bound to the employer, typically even if the employer changes owner ship and or management."</p>
ANNIE	<p>"My husband had to sign a non-compete in his field otherwise he would be fired. He had to sign this after working for the company 15+ years. There was no employee choice in the matter. This has become a detriment to our entire family as we are unable to move closer to our elderly parents as their health deteriorates since he cannot compete in the field where he has 30+ yrs of experience. This creates monopolies as well and keeps the employee a prisoner. After completing 3 year non-compete, my husband's age will become a detriment to finding employment as well. We feel all non-competes contracts should be completely banned in the US."</p>

Ellie	<p>"I am Highly in favor of banning non-compete contracts. I have signed one without fully understanding the scope of it's hold on my professional development and this non-compete, whether enforceable or not, has me extremely apprehensive of seeking other job opportunities that would increase my income."</p>
J	<p>"Non competes should be a thing of the past. People should have the right to work where they want to without control from companies. For people with families, these non competes are especially onerous because it is hard to move jobs to another city when you are settled with children. It basically creates an environment where companies are able to exploit employees who are unable to move. Or even if employees do leave, it greatly restricts where they can work which is unfair, if not unmoral."</p>
Molly	<p>"I do not believe physicians should be excluded with the new regulations regarding non competes. Physicians have now become employees of the health care system. If they are excluded this will dramatically impact their ability to advocate on behalf of their patients. In addition, patients who have strong relationships with their doctors won't be able to follow up with them."</p>
Sridhar	<p>"I am an employed cardiologist currently working with a large corporation in the state of Missouri. I relocated to this area less than a year ago and have purchased a home to live in. All such moves and relationships are made in good faith however, the facts on the ground can turn out to be different from the facts promised during the hiring interviews. The local politics, which play a significant role in the provision of medical care in any area also plays a role in the way things play out over 1-2 years. My restrictive covenant (non compete clause) would force me to move out of state making it impossible to seek suitable and sustainable employment in the local market which will both affect me emotionally, financially as well as rend asunder the free choice my patients should have to seek their own directed medical care and force them to abandon relationships which are built during the provision of care. The American Hospital Association does NOT speak for me or my cardiology colleagues in stating that their letter addressed to the FTC is on behalf of the majority of cardiologists. The non compete clause also runs contrary to the American ideal of an individual being able to work for a living without having to move cities or states to find new employment. It also significantly supports larger corporations with large bankrolls to support bloated administrative staffing needs and ostentatious executive salaries at the expense of physician and patient care and relations. Some members have suggested a limited distance non compete which is a reasonable option however this (if considered and allowed) should be a definite short mileage range from the primary location of employment only. In addition, there should be no clause for economic damaged to the organization which would ensure that physicians are treated fairly and reasonably by the employing organization. Physicians enter into such employment contracts with the best of intentions and non complete clauses make the contract negotiations unfair and significantly affect the ability for negotiation of a fair contract after having spent over a decade in training and education to better the American populace. In short, all individuals should have the ability to work without the fear of having to lose their local family, friends and relations based on the whims of a larger organization which has its own economic health as its only focus."</p>

Tom	<p>"I am a physician. Every physician I know is Forced to sign a noncompete clause in order to be hired. This significantly limits competition in the marketplace and ability to move to a better opportunity. It also is well known by the employer there for many of our request for improvements are denied, they know that we have very little option to change jobs. When I heard about this movement by the federal trade commission, my first reaction was this is the best thing that can happen to encourage competition and improve workplace environment, treatment by employers. I strongly encourage the government to move forward with eliminating all noncompete clauses."</p>
William	<p>"Two years ago my wife and I moved to a Kansas City to allow her to start a residency in Emergency Medicine. I had to leave my job as a university professor and seek work in the private sector. My current job has a non-compete written with such broad language that it would prevent me from working for another company doing data analysis or analytics work which is my primary skill set. Additionally, it includes no geographic limitations, includes a two year wait period before beginning new work, and is written in such a way that it could be interpreted to prevent me to return to teaching. Whether such a broadly written non-compete is enforceable is immaterial. It is clearly intended to intimidate and nap employees in their current job. When beginning the job I asked to sign a non-disclosure agreement instead but was told that any job offer was contingent upon the noncompete agreement. During my tenure at the job I was asked to interview by a client company but had to turn it down on the basis of the noncompete. Noncompete agreements are blunt instruments that are wielded coercively by those who have the most leverage in employment - namely the employer. There are other mechanisms that would address many of the concerns of employers such as nondisclosure agreements. My case demonstrates that employers reach for the broadest possible protections at the expense of their current and future employees. I strongly support the FTC's proposed rule and hope to see it enacted in the future."</p>
Joshua	<p>"I am strongly for banning non-compete agreements within employment contracts. When an employer can offer employment with a condition of "you may not work for another company in your field" after termination of employment, it effectively prevents an employee from leaving the employer even if another employer offers significantly more competitive benefits. This has the effect of allowing employers to provide less competitive benefits over time, depressing wages and other benefits of the employees. If employers are allowed to include non-compete agreements in their employment contracts when they are not allowed to enforce them, then the presence of the non-compete clause will continue to have a chilling effect on employees to the same effect as if they were allowed to enforce the non-compete."</p>
ANDREW	<p>"I am in complete agreement with this preposed rule. Non compete clauses harm employees and only benefit big business. This will allow for greater innovation witch helps the economy. That is why non compel clauses should be banned."</p>
Salvatore	<p>"Dear Chair Lina Khan, My name is Salvatore...I am a physical therapist in Missouri. I currently work at an outpatient clinic. Some of the best therapists I have worked with have been hamstrung in starting their businesses or advancing. People who would be perfect for directorial or leadership positions have refused</p>

	<p>due to non competes. because of these non competes employees are unhappy while being retained by these corporations. It kills freedom, advancement and encourages burnout. 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>
<p>Pawan</p>	<p>"I have always believed that a covenant not to compete in some industries is unconstitutional and simply unamerican. I work in medical field and the reality is that most patients already face access issues to obtain healthcare. A non compete clause further reduces access and can hinder a citizens right to life and liberty. Many states already have abolished these clauses to be part of contracts. It's about time that all states are required to comply with a push from federal authorities."</p>
<p>Krista</p>	<p>"I am an outpatient Internal Medicine physician (ie. PCP) in a large health care group practice in St. Louis, Missouri. I signed a non compete 3.5 years ago, when I joined my group as I had no other option. Every physician job I applied for had a non compete. Every physician job that any of my physician friends applied to also had also had non competes. I hired a lawyer before I signed my contract, however my organization was unwilling to budge on the 1 year 15 mile radius and additional 6 months of notice you were required to give your employer before you left (ie a total of 18 months to get out of a job and move onto next one). Now, I have decided to quit my job due to untenable workplace conditions (poorly trained staff, toxic office manager, 50% reduction in pay with quadrupling of work load.. I could go on) What I learned about having a non compete during my 3.5 years of employment, is that when you do not have the ability to say 'I quit' you have absolutely no negotiating power. A Nurse Practitioner in my office had similar complaints about working with incompetent support staff however she does not have a non compete. As a result, the NP was able to rid herself of the incompetent staff and that staff member was then put to work with me. Another example: my organization promised to pay my maternity leave; however they did not. When I questioned this, I was nearly laughed out of the conversation by my administrator and told 'well you won't be able to quit!' and they quickly rattled off the 1.5 years of pay I would loose if I did. They knew that the money I would loose by not being able to work for a year and also during the additional 6 months notice period, meant it would be nearly impossible to leave my job. Medical knowledge is no trade secret. It can be taught in any medical school around the world. My patients do not so much get to choose to see me as their insurance decides if they can see me (ie. if I left for another med group, they could only follow me if their insurance allowed it). Yet, because of my non compete I am not able to work in ANY capacity as a doctor (that includes ill free clinics and government run clinics like those at the VA) that have no overlap with my private patient panels. Interestingly, the health care administrators who are my 'bosses' interestingly DO know company secrets. Their skills are not codified in a licensing body but things they learn on the job. In contrast to my experience, several health care administrators (including the one</p>

	<p>that explained to me I could not leave), have left my organization. They have left with 2 weeks notice and have taken better jobs at neighboring local St. Louis health care organizations for higher pay. Who suffers from the non compete? The ripple effects are endless. Of course, the physician and their family, who are often forced to move out of state or endure an unnecessary commute. However, our communities suffer even more greatly. My dear patients who will not be able to see me for a year, they suffer. The city of St. Louis, scarce of doctors, now loses a doctor to a different city or, as in my case, to the four walls of my house. I am only a generalist, a PCP, however due to non competes in the last year St. Louis City as lost at least two long established neurosurgeons and three shoulder specialists (that I know of) to different cities far away. This is a great loss for the St. Louis region. Any organization that uses non competes will try to convince you that they arc the only way to keep their work force viable. I However, keeping an able bothed work force in legal shackles, versus creating a fair work place, simply unamerican."</p>
<p>Maitri</p>	<p>"Banning non-competes would create better working environments for all employees and allow healthy competition in the work force and more incentive to create positive working environments which would only help strengthen gaps in the workforce. There was a mass exodus of healthcare workers as a result of the poor working conditions created by the Covid 19 pandemic when many hospital systems were generating their highest profits. Banning non competes would incentivize healthcare workers to return to the field and fill in an ever enlarging gap in healthcare in the US. Additionally, many of the highest profiting hospital systems are "non-profit" in name alone. Excluding them from the ban would only hurt independent practices that are struggling to stay afloat. If an exception is created, it should be for independent practices that already struggle competing with large healthcare systems. There is a massive healthcare crisis in this country and excluding physicians and non profit organizations from the ban on noncompetes will only exacerbate it, creating an even more strained healthcare system when you and your loved ones need care. Please vote to ban non-competes among all large employers and all professions whether they are non profit or not."</p>
<p>Maitri</p>	<p>"Non-compete clauses have become increasingly common in various industries, including healthcare. However, when it comes to physicians, non-compete clauses arc not only unnecessary, but also detrimental to patient care, exacerbate existing physician shortages, and grant unfair leverage to employers while stifling market forces that could bring about positive change. Therefore, non-compete clauses should be banned for physicians, including not-for-profit health systems. Firstly, non-compete clauses for physicians hinder patients' access to care. Healthcare is a unique field where patients' health and well-being arc of paramount importance. Patients should have the freedom to choose their healthcare provider based on their preferences, needs, and convenience. Non- compete clauses limit this choice by restricting physicians' ability to practice in certain geographic areas, which can lead to reduced access to care for patients, especially those in underserved or rural areas. In times of physician shortages, non-compete clauses can further limit the availability of physicians, making it difficult for patients to find appropriate care, resulting in delays or gaps in treatment. This is particularly concerning in situations where continuity of care is crucial, such as chronic disease management or ongoing medical treatments. Secondly, non-compete clauses contribute to the exacerbation of existing physician shortages. The United States is facing a</p>

	<p>significant shortage of physicians in many regions, with rural and underserved areas being particularly affected. Non-compete clauses can exacerbate this problem by limiting physicians' mobility and their ability to practice in areas where their services are needed the most. For example, if a physician is bound by a non-compete clause that prevents them from practicing in a nearby rural area, it can result in a lack of healthcare services for the local population, further widening the gap in access to care. This can have serious implications for patients who may have to travel long distances or face delays in receiving timely medical care. Thirdly, non-compete clauses grant leverage to employers and hinder market forces that could drive positive change in the healthcare industry. Non-compete clauses are often used by employers to restrict physicians' ability to negotiate better working conditions, higher compensation, or improved patient care practices. These clauses can effectively limit physicians' bargaining power and negotiation abilities, allowing employers to evade market forces that would otherwise necessitate positive changes in the healthcare industry. As a result, physicians may feel trapped in unfavorable working conditions, leading to burnout, decreased job satisfaction, and ultimately compromising patient care. Lastly, non-compete clauses should not exclude not-for-profit health systems. Non-profit health systems, like their (Or-profit counterparts, often use non-compete clauses in physician employment contracts, despite their mission to provide accessible healthcare to their communities. Exempting not-fix-profit health systems from a ban on non-compete clauses would create an unfair advantage for these institutions, allowing them to restrict physicians' mobility and limit competition, which could adversely affect patients' access to care and exacerbate existing physician shortages."</p>
Tina	<p>"Please allow physicians to choose the best fit for them. Do not let non-compete causes determine this. Physician bum out and physician exodus is real. Please allow us to pick where we want to work so that we are treated better by the hospital systems. It's time to make changes."</p>
Tina	<p>"I support this!"</p>
Diane	<p>"Physicians are employees and should ABSOLUTELY be included in noncompete clause reform. Why would you exclude such a hard working group of individuals?"</p>
Charles	<p>"I am writing to express my strong opposition to the American Hospital Association's (AHA) attempt to exempt physicians from the new rule prohibiting noncompete agreements. As someone who believes in protecting workers' rights, I find this proposed exemption deeply concerning. Noncompete agreements are often used by corporations to restrict the movement of their employees, making it difficult for workers to leave unfavorable work conditions or negotiate better terms. Physicians, like any other employee, should be free to seek better employment opportunities without fear of legal repercussions. Exempting physicians from the noncompete rule would only serve to benefit hospital corporations at the expense of the workers. It would allow these corporations to maintain a stranglehold on their employees and limit competition, which could lead to lower wages, fewer benefits,</p>

	<p>and overall worse working conditions for physicians. Eliminating the noncompete clauses will help improve healthcare access for patients as hospitals and corporations can no longer restrict where physicians can work. I urge the FTC to reject the MIA's proposed exemption and uphold the noncompete rule for all workers, including physicians. It is essential to protect workers' rights and promote a fair and competitive job market. Thank you for your attention to this matter. Sincerely, Charles Shipley, DO"</p>
Justin	<p>"Non-competes are anti-competitive. Ban their use by employers."</p>
Liza	<p>"I am a physician and facing a 15 mile non compete in my contract. Putting finances aside, if I am unhappy at my job for any reason I will be effectively trapped and unable to find a new job without moving my family. I work in academics and the only other academic institution is within the non complete. Beyond this, the next job opportunity for my specialty is 5 hours away."</p>
Daniel	<p>"The killing on non compete agreements is a good thing. There are many options to ensure you employees don't jump to your customers and clients. This is very logical and I support this. Those staff that jump to another job usually leave due to the boss. So fix bad bosses to solve the issue and not with non competes."</p>
Guramrit	<p>"Dear Chair Lina Khan, I'm writing today in support of your effort to ban nonconnpete 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 I have personally been impacted by this from my employer which had big mental set back for me and also was a hindrance when I was seeking new opportunities. I eventually had to find a job in a separate industry but would have loved to stayed in the same industry but the non compete document was a prevented me to do so. Thank you for your work, and please issue a final rule that bans noncompete agreements...Thank you for your work, and please issue a final rule that bans noncompete agreements."</p>
Seth	<p>"I am currently spending the next three years on a paid non-compete, non-solicited, non-communication contract, and unable to work in the industry I've already worked in for almost 30 years. By contract, I legally could end up in court with my employer by even making comment to the FTC. I suspect many under similar agreements readily available on-line and used by corporate lawyers similar to my past employers legal counsel will not comment due to fear of legal action. I applaud the FTC for desiring to ban all non-competes and look forward to earning a much higher income and contributing to the US economy."</p>
Zachary	<p>"This should cover all types of employers. It should not exclude nonprofit organizations. If it were to specify the type of employer, many unfair exceptions will happen. Specifically, in the healthcare industry, if nonprofit organizations are exempt from this ruling, it will exclude the majority of physicians since many health systems operate as nonprofits. And physicians are arguably the most hurt by these noncompete agreements."</p>

Troy

"The vast majority of **physicians** would agree that noncompete clauses in the healthcare field are on the whole bad for both physicians and for patients. They discourage market forces that allow physicians to vote with their feet if they don't agree with Given the growth of large hospital systems, a noncompete clause for a physician often means that leaving a job would require a physician to leave the geographic area in which they practice. This raises several issues of the downstream effects of noncompetes in coercing physicians to accept conditions they are not comfortable with, eliminating checkpoints that market forces allow that ultimately would have led to better systems that served clinicians and patients, and contributing to the physician shortage. Physicians with noncompetes in their contracts are forced with the choice of uprooting themselves and their families each time they want to switch practice environments, and the daunting challenging of reestablishing a reputation and practice in a new location. Employers know this, and use it as leverage when physicians speak out against situations that are detrimental to patient care, inappropriate or illegal actions by their employers, or unreasonable/unsustainable working conditions. This can effectively hold physicians hostage at unfavorable working conditions for decades, while employers evade market forces that would necessitate change. It is hard to make the argument that a single physician leaving a large hospital system would significantly threaten the hospital system's business model. If many physicians want to leave simultaneously, this could affect a hospital system; however one would be forced to examine what the hospital system was doing wrong that so many physicians wanted to leave en block and not be a part of that hospital's mission. Arguably, this is exactly where market forces should come to play, and ultimately lead to hospital systems that better serve the needs of clinicians and patients. In a situation where physicians can't relocate geographically due to personal reasons, they are prevented from pursuing opportunities that are a better fit for them personally within their geographic locations (better pay, more flexibility, better hours, etc). When physicians are forced to work at jobs that aren't good fit, disillusionment with the field is growing at a time where clinician burnout is at an all time high. Therefore, many physicians are now electing to stop practicing medicine altogether rather than work at a job they don't enjoy, thus exacerbating the physician shortage and access to care nationally at a time where this is already a public health emergency. To be clear, there are nuances to this discussion and a blanket endorsement of the FTC' proposal. As it is currently written, many lawyers have stated that the FTC proposal would not apply to nonprofit organizations. Given that the majority of the hospital systems in the country are classified as nonprofit in name despite the business model being the same as other healthcare entities, this would actively give nonprofit hospital systems an unfair advantage over independent physician practices and for-profit health systems. It is important to note that several of the hospital systems that produce the most in profits and pay their CEOs many millions a year are 'not for profit' in name. Therefore, this rule seems arbitrary, and if the FTC proposal was to have its intended consequence, noncompetes should to be eliminated for both not for profit and for profit hospital systems. While it is hard to argue that a single physician leaving a hospital system would significantly affect the bottom line for a large hospital system, it is quite true that a single physician employed by a small independent physician practice could significantly hurt that independent practice by using the practice's resources to

	<p>build a patient base and reputation, and then opening their own practice across the street. Given that the footprint of an individual practice is smaller than a hospital system, the argument that a physician wanting to leave that practice could still practice in the area without having to uproot their families is much more reasonable. Independent practices are a valuable player in the healthcare ecosystem, and preferred by many patients. Therefore, if a carveout in the FTC proposal is created in healthcare, it should be for independent practices, not for 'not for profit' healthcare systems, and be aimed at keeping independent physician practices viable. Therefore, as grassroots physicians and our supporters, we respectfully submit that noncompete clauses are detrimental to both physicians employed by hospital systems (both for profit and not for profit) as well as patients. Ultimately, noncompete clauses at large healthcare employers are detrimental to our nation's long term ability to maintain access to quality care, and should be outlawed."</p>
<p>Julie</p>	<p>"As a pediatric radiologist I support legislation to ban non-competes from contracts, including contracts with non-profit hospitals. After 10 years of post graduate training (4 years Medical school and 6 years of residency/fellowship) I am a highly sub-specialized physician practicing in the midst of a national physician shortage in my field. Because of the nature of my work, the majority of children's diagnostic imaging is performed at children's hospitals. Every single contract I have reviewed contains non-competes. The strictest I was asked to sign was 2 YEARS, 25 miles range from ANY facility within the group that performed pediatric radiology. This was in a small city where that type of contract effectively prohibits a radiologist from finding a single job in their specialty within the entire city/county metro area. I would have had to move to a completely new city to find a job in my field. I have family, children in school. How could a job ask a physician to sign something so onerous and have legal ground to do so? Additionally this type of practice significantly hurts physicians from receiving fair market compensation for their skills because it keeps employees fearful of seeking employment elsewhere even when they are being underpaid. In radiology I interpret imaging studies. I do no self promotion, I cannot bring in new business or clients for my employer. I interpret the exams performed at the hospital during the hours of my shifts. If I leave my job I have ZERO ability to take patient information to a new position. I have ZERO ability to harm my old employer by taking away their business. I don't have ownership stake in the equipment so I certainly can't take that. The only person noncompetes hurt is me- they restrict my ability to practice a skill I spent 10 years acquiring and let predatory employers keep their physicians scared. The hurt the children of my city who need high quality diagnostic imaging because there are so few people who have my job that when they are all under non-competes they cannot move to the hospitals that need them the most."</p>
<p>Hisham</p>	<p>"Yes time for this unfair clause to go away. The best way to regulate a free market is to free it!"</p>
<p>Brandon</p>	<p>"I agree that non-competes stifle wages. Indeed, this has been their function. To exclude medical practitioners and other higher income earners from non-competes essentially sends the message that they do not have the same rights as those from</p>

	<p>other fields. They already cannot bargain with their patients or even set their own prices for their services. Please rid us of this indignity."</p>
Jacob	<p>"As a physician, I fully support this rule. Non-competes are used too often by large hospitals and corporations to unfairly restrict our practices and fix salaries. This will help bring parity and fair practices to a large portion of the labor market."</p>
Steven	<p>"I am a chiropractic physician associate that has witnessed firsthand on three occasions the crippling effect of non-complete contract limitations (e.g. excessive mileage radius requirements up to 30 miles, legal fees, direct response from employers stating "their intent is to lock me out of the region, etc.). Geographically, each change in employment would require relocation which adds to the cost and starting a business would fall short due to the post employment waiting period. My current employer misrepresented the office as a stable environment in which the staffing was not a revolving door and my patient flow would allow be to treat throughout the care cycle for continuity. Upon signing the contract, the owner changed the treating model adopting a market management approach outside what chiropractic physicians are trained, ongoing employee turnover to included other physicians, no continuity of care, a hostile work environment to include sexual misconduct and discrimination. I have considered leaving but the current non-compete would require a 10 mile radius and/or a two year waiting period to open or practice in the area. In short, I have to choose between accepting the conditions or completely relocated since the closest major city is 140 miles away; closest town over 10,000 is 38 miles away. My situation is a prime example where the failure of a business owner directly impacts my income, lifestyle, family stability, business ownership, and advancement within my profession. It is my hope, the federal trade commission opens the door to a free market through mandating the elimination and release from non-compete clauses."</p>
Trevor	<p>"I am I full support of this potential rule. Non-competes are structured with an assumption that the company hires an individual, provides training, education and invests in the employee. Therefore, the company should have protection if the employee were to leave, ensuring the employee is unable to use the knowledge gained to compete against them. In reality, employers often hire employees with a vast amount of existing knowledge, using their knowledge to better the business for profit. There is not a regulation requiring the company to share the profits made from ideas or knowledge of the employee. Non- competes are a one sided protection benefiting only the company. Especially when it pertains to specialized fields, non-competes can limit the pool of employee candidates in certain areas of expertise. We are already living in a world of limited staff-mg and supply chain. Healthcare is also experience staffing shortages. A non-compete will inhibit a person's ability to leave a company where they were not being treated well and force them to seek a different line of employment if they were to leave. A non-compete provides all of the advantages to the employer while forcing an employee to decide remain in servitude or refrain from seeking a different opportunity in which they are seasoned. Non-competes should not be legal unless it is accompanied with reimbursement equivalent to the amount of time paid to the employee, if they were forced to seek employment elsewhere. There is also little to</p>

	no protection for the employee if they were involved in an involuntary termination or layoff. Again, it is a one sided protection, only giving benefit to the company, not the individual employee."
Thomas	"As an American living and working in Singapore I completely support this and will vote for politicians that are in favor of giving the employee a fair equal playing field when it comes to employment."
Erika	"As a freelance designer , coming out of college, it has been difficult and mentally draining applying to 100s of jobs that the only jobs I can get are through freelancing. I freelance in graphic design, UX/UI, and product design. One of my clients, a startup, is asking me to sign a non-compete agreement. While I would love to work with the startup, the non-compete agreement they propose would put me out of business with my other freelance clients. Non-compete agreements would block me from seeking new opportunities/work. I'd have to potentially claim unemployment in the future because my client range would be limited. Please ban non-compete agreements!"
Iris	"Indentured Servitude was supposed to be abolished in 1917, yet here we are. This is nothing less than LEGALIZED INDENTURED SERVITUDE. As long as this exists we are a country of slaves. This has no place in a country which dares to call itself a Democracy."
Manuel	"I fully support this new rule. Non compete clauses are often leveraged by large businesses and welled aggressively against individuals without the resources to defend themselves in court even if they are innocent of violating the agreement. The entire concept is anti-capitalist and harms our competitive marketplace economy. It is in the interest of both the US economy and national security to pass this rule."
Carter	"I believe this bill would be a great step forward for our beautiful country. While I personally would not be directly affected, I know that many Americans have suffered due to non competes, and I family hold that they keep everyone back. Citizens deserve competition just like the corporations and organizations they work for, and workers ought to have the freedom to choose wherever they work so that they can better themselves and the lives of their families and friends. They deserve a larger chance at achieving the American dream that we all strive for. Passing this would be one of the greatest steps taken toward the pursuit of life, liberty, and happiness for the American worker in years."
Chakradhar	"I am a physician and I wholeheartedly agree with banning non compete clauses for physicians. No other job has these draconian measures enacted by hospital administrators. Removing non compete clauses make it easier for patients to see the doctor they like/trust and makes it a level playing field."
Wyatt	"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."

Wyatt	<p>"I strongly urge the FTC to pass FTC rule DOCKET: FTC-2023-0007, this would mean the world to me. As a Physician almost any contract I will take currently has a non-compete. It puts us in the position where to change jobs my family has to move, my children have to change schools or I have to commute up to an hour each way for up to two years. Non-compete clauses trap workers, hurt families, and hurt the economy."</p>
Murali	<p>"To whom it may concern: It is high time that these ridiculous and ANTICOMPETITIVE non-compete clauses be done away with. They only serve the interests of monopolies, while harming workers, consumers and communities. Especially huge suffering for patient communities in rural and underserved areas if you don't practice the way your employer wants to benefit their pocket rather than helping poor patients. Please stand firm in implementing these necessary new rules. Thank you."</p>
R	<p>"Please abolish non-competes! These can be crippling to physicians, forcing them to stay in a sometimes toxic (or even unsafe) work environment just for their family's stability. Non-competes force physicians to often leave their communities, depriving patients of a doctor they have a relationship with, and in underserved communities it can truly have a negative impact to be down even one physician. Many physicians have families, and non-competes often force physicians to stay in jobs that affect the welfare of their family, or uproot their family entirely in search of a less toxic work environment."</p>
Michael	<p>"My background is in restaurant management and pest control, and in both industries non-competition agreements abound. There are a few key points that I think should be considered as part of this proposed rule: 1- Non-competes inhibit upward mobility within an industry. In many instances employees have to make a change in order to "move up" within an industries. We see this evident when we look at almost any high level executive within firms. These individuals have made strategic moves throughout their careers to place themselves at the top of their industries. This should not be limited, as it encourages individual growth. 2- One of the main arguments against this rule is that non-competes protect employer investments. This is simply thinking only on short term gains, rather than longevity. As employees make lateral moves, WITHIN an industry, their level of expertise increases. As their level of expertise increases, their ability to make quality contributions to the industry also increases. Therefore, non-competes promote stagnation, not advancement. This is bad for everyone within an industry. 3- The heart of this country is life, liberty, and the pursuit of happiness. This is the land of opportunity. The land where it doesn't matter what hand you are dealt, you can still pull yourself up by your bootstraps. Non-competes limit one's ability to do this, as per the previous arguments listed. Finally, we often discuss minimum wage and how we should allow the market to regulate itself. Non-competition agreements, at their core, limit the market's ability to do this by artificially moving the balance between supply and demand. For the reasons stated above, non-competes end up being a burden on our economy and free market."</p>
Teresa	<p>"Employees should have the right to leave a job where they are not paid a competitive wage and enter employment with another company involving the same work where they weren't happy or surviving without fear of retaliation by their former employer i.e. fear of being sued."</p>

Donovan	<p>"Non compete clauses applied to human labor is unamerican and unconstitutional. Removal of non competes needs to also apply to physicians and hospitals too. No exceptions."</p>
Mark	<p>"I am an Asset Manager that does not have any proprietary knowledge or trade secrets. I analyze financial data and ensure Federal IRS compliance of properties in the affordable housing industry. My company forced me to sign a non-compete after I was hired. I am now handcuffed to this company and unable to get raises or fair wages from my company; while multiple other companies are looking for my skill set and willing to pay substantially more. I should be able to take care of my family when I present no financial hams at all to my company. Please ban non-competes to allow employees to be compensated fairly for the work they do."</p>
Jared	<p>"Please complete the necessary action to ban all present and past non competes. This would greatly expand innovation and motivation for the current workforce. Non competes discourage cutting edge development due to companies stealing ideas of the workers. They also keep companies from appreciating talent buy compensating those that are striving. This culture creates more of a slave labor trapped environment ". Who would strive for no piece of the pie? It keeps leaders from starting new business and driving American competition. It also lets companies rig price fixing If companies take care of their employees, they have nothing to won}, about."</p>
Susan	<p>"Non-complete clauses in my husband's employment contracts have cost my family tens of thousands of dollars over the years. For us, a middle-class income family, banning non-compete clauses would offer opportunities for my husband to advance his career without these major financial roadblocks. It would also save the government on unemployment benefits during the time workers are not allowed to work in their own field. Imagine that, wanting to work, being great at your job, being wanted by another employer, but being forbidden to change jobs. It's the opposite of the American dream. Thank you for your time."</p>
Clayton	<p>"Like myself, many Emergency Physicians are independent contractors. Our contracts allow the hospital to have us removed from the schedule, without just cause. Non-compete clauses typically prevent us from working at another hospital within a ridiculously wide radius, and are written into both our arrangement with the hospital, as well as the company that hires us. If the company has all the hospital contracts within a large area, this can cause undue hardship, preventing us from finding work in our field! Please make non-compete clauses illegal."</p>
Keisha	<p>"I wholeheartedly agree with the FTC's proposed non-compete clause rule. I work as a physician here in the USA. I, like many of my colleagues, are passionate about caring for America's sickest citizens. What I have noticed, is that patients unfortunately are not receiving the best care, partly due to large medical corporations (i.e. hospital systems) taking advantage of its employees. As many physicians have become employed physicians, hospital administration and leadership have exponentially increased their own profits without improving the compensation and working conditions of it's "front- line workers." Burnout has been repeatedly discussed as one of the largest issues facing our ever-worsening physician shortage in this country. One significant way to reduce burnout is to allow the free-market to apply to healthcare institutions. Adoption of the proposed</p>

	changes by the FTC would allow more competition between healthcare institutions to recruit and retain the most talented physicians to care for patients."
Keith	"I started in banking out of high school, I worked my way up in the company and had a limited skill set or education outside of banking I was forced to sign a non-compete for \$500 or go home at 30 years old or go home. I had a young family so I had to promise my entire life to this company and be at the mercy of them. I sold my soul to the company store. (Terrible) practice and thank you for this rule"
Keith	"Yes, Yes, Yes!! Quit letting big business control the little guy! I signed a non-compete at 25 years old in the banking business. I am 43 years old and still bound by this agreement. If I want to stay in banking , I have to quit my job and either leave the industry or move 50 miles away. I have no experience but in banking and can't move due to family obligations. The company has full control of my entire life, working environment and wages. The amount of control should not be legal. All the big businesses are opposed and that is exactly why it should be banned. It is completely one sided. These are one sided contracts that only benefit the wealthy."
Bradley	"I support this initiative. I interviewed with a new potential employer and was not considered for employment because of an overreaching non-compete contract at my present employer. I am being held hostage at my current employer. I have a specialized skillset that I acquired before employment at my current place of work yet I am still being prevented from improving myself by finding a better paying job doing the same thing for another employer."
Jennifer	"I am a physician in southwest Missouri. Before signing my employment contract I had it reviewed by an attorney who explained the non-compete portion of the contract to me, but also informed me that it is standard practice for physician contracts in this area and they are non-negotiable. Ultimately we decided we wanted to stay in the area and I accepted the contract with the non-compete clause. Since beginning my employment 6 years ago my practice has grown exponentially and I have created a great reputation in the area. However, the hospital system I work for has changed various terms of my contract, reducing my pay rate, eliminating bonuses, etc. At this point I would like to pursue other opportunities but I know that due to non-compete terms of my contract my only option would be to uproot my family and move to a market outside the terms of my non-compete agreement. If the rule is passed, I believe I would have a much better opportunity to negotiate my true value to an employer."
Thomas	"Non Compete Clauses should go away."
Scott	"Non competes have run rampant in my industry. (Pest control) Non competes trap employees in their company. Employees like myself learn to love the industry and want to stay in it but are forced to either stay with their company no matter the working conditions or move out of state. Most folks in my industry can't afford to just pick up their lives and move out of state to stay in their field of expertise. These corporations are making money hand over first at the expense of their employees. Too often corporations are taking full advantage of their employees and a non

	<p>compete takes the only power away from the employee, the power to leave and work elsewhere. It needs to be stopped! Give the power back to the working class!"</p>
<p>Imran</p>	<p>"I am a physician w/more than 20 years of practice. Although not subject, personally to a noncompete clause, I have had numerous colleagues whose ability to pursue their professional and personal desires was constrained by noncompete clauses. I have never seen a hospital or clinic persistently suffer from a physician leaving if those entities remained desirable places to work. Noncompetes allow employers to act in a poorer way towards employees that a market free of noncompete rules would correct."</p>
<p>Bruce</p>	<p>"My name is Bruce Fearon MD. I retooled my career from Family Medicine into Venous and Lymphatic Medicine 17yrs ago. I am reaching out to additional physicians to learn about this extremely common medical condition and to learn how to treat these conditions. Unfortunately, I have to invest in them for 4-6 months teaching them and paying them the entire time before they can function on their own. There is absolutely no incentive for me to teach anyone anything I know and practice , only to have them move into the neighborhood and compete against me. I understand that lower paid healthcare services such as Ultrasound techs need to make money to support their family, but high paid individuals over 120K including midlevel providers should not immediately be able to leave and compete given all that I have invested in them. I believe that a certain amount of time is required to pay back the investment say 2-3yrs or they can buy out their obligation. A physician leaving during their first year would owe 150,000S , or if it is during their second year say 75,000 and after 3 years there would be no pay back required. I spent a great deal of money investing in myself, buying and training my personnel, etc. I also think that we should be allowed to add punitive payments for stealing our highly trained personnel to be paid by the physician (not the medical assistants or Vascular techs). I am certainly willing to help expand the care that I offer and would be even willing to finance and assist in the physicians own efforts to have their own autonomy (kind of like a franchise but with a time expiration (5yrs)) so that they can eventually own and run their own business. To outlaw restrictive covenants on high paid and professional individuals who require advanced additional skills and expert training will severely restrict the growth of my industry and I have to believe the same would happen to many other industries. If a physician that I train wants to leave early then they will have to move outside my current demographic drawing area. Each specialty will have maybe some different range of distance. The more specialized you are , the greater the distance. I would think a basic Family Medicine physician might need to move 20-25miles for 2-3years. In my case, practicing venous and lymphatic medicine I would think 40-50miles would be required (even though I currently draw from 60ntiles in any direction). Each industry will have a different argument and a different need so I would restrict this to highly paid individuals: the more narrow a niche - -the greater the range might be required. A tremendous amount of education and training occurs in the private sector beyond College. Businesses will slow down their hiring and you will constrict supply chains and the economy with a complete outlawing of Restrictive Covenants. I recommend you pick a common ground so that you can sell it to both sides of the political party. I have seen some low level employees making under</p>

	<p>80,000 who were made to sign a restrictive covenant and I do understand the idea of lifting some of these absurd contract rules- Highly paid employees with key knowledge etc. as I have said are a different matter. Thx for reading."</p>
<p>Lancer</p>	<p>"Please consider exempting small privately held medical practices with less than 100 employees from this Non-Compete Clause Rule. In general it will likely be harder for small companies to grow and achieve economy of scale to compete against larger companies if their employees continually splinter off to form smaller companies. Medical student loan forgiveness is eligible through employment by 501(c)(3) health care medical practices (e.g. not-for-profit hospitals) but is not eligible through employment by private medical practices. This is disadvantageous to the private practice of medicine and may be part of the reason that today there are more hospital employed physicians than privately practicing physicians. Please consider either including medical student loan forgiveness eligibility through employment by private medical practices, or exempting small private medical practices from the Non-Compete Clause Rule so that they have a tool that enables them to grow and more fairly compete with hospital employed medical practices."</p>
<p>Patrick</p>	<p>"I worked under non-compete clauses for my entire 34 year career. I became one of the best people in a very niche market. Since I was not able to sell my services to the highest paying employer. I had to wait until some of my employers went out of business. This meant I went through many years of no increase in salary as the employer was just trying to hold onto his business. In a non-compete the employer holds all of the cards. If any employer wants to enforce a non-compete the employer should be liable for both parties legal costs and should have to pay the employee their salary plus ten percent for the length of the agreement. This would allow employers that believe it is beneficial for their business to have this type of agreement and also allow the employee a way out without a financial burden. Patrick Robb"</p>