Constituent Support for the FTC's Noncompete Rule

FEDERAL TRADE COMMISSION

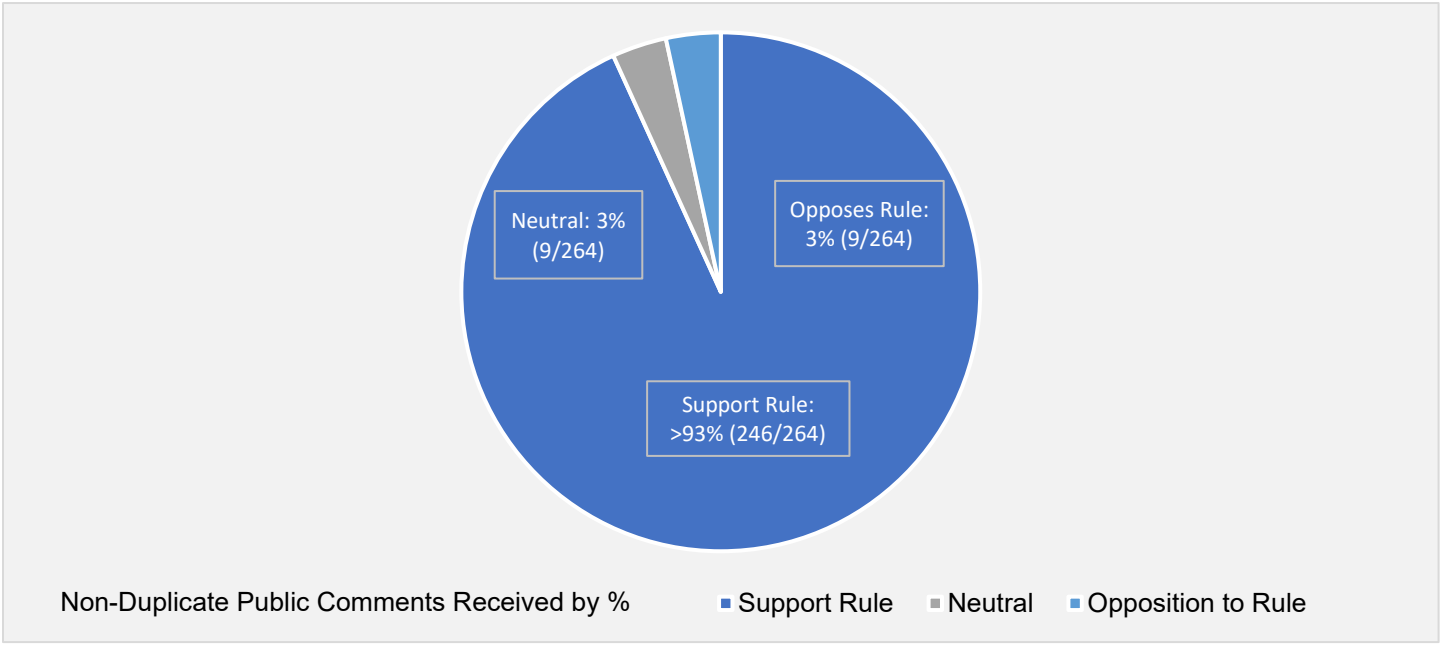
New Jersey | Statewide Impact

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 **New Jersey**:

New Jersey Covered Workers	Increase in Total Annual NJ Worker Earnings	Increase in Average Annual NJ Worker Earnings
3,307,696	**$2,301,979,408**	**$696**

Estimated Increases in Total Annual and Average Worker Earnings by State (ftc.gov)

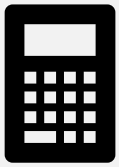
Notice of Proposed Rulemaking: 246 of 264 NJ Commenters Support



Support Across Sectors of the New Jersey Economy

*Some comments condensed due to length.

Profession	Comment
	"As a **physician**, non-compete restricts our abilities to treat patients. There's already physicians shortage, nurses shortage, and other healthcare workers. This is a free country and non-compete is anti-American freedom." ***-Emad A.***
	"As a lifelong **technology worker**, I've had to argue with employers over non-compete clauses at every stage of my career. I've never had access to any real trade secrets or propriety information. Rather, these clauses have been designed to prevent me from contracting independently or seeking other opportunities in the industry. A rule banning non-competes would, for me, represent the most pro-labor change in my 27 years as a working adult." ***-William H.***
	"Although I am an **independent contractor**, I was asked to sign an employment agreement in 2010 with a **lighting company** for whom I have been working since then. The agreement has a non-compete clause, and despite the restrictions it would put on any future job searches I might undertake, I signed it anyway because **I felt that I had no choice**. I am in favor of disallowing these agreements because of the way they prevent me and others from looking for employment elsewhere." ***-Philip M.***
	"Thank you so much for proposing this rule! I am bound by a non-compete clause in my job at an **academic publishing company**. Because our field is so specialized, it would be hard to find another job anywhere EXCEPT at a direct competitor. (I also have a significant physical disability, which further narrows my options)…I will probably have to stay where I'm at until I'm ready to leave the industry, or leave work altogether. (Since I'm only 35, I hope this day is a long way away.) This rule, if passed, will enable the happiness and financial security of many talented, experienced workers." ***-Krista T.***

	"I want to **start my own accounting firm**, once I leave current job. But due to noncompete agreement, I need to wait for 3 more years. It will be good, if government remove noncompete rule so that everyone get equal opportunity to fulfil their dreams. People will also get quality services at reasonable prices." ***-Jay K.***
	"I strongly support the ban on non-compete clauses…The **yoga studio** where I practiced and hope to teach, lost their business due to Covid. It was finally re-open by a previous teacher. Yoga studios and teachers were desperately needed. I pursued a part time teaching opportunity once a week in hopes to bring back a stronger yoga community….I invested a lot of my own money and time to become a teacher. This employer had not invested one dime in my newly found career. I resigned after 5 months. But because of the non-competition agreement, I am not able to teach Yoga within a 10-mile radius privately or at any other location….My teaching opportunities should not be stalled, nor should I be held hostage. Currently, I have 7 months remaining in my non-compete contract. By banning this rule, I will no longer be prohibited to seek employment or teach yoga in my community where good teachers are desperately needed. I see no reason for a non-compete contract when it's doing more harm than good. It harms the entire profession and the community. Why should I as a teacher or the community suffer?" ***-Evelyn A.***
	"I'm a **nurse practitioner** and currently under a contract for a 3 year non - compete. It is a very unfair practice for us nurse practitioners in states that still require collaborative agreement with a physician. It's an unfair bargaining chip and essentially makes it very difficult for us to leave a bad job." ***-Catherine B.***
	"I'm in a **Sales job** in NJ and I am bound by a non-compete/covenant not to compete clause. My employer forced this on all of its workers years ago. It was quite clear that if you did not sign the non-computer clause, you would immediately be dismissed. The company has raised their prices by multiple times since 2019, averaging 7-8% a year and 7% in 2023. They use "increased labor costs" as part of the excuse to raise prices, yet annual raises for most employees were 3% and under and us in sales get no increase in salary. My employer is using employees as an excuse to raise prices and then pocketing the increased revenue. Please make non-compete clauses a thing of the past and allow employees like me more bargaining power for better wages." ***-Scott R.***

Additional Support from New Jersey

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Affan	"Forbidding noncompete agreements will be great for the American people."
Faith	"People should not be prevented from work in a company that is competitive with their previous employer."
Purvi	"This is a great move to prevent the exploitation of employees. It will help employees from unfair trade practices. The market needs fair competition for employees. Also, the length of non-competes like 1-2 years is unreasonable as to how employees will sustain financially in that time period."
Ruchit	"Non competes are barbaric bordering on enslavement. They should not be enforceable."
Bilal	"I was working for a physician practice that was drowning in lawsuits as a physician. I had to leave that practice for ethical reasons. However I couldn't stay in my city because of my noncompete even though I promised I wouldn't take any patients with me and the other practice was open to receiving me. Instead I had to pack up and uproot my family to another state. My marriage has fallen apart and I am struggling in my location. I was basically held hostage by my old practice as a physician who was trying to do right by my patients and my morals."
Marvin	"Amazing Great work."
Matthew	"Please pass this extremely important protection for workers and to ensure that patients have access to the very best care available!"
Paul	"I fully support the ban on noncompete clauses. They are antithetical to a competitive marketplace and place undue power in the hands of employer that hold all the power to decide what is and is not in violation of the non compete clause. In part this stems from the resources and legal teams that employers wield and the typical worker does not. Employers claim that these clauses protect intellectual property but this is ridiculous at face value since intellectual property can be shared (illegally) wherever a person is employed. Further there are already laws against intellectual property theft and thus non compete clauses are not needed to protect IP. Employers (at least my employer) also suggest employee pay would go down to balance 'risk" they take without noncompetes but this is also ridiculous as competition for workers would drive wages up and increase worker bargaining power. Employers might also benefit as they will be able compete for the best employees without costly waiting periods. In my own

	profession in biotechiphanna I was forced to sign a no compete clause that is vague enough it could exclude me from working in my profession at all for 6 months if I want to stay where I live. I have a family and want to have roots. This places unfair pressure to stay at a job regardless of whether it best for my career and livelihood. My wife is a physician and faces the same issue. If she leaves the position she is just starting she will be excluded from working anywhere convenient to where we live. Not mention that the patients will lose the option to keep the same doctor if they like her. Shouldn't there be fair competition in that regard to? So the best doctors find the best workplaces and patients choose the best doctors for them who are in the best places... seems like this would improve medical care more broadly. I hope the FTC does not listen to the corporate lobbyists that are unleashing their attack dogs and boat loads of money to defend noncompetes. It would be nice if the government did something for us workers and helped level the ever growing power differential between workers and corporate employers."
Darin	"An entrepreneur cannot quit a company and invite friend- colleagues to join without violating a non- compete rule. It is up to each of us to decide what paths to take in life. Communication isn't detrimental to a company. Communicating does no harm. It should be protected by law. Doors of opportunity open and close throughout our lives. A non-compete clause allows a corporation to limit life opportunities by restricting communication."
Miguel	"I strongly support the proposed rule on non-compete clauses. Allowing people to move freely from one job to another promotes growth, creates opportunity & is just good business practice. Restricting someone’s capaiblity to move because of a non-compete has negative effects, such as driving down wages, suppressing the formation of new businesses & even restricting workers that may not even pose a 'threat' to their employer by leaving to work at the 'competitor'."
Daniel	"As an independent contractor in the healthcare industry, having a non compete exponentially restricts my income as well as forward mobility. This prevents capitalizing as a worker on wages to provide for my family."
John	"Invalidating non-compete agreements will stimulate the economy, support individuals who are laid off, and drive marketplace competition. Pm in support of this rule!"
Bradley	"Please do not water down this rule. These requirements of employment are detrimental to millions of Americans including some of my close friends. Ifs like we continue fail to understand that we all do better when more of us have the freedom to do better. Here in Hudson County, NJ there are many examples as I know there are across the land, and that's why this fully loaded rule is so important. Thank you, sincerely."
Nicholas	"I support the proposed ban on non-compete clauses. These clauses hinder the ability of workers to seek better employment opportunities and negotiate for

	higher wages, which can have a lasting impact on their careers and livelihoods. Additionally, non-compete clauses have been shown to reduce competition, hinder innovation, and limit entrepreneurship. These clauses can discourage workers from leaving their current job to start a business or join a competing company, ultimately limiting the range of products and services available to consumers. Furthermore, the use of non-compete clauses has been shown to be particularly harmful to low-wage workers, who are often unable to negotiate the terms of their employment and are more likely to be subject to abusive clauses. This can create a cycle of economic insecurity and limit the opportunities available to these workers. The proposed ban on non-compete clauses is a critical step toward creating a more equitable and competitive job market. By limiting the use of these clauses, we can empower workers to pursue better opportunities and foster a more dynamic and innovative economy."
Robert	"Gentlemen, Is with great delight that I have learned about this proposed rule on non-compete clauses (aka restrictive covenants). As a physician, I have bound by some sought of non-compete cause for the past 25 years. My employer has essentially tied my hands. If I want to change jobs but stay in the same geographic region, I cannot practice for 2 years without facing litigation and/or significant financial penalty. As a result of this non-compete clause I am a prisoner. Furthermore, my employer does not have to be as competitive or reasonable as you are their prisoner unless terminated or you retire. I am in fact paid below fair market value at this time as they know my options are limited unless I want to relocate to another county or state and try to re- establish myself. Furthermore, I must meet extraordinary metrics to receive my full compensation. An example is Summit Health. Now, Summit Health (Summit Health, WestMed, CityMD & Urology Group of NJ) has been acquired by VillageMI). The issue of the non-compete clause should have been looked at more diligently by the DOJ. As the new VillageMD (Summit I lealth + VillageMI) has a presence in even more markets, it makes it that much more difficult to relocate out of a geographic region (something that I cannot do as I have school aged children). Furthermore, the longer you have been in a job and the older you are the harder it is to move and re-establish yourself. The proposed rule, if adopted, must apply to all regardless of their employment status. For example, the rule must apply to both employees and partners/shareholders. There cannot be differentiation especially in healthcare. The days of the small single specialty group practice are gone as Commissioner Kahn's husband can attest to. Almost every physician is either an employee of a hospital system, large single specialty group or multispecialty group. Many large single specialty and multispecialty groups are owned by private equity, an insurance company (United I lcalthcare-Optum or Cigna- EverNorth) or a large entity such as CVS, Walgreens Boots Alliance or Amazon. A practice does not own its patients. Patients have every right to go to whomever they want to. If a physician leaves, some patients will follow that physician and some will stay with the practice. Therefore, non-compete clauses in medicine must be banned. It is the patient's right to make a decision on what they want to do if the physician they were seeing leaves a practice and possibly joins a competing practice. Just like it is a client of a law practice's right to make a decision regarding future business. Do they stay with the attorney or do they stay with the practice? It is incumbent among the FTC to

	pass the proposed rule on non-compete clauses without any restrictions on type of employee, i.e, employee, shareholder, partner. Restore the competition that is so needed in healthcare. Make healthcare organizations compete for employees and not take them for granted. Restore the competitiveness in the physician/physician extender job market. I am certain that you have heard similar testimony from other physicians that are bound by non-compete clauses."
David	"Why are hospitals being held to different standard then private practice doctors. This will just drive another hole in the coffin of doctors who can practice independent of hospitals and is completely unfair."
Jason	"Dear FTC, While generally not in favor of additional regulations, noncompetes need to be restricted. I have personal experience with this. In late 2015 I resigned from my role at a sporting goods apparel company to take a much more senior role at a fashion organization. My noncompete was written in such a broad way that my employer was able to use it punitively to sue me for breach. In fact the noncompete was written in such a way as to essentially say that any direct competitor or any company that the employer retrospectively decided was a competitor would be treated as such…In fact even when the employer terminated employees, they were told that they had to submit any job offers to the employer for review and the employer could at their discretion enforce the non-compete, they were not paid to sit on the sidelines until enforcement happened. This led many people at all levels of the company to lose potential positions, while they sat on the sidelines uncompensated. Companies argue that noncompetes protect their interests. That is the case, but in fact they are often used as tools of control to do exactly what they say: prevent competition. They prevent employees from competing fairly in the jobs market. Most employees cannot fight a large company in court. In my case my new employer took on the burden. If not entirely banned these documents should be highly restricted and much more protective of employees rights as they come close to turning many workers into indentured servants. I would be more than happy to testify about my experience with these predatory documents. "
Jason	"I am in favor of "Non-Compete Clause Rulemaking, Matter No. P201200.""
Charles	"I am in support for this rule. When employers put in non-compete clauses, they have no incentive to make their workplace desirable after initial hire. In this scenario, employers have the potential to abuse the clause to keep workers from working elsewhere either because it is prohibitively expensive to move, or because the industry is niche. Either way, non-complete clauses are an encroachment on a person's freedom to work for whom they want, and in this way is cause for preventable suffering. Additionally, non-compete clauses are an impediment to the labor economy. Removing these barriers not only makes labor more liquid, but it will bring more money into the hands of the working people, who make up the majority of the US. The risk of knowledge loss assumed by employers is a valid concern. However, in many cases, the cost of switching jobs already so high (time spent searching, time taken off for interviews, money spent on networking services such as linkedin), that a reasonable person would not

	want to switch jobs right after learning all necessary knowledge. They would likely want to stay so they can apply what they learned in the field. There likely is something wrong about the job if an employee should want to leave shortly after learning what they need to know. Finally, for industry secrets, there are other legal instruments employers can use to protect their intellectual property. Non-Complete clauses can be applied too broadly upon the masses not to protect IP, but as a tool for leverage against the worker, creating an already uneven playing field more skewed."
Naeem	"As a resident, soon to be a physician, I strongly believe excluding physicians from the new FTC non- compete rule will be detrimental to all parties involved, including the patients. From a capitalism point of view, America was built on free trade, labor, and entrepreneurship, and limiting the need to compete for better physicians will stifle progress and innovations that would otherwise contribute to the overall profit of the American healthcare system. Additionally by excluding non-competes to physicians, the availability and accessibility of physicians to provide top care will actually be more difficult, preventing many hospital systems from seeking flexibilities in recruiting more top physicians, exacerbating the quality of care the patient deserves. I implore you to not exclude physicians from the non-compete rule, as this will exploit and violate the very nature of the industry this country is very reliant on."
Mohammad	"I and my wife are both physicians. We know many people that work in healthcare. The persistence of hospitals and private equity groups placing non compete clauses for most healthcare workers drives down our salaries and our abilities to compete for better working conditions. Hospitals and private equity know that their workers cannot easily get up and leave and work 50 miles away. We have families and homes. They know the hospital next door won't be a competitive threat because their workers can't work there. This same line of thinking applies to so many fields of work. If we indeed believe in a free market then non compete clauses need to go. If your employer wants so badly to keep you they will offer you what you are worth."
Dipan	"Non-compete clauses, also known as restrictive covenants, are agreements that restrict a physician's ability to practice medicine in a certain geographic area or for a specific period of time after leaving a practice or group. However, non-compete clauses can be harmful to physicians in several ways. First, they can limit a physician's mobility and flexibility in their career. This can be particularly problematic for physicians who are seeking to relocate for personal or professional reasons, or who are looking to switch specialties or fields of practice. Second, non-compete clauses can restrict a physician's ability to provide the best possible care to their patients. For example, if a physician is not allowed to practice within a certain radius of their previous employer, it may be difficult for them to continue seeing and treating their established patient base. This can lead to disruptions in care and potentially harm the health of the patients. Forcing patients to see a doctor they have no relationship with is harmful and should be left up to the patient based on the principles of patient autonomy that employers must comply with. In addition, they are further

	restrictive because they include hospitals, outpatient facilities, and outpatient offices. Finally, non-compete clauses can create barriers to entry for new physicians entering a market, which can lead to reduced competition and potentially higher prices for medical services. Non- competes limit a physician's ability to practice and provide care, and may have negative consequences for patients and the overall healthcare system. They must be deemed un-enforceable. Please help."
Denise	"At a time when we have lost large numbers of physicians to retirement, burnout and COVID, non-competes only make it worse. Many don't allow physicians to even stay in state because they cover hospital systems that engulf large areas. They are bad for medicine and bad for patients"
Jorge	"These non competes were used against me when I was 5 month into my new job by my previous employer causing me to lose my job and impacting my family. It was done out of spite. Please pass this rule to make these contracts illegal!"
Dina	"Please get rid of non-compete clauses altogether. They are just another means by which employees are prevented from upward career mobility and are often ambiguous and confusing on both sides."
Waseem	"I am a physician in New Jersey - the most densely populated state in the country. Non-competes are detrimental to patient care in New Jersey because even a small geographic restriction like 15 miles tied with general restrictions in the workplace (must live within 30 minutes of the hospital for emergencies in most hospital bylaws) can force a physician and his/her office staff out of the employed workforce."
David	"Non competes are anti-free market. We're either capitalist or we're not, throw out all non-compete clauses"
Edwin	"I wholeheartedly support the FTC's proposed rule to ban non-compete clauses in all employee contracts. The noncompete clause stifles competition and helps employers take advantage of their workforce by prohibiting employees from seeking better paying jobs in the same field for a competitor. I personally have been negatively impacted by the disadvantageous noncompete clause in my employment contract. I work in sales for Stryker Orthopaedics and over the last year have been involved in trying to create a union for our sales force. We have not been able to create the union to date. In the meantime Stryker has retaliated against me for union involvement by reducing my compensation by 38%. Basically they are trying to get me to quit. However, because I have a non-compete clause in my contract, I am prohibited from joining a competitor who is willing to pay double of what I am currently getting. Stryker Orthopaedics wants it both ways which is completely unfair to the employee. I hope this rule is enacted soon. It will help level the playing field between the employer and labor. Thank you for considering my comments in your decision."

Pinakin	"I strongly support a ban on non-compete clauses. I'm my experience they are rarely used to actually protect any trade secrets or legitimate business interests of the company. Rather, they are used as a means to deter an employee from leaving a job where they are being treated unfairly. I am a physician and was previously employed at a multi specialty private practice group. After many months of back and forth the group failed to offer me partnership terms in accordance with what I had been promised when I started. When it became clear the we could not reach a compromise I was threatened with legal action (based on the non-compete clause in my employment contract) if I left the group and attempted to fmd another job in the area. Ultimately, I ended up starting my own practice and shortly thereafter my former group filed a preliminary injunction in an attempt to restrict me based off my non-compete. I prevailed in court and was able to practice without restriction; however, it required many sleepless nights on my part and hiring a good lawyer, which cost me roughly $50,000 out of pocket. Non-compete clauses used in this way should be banned as they stifle competition and can harm the public by restricting highly skilled workers that serve their respective communities."
Seema	" Please ban non compete clause for doctors. It is anti competitive and gives x too much power to hospitals and limits options for patients and gives too much power to hospitals owned by big businesses. Thx"
Ann	"I strongly recommend the FTC not allow noncompetes. It is so very unfair to workers and doesn't allow them a possibly better work situation and therefore, a better life for them and their family."
Joshua	"I agree with the proposed rule change. There are no trade secrets or insider information gained through employment to make it reasonable to restrict employment within a certain geographic distance. It puts undue hardship on employees and is an unfair practice to make it unreasonable to leave an unfavorable work environment."
Hemalatha	"I support to ban non-compete clause"
m	"non compete clauses are inhuman and derogatory"
Stephen	"Why have them when they cannot be enforced. It just creates stress for the employee if that situation occurs."
Patricia	"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."
Hemali	"There is severe national shortage of Radiologists and all physicians in the USA. A non compete makes this problem only worse."

Sejal	"Excellent proposal. I work in the medical field and when you change jobs you can't really even openly tell your patients where you are going out of fear. Patients should come first. Not to mention there are mileage and time constraints on health system non competes. So if you leave you are forced to move or commute far away, 10 or more miles. It's detrimental to patients and unfair to doctors as well. They keep you trapped and you almost never get a raise. Newer graduate residents are making more than I am even with my 5 years of experience. Absolutely BAN noncompetes"
Adam	"I support banning non-compete agreements entirely and wholeheartedly support this proposal."
Chris	"I strongly support the FTCs proposal to ban non-compete clauses - as we've seen in years past when oligopolies can come together and work to stifle freedom of choice for workers, they are ale to suppress our wages and rest on their laurels to profit their shareholders and cost to American innovation. This proposal will make stronger by making our workers stronger and letting workers compete in the industry, up-leveling their skills along the way, is how we will innovate in all sectors of our economy and make America stronger."
ramadevi	"even its included for part time jobs that restrict the employee right to earn"
Brian	"This is a terrific suggestion. Currently under a non-compete myself trying to find a new opportunity, and being limited in a difficult job market is extremely frustrating. The non-solicitation should be considered as well as a wage driving tactic."
Curt	"Dear FTC, I am writing to express my support for ending non-compete agreements. Non-compete agreements are often used to restrict the mobility of workers and limit their ability to find better job opportunities. This can have a negative impact on the economy, as it reduces the number of available jobs and limits the ability of workers to find better wages and working conditions. Non-compete agreements also limit the ability of businesses to innovate and compete in the marketplace. By preventing workers from taking their skills and knowledge to other companies, businesses are unable to benefit from the new ideas and perspectives that come with a more diverse workforce. Finally, non-compete agreements can be used to unfairly limit the rights of workers. By preventing workers from leaving their current job, employers can use non-compete agreements to keep workers in positions of low pay and poor working conditions. For these reasons, 1 believe that non-compete agreements should be eliminated. Doing so would create a more competitive and innovative economy, while also protecting the rights of workers. In my current situation, I brought my clients whom I've known and worked with for years to my previous company, clients which my previous employer never had. After multiple quality issues and damaging my reputation with my clients I decided to leave that company and join a new company that can better service my clients. However, my previous employer now states these clients are theirs and lain violating my non-solicit agreement by continuing the 10 + year relationship I have worked hard for

	servicing my clients. This is completely unfair and unjust. If my previous employer would have introduced me to these clients or had a previous relationship I would understand, but this is not the case. My clients no longer wish to use my previous company as a supplier, and they want to continue to work with me, but the lethal threats from my previous employer make all of this very uncomfortable. No one wins here now. Sincerely, CC"
Matthew	"While working as a part-time tutor, I was made to sign a non-compete agreement that was very unfair. The agreement prevented me from working in towns near the tutoring center. The agreement included many towns that were quite far away from the center, and even included towns from which the center never had any students from. This is very unfair to people trying to make money, especially during trying times. The center was in Parsippany, NJ, but included towns, such as Denville, NJ and Fairfield, NJ, which were way out of the scope of the tutoring center's student base. I was present when the owner was discussing this with a tutor who was also a lawyer (I was able to hear them through thin walls.). He insisted that this agreement was way out of scope but she went ahead with it anyway. I doubt that this agreement would have held up in court. That said, it is a usual intimidation tactic that employers can use. Additionally, the owner tried to keep me on as essentially an unutilized employee solely to keep the non-compete current. This is another intimidation and unethical use of non-compete agreements, especially tin part-time or contract employees."
Victor	"Non-compete clauses make it harder to move on from a job that underpays or mistreats you, by allowing your former employer to sue you if you go to work for another company in the same industry. The FTC estimates that banning non-compete contracts would open new job opportunities for 30 million Americans and raise wages by $300 billion per year.["
L.	"I am a full-time employee that is the main earner for family and I am the one that carries health insurance to cover my two young children, as my husband is self-employed. I work for a company that is the selected contractor for a University. Recently the University ended the contract prematurely and is terminating the contract with my company putting 400+ people out of work. I have been gainfully employed for 9+ years by my company and have received many accolades and 'above target" annual performance reviews consistently yet I am going to be laid off as a result of the contract being lost, regardless of the exemplary work I have put forth. I was offered to retain my same position, by the newly selected competitor company, at a higher salary, however my existing non-compete is barring me from legally accepting this position. My non-compete restricts me for 12 months from accepting a similar position in my field of expertise, which is what my extensive experience positions me in to succeed in, and will restrict my ability to retain employment and earn a paycheck to pay my mortgage, provide for my children and have health insurance for my children. Please pass the ruling to ban pre-existing non- competes and abolish new non-competes."

GARI	"Hopefully this becomes law. I am currently a physician and restricted from working for another practice for a period of time and must be so many miles away from current location. It does prevent me from accepting employment that may become more suitable."
Peter	"FTC's job is to make sure corporations do not take advantage of the public. As such, 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!"
Stephen	"Hello, FTC Commissioners and Staff: I have been practicing commercial law for over 40 years and when representing employees, I've consistently tried to have the non-compete clauses removed; rarely, I have been successful leading to the question why my clients would want to accept an Employment Agreement with such severe constraints. The answer is simple . . they wanted the job that was offered and could not find another job that met all their criteria. More recently, my son-in-law, a highly skilled surgeon, has been considering leaving what can only be described as the "corporate practice of medicine that monetizes a person's state of health" where he works. He wants to open an office nearby his home, but is prevented from doing so for two years following his departure unless he renders such services outside a 10-mile radius of his employer's principal practice location. Quite apart from being overly aggressive, it is clear that the restriction has an immediate financial impact given that he has been offered a position that would be substantially more beneficial fur him and his growing family of 3. Having said the that, I might be persuaded that a prohibition like a non-compete might be proper for a person who, for example, is an R&D employee at a high-tech company for 10 years and invented a cure for alzhiemers disease. However, even in that scenario, it would be highly likely that the company for which such inventor worked took a patent on the cure and would be, ipso facto, protected going forward if the inventor moved to another company. To close, people from across the world, from the time my father's family departed Italy in 1905 to "find freedom in America", have come to this special Country where they knew they could enjoy freedoms of all kinds. I respectfully urge the Commission to adopt the proposed Rule that prohibits non-compete clauses that have no place in this Country that allows just about anyone to start any legally permitted business, but that guaranties no success. Thank you. Stephen M. Aspero, Esq."
Diane	"Physicians are overworked and taken advantage of by many hospital system employers . This nde gives these hospital systems even more power, by taking away the physician employees ability to earn a living. They either have to tolerate whatever employer working conditions are imposed, or they must uproot their family and move to a new area. It is unfair to physicians, who already face huge debt from school, and who only want the right to work if they leave a poor working environment ."
Savneek	"Noncompete should be abolished for doctors and healthcare providers as it is a serious public health issue. Hospitals, ignoring peoples health and choices can

	kick doctors out. Abolishing the noncompete will prevent the monetization of hospitals and will benefit public."
Rajeev	"As a doctor bound by noncompete i feel this will help patient care. My job immobility forces one to choose between the best continuity of care for my patients and continued job/salary dissatisfaction with my current employer. Please ban non competes."
Michael	"Simply, non-competes have no place in our current work environment. Non-competes interfere with normal collective bargaining Special instances can be made for those who hold trade secrets or other IP knowledge, but the vast majority of people who are currently affected by the laws, and must abide with their strict non-competes, hold no such delicate information. These workers should be exempt from the current non-compete laws. I am writing today for my friend who is a family physician who is living through a non-competes contract and the only people who are suffering are the patients that were under their care. In this case the non-compete laws have not only impeded my friend and her new practice, but also affected her patients, who are now forced to find a new doctor because my friend can no longer treat them. It does not take a lot to see how unfair these laws are, and I support any laws that will curb or end these unnecessary non-compete laws."
David	"As a physician, non compete clauses hamper my ability to practice and treat patients with whom I have developed a long term, trusting relationship. As healthcare changes, private practice has become a rare setting due to a multitude of factors. Physicians are now employees of large healthcare organizations or private equity groups. Often, both of these entities will prioritize profits over care and physicians feel the need to change environments in order to practice quality care. The non compete clause cause physicians to abandon their patients and move miles away in order to continue to practice. This is unfair to the physician, and even worse for those patients left to fmd another physician or get assigned to another physician not of their choosing. Non compete clauses are solely utilized to indenture employees to large business entities, which in the case of healthcare is a detriment to both patients and the physicians who care for them. I trust the FTC will abolish this antiquated and unfair practice for all workers in this country. David Bandola, MD"
Eric	"I am in favor of forbidding noncompete agreements."
Eric	"I was fired unjustly 11/2021 for declining the Covid vaccine. My medical and religious exemptions were both denied. In addition to this, I was required by my former employer contract to abide by the two-year 10 mile restrictive covenant. This greatly hindered my ability to find employment, and I was out of work thr approximately three months. I could only find part-time work for a fraction of my former salary. Had I not had the noncompete clause, I could have found a full-time job almost immediately. please remove this unfair restriction on physicians, employment, and allow us to freedom to go and work where we please. Thank you so much."

Bindu	"Done. "Non-Compete Clause Rulemaking, Matter No. P201200" - i's a very important ruling and I whole heartedly support the notion that this should not be there on any of the contracts"
Anthony Tsang	"This sounds and feels like a terrible idea for the everyday worker. Employers should not be given "cover" when they are abusing the workers. This includes unqualified firing and any other related abuse."
rona	"As a healthcare provider, it's absolutely insane that a company can dictate where you work and bind you to them. In this country, we have freedom, freedom to work wherever you want to without threat of monetary persecution. We were the health care heroes during covid but now you want to exempt us from protections other people can get? Have we not sacrificed enough?"
Patricia	"It would be fair to include healthcare franchisees in this proposed rule change- eliminating the non-compete. A healthcare franchise really gets very little beyond setup guidance from a Franchisor. It's a human capital business and local employees& local management are the core components in an operation — no 'secret sauce." Franchisors develop their structures as if there is something special - there is not. It's the quality and integrity of the owner and their management in business operations. When disagreements arise, or hoped for cash out by Franchisor and squeezing franchisees into compliance with increasingly onerous fees / franchisees are trapped inside a non-compete."
Maureen	"Non-compete clauses should be banned. They significantly impair employees' ability to advance within their careers, secure a better financial future for their families, and work within the communities they live in. By severely limiting an employee's ability to change jobs, restrictive covenants let employers turn their employees into de facto indentured servants. This practice is simply unethical. While corporations try to justify this practice, the truth is that they use non-compete clauses to suppress competition, restrict their workers' negotiating powers, and three employees to agree to onerous employment terms or stay at a place with awful working conditions because it is so hard for them to get a job anywhere else without uprooting their families or completely switching careers. This applies to all fields of employment - retail, construction, hospitality, technology, finance, government, education, manufacturing, social services, medicine, art, and everything in between. There should be no exclusions or carve outs from this ban. Every single US citizen - regardless of their chosen career - should be allowed to seek better fortunes without being subject to a forced period of unemployment when they try to do so. The US government owes its constituents at least that much."
Ruby	"I support this!!"
christopher	"Non competes make life unnecessarily difficult for people"
Mark	"I'm very supportive of this rule. I've been in the healthcare/pharmacy industry for 16 years and it's very hard to find something within the industry that doesn't hit

	against my non-compete. Even consulting work isn't allowed. I live in an area outside of NYC and my parent company is in the mid-west (after buy-out of local company), and I could earn substantially more from a different company by finding something more local. Like most people who have success leaving the company, they have to find a lower paying job for a year that is not relevant to their work just to be able to get out of non-compete clauses. And they wind up back in the same industry anyways. I hope this goes through."
Renee	"Get rid of non-competes"
Jennifer	"I strongly support the ban on non-compete clauses for any profession. I've been a practicing veterinarian for 13 years and have had to move states three times in order to be able to practice veterinary medicine. I am a veterinary specialist that only performs anesthesia/sedation of animals. Most veterinary non-competes are broad based and when I consulted legal representation I was advised that I could not practice any type of veterinary medicine in the area of my non-compete. This meant I either had to commute an hour to an area I could practice or move from the area. Even to provide care to low- income areas like vaccination clinics, I had to go outside of my non-compete area to provide this service. The logistics of living with a non-compete can be crippling for some individuals especially if they are limited to a geographic area or have families. Not many individuals can afford to uproot their lives and families to a new geographic area and subsequent costs associated with it. Since doctors are unable to leave practices or start new practices, the variety of care is limited to the area and costs are dictated by a few large hospitals in the area. This is debilitating to many members of the veterinary profession and is contributer to the high suicide rate and mental illness in the industry."
Zygmond	"Urge FTC to ban noncompete clauses in employee contracts for any wage workers, any workers earning less than a million per year. This is an Unamerican practice that must stop asap."
Sally Jane	"Noncompete agreements have been seriously overused without public awareness, and I appreciate the FTC's interest in ending this practice for most, if not all, workers. A narrow exception may be made for executives getting great severance packages or "golden parachutes", but for almost anyone below the "C- suite" level at most, it is an attack on people's freedom to improve their situation, to explore new directions, to share the full extent of their skills and knowledge with whomever they choose. Trade secrets are still trade secrets; but a person's own abilities must be useable in any manner one chooses after departing previous employment. Any diminution of that ability must come with a hefty negotiated price tag to which an employee may not mast agree. End of employment is just that; end of employment. It implies that employee and employer go their separate ways, with neither having further claim on the other."
Sally Jane	"Noncompete clauses may have been reasonable in a very narrow set of circumstances decades ago, but they have become real restraint on people being able to change jobs, improve their work situation, and build their career.

	There is no legitimate reason for most entry-, low-, and middle-level employees to be restricted with a noncompete clause. I strongly support the proposed FTC rule."
Charles	"Do not let the AHA fool you into thinking that non compete clauses are vital to healthcare. As hospital systems consolidate and start their own medical schools as a way of indoctrinating and deepening the pool of physicians they can hire, the abuse physicians and patients take from these institutions will only get worse. Non Compete clauses are vital to keep hospital costs down, period (meanwhile administrative costs spiral out of control). There is NO benefit for physicians, employees, OR THE PUBLIC. Indentured servitude or a "take it or leave it" scenario only stands to benefit the hospital bottom line."
Neelam	"I support getting rid of noncompete for physicians. No other field limits their top talent in this way. It makes working for a hospital a nonstarter for many in my field"
Matthew	"I've often been forced to sign a Non Compete when starting a new tech sales job. Besides pricing, which has been largely commoditized, I never had access to any code or trade secrets and no one ever took them too seriously. The company, based in Barcelona was not paying me my commissions and so when another company with a competing product recruited me I left for the other company. As the 4th or 5th person to leave the company to go to the other I suppose they wanted to send a message and make an example of me. Even though the 2 companies did not really directly compete they sued me in SDNY for breaking my non compete. My lawyers proved that i never shared any secrets and that the companies only competed on one product, not as direct competitors. However, I was restricted from calling any colleagues whom I had contacted in the past so I was let go from the new job as I was unable to perform to the best of my ability. My lawyers refused to go to trial as I could not afford the cost of preparation. I reluctantly signed a settlement where both sides admitted no wrong. But I lost my job, am still out of work and I lost my life savings of over $150,000K in legal fees. Their overbroad, unenforceable Non Compete ruined my life."
Jared	"In today's work environment, when it's often very important to have prior experience in your industry of business and field of study, a non-compete agreement does not allow an employee the proper ability to negotiate their current employment and reduces their ability to seek employment elsewhere tbr any multitude of reasons. Some employers take this to further extremes by designating absurd business territories in which an employee cannot operate after leaving, even if these territories are not completely accurate."
kelly	"Dear FTC. I am a practicing physicians with 12 years of post high school education, $485,000 in student debt from medical school alone. It is standard to sign a non compete clause for every physician in any special team currently. I signed a contract right out of residency and the job was not what was portrayed to me. I am the sole provider of my family and in order for me to continue to

	provide for them My choices were as follows: 1) stay in the horrible job where I was burnt out after the first 3 months 2) quit the private practice and uproot my family and have to move completely out of state away from all my family with my newborn child or 3) change my practice, IE limit my scope of practice, which would require a long commute on top of the already long hours. I chose the ladder and currently drive an hour and a half each way before and after my 24-hour shift. These clauses do not protect the employer and only make it impossible for the employee to can meet a quality of life for them and their families. I became a doctor so that I can take care of others and serve other people and serve my community. I knew that I would be sacrificing many years of time with my family during my education, gaining debt, and going even further into debt while my cohorts are making money and moving up there ladders and their appropriate professions. I did not realize that I would be forced to make a decision between being able to provide for my family or stay in a job that was just so sucking. I have another year left of my non-compete before I can practice close to my home and not continue to put myself in haim's way from having to drive an hour and a half after being awake for 24 hours taking care of other people."
kimberly	"I am strongly in favor of abolishing the non compete as I am stuck in a position where I have grown beyond the practice and am subjected to a less than favorable working environment"
Hiren	"To allow physicians to practice privately or at different locations. Not be controlled by corporations. Many physicians cannot practice within a certain distance (usually 10 miles)of employment for up to 2 years after leaving) . "Non-Compete Clause Rulemaking, Matter No. P201200""
Blerina	"As a physician, a mom of 3 little kids, and a recent graduate, I absolutely think that physicians should be included in this regulation. I moved my family for my current job almost 3 years ago. We bought a house, my husband found a job and kids started school. Now I need to renegotiate my contract (signed for 3 years initially) and my options are essentially to accept what the system I work for gives me or move out of the state. I work for a large system…and they have many offices, hospitals and centers all over the state. Their non compete clause says 2 years and 10 miles of my job but doesn't specify which site, which essentially requires me to move out of state (and excludes NY as well since it's just over the bridge). I tried to address this when I first signed, to no avail. If I decide to move, I'd have to sell the house, my husband would have to find a new job and the kids new schools. This is not easy/feasible and they know it which puts me at a disadvantage. After all the years of sacrifice, debt, and long hours I continue to work, I don't think it's fair. Pm only trying to provide for my family"
John	"I just want to add my fervent support for getting rid of non-compete clauses and am in full support of the federal government finally taking action against soul-crushing, environmentally devastating, economically depressing businesses and corporations. We must inscribe directives, rules, and laws like this into the constitution and have the US House and Senate endorse and pass hills that

	enshrine these types of worker protections into federal law, and this be done at the local, county, and state level, as well. I am happy about recent actions taken by the NLRB, but more must be done to put union busters in jail and prison, from CEO's and other executives to supervisors and managers. And the same aforementioned legal avenues must be applied to forever enshrine worker's rights and protections into our constitution and laws at every level of government. Enough is Enough. We also need a 30 dollar an hour minimum wage and a Green New Deal to slow and reduce the advance of the climate crisis, before it is too late. We're done hearing excuses, and if action isn't taken at the federal level (and not some IRA nonsense that actually increases GIIG's or breaks even and lies about reducing Greenhouse Gases by 40% and expands oil and gas excavation on public lands and pushes EV's which harm the environment instead of clean, efficient, free mass transit), serious considerations by the masses must be contemplated and enacted, which is not the preferred avenue. We demand peace and justice. Environmental justice - which included housing, rent control, racial justice, investment in communities, Medicare For All, Union Jobs and Expansion, and worker's protections, etc. Thank you"
Robyn	"I am writing to support a law that noncompete clauses become illegal. Noncompete clauses have caused undue hardship in my life and the lives of my colleagues. If we leave a job, we often have to move our families or we are forced to drive far commutes. In my current position, I would have to change careers entirely. Please move forward with banning noncompete clauses. Thank you."
Christina	"I support getting rid on non compete clauses. Non compete clauses trap physicians in terrible jobs. Non competes undermine under served communities by forcing doctors to move."
Tony	"Noncompete clauses are examples of the way in which large employers use their enonnous oligopoly- market power to disadvantage and underpay workers across the board. Such clauses are grossly unfair and must be eliminated for good. Furthermore, in order for workers as a vital class in our economy to have anything approaching comparable power with large employers, ALL WORKERS SHOULD AUTOMATICALLY BE IN A PROTECTED LABOR UNION."
Kimberly	"I am strongly in favor of abolishing the non compete as I am stuck in a position where I have grown beyond the practice and am subjected to a less than favorable working environment"
Hiren	"To allow physicians to practice privately or at different locations. Not be controlled by corporations. Many physicians cannot practice within a certain distance (usually 10 miles) of employment for up to 2 years after leaving."
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Robyn	"Please put this to a vote already and stop delaying. Noncompetes reduce competition in our country and impose unfair restrictions on employees, often resulting in hardship or having to move our families. Please ban noncompetes immediately. Please contact me if you would like to read.my 8 page extensive, overreaching and purposely vague noncompete contract, in which I faced losing my.job and therefore my house if I do not continually sign it every 3 years. If i leave my job I would have to move my family and kids out of NJ and away from their grandparents in order to get a job. Thank you."
Zach	"Dear FTC, Thanks for letting citizens engage in dialogue with you. This started out as an agreement statement, but morphed into a plea to bring back

	Federalism. I agree with banning Non-Complete agreements. Corporate power is basically unchecked and this gives more power back to the people. We should have more freedom to change jobs. Please also prepare your jurisdiction arguments, as the partisan Supreme Court will seek to invade your regulatory space. We know the court is partisan and influenced by Dark Money. Sheldon Whitehouse has made that clear. Also consider writing rules to prevent an increase in price more than 10% per year on house hold goods and medications, as well as rules address corporate price gouging in all sectors. Corporate profits must be presented along side unemployment numbers so the public can more effectively measure how the economy is doing. Look, we know that corporate consolidation has allowed the 5 corporations in each Sector to refuse to lower prices even though the supply chain isn't as bad. Do whatever it takes. Reevaluating right to work laws. Finally, I would encourage you to ban corporate donations to politicians or any political party. It is an unfair business practice to buy political influence because small businesses and normal people can't match that power. The Republican Party of Kentucky just got money from Pfizer for a new building; this means Pfizer’s interests are put before the public. It is arguably deceptive and fraudulent that politicians are more beholden to corporations than their own constituents. With unlimited corporate money, we the people are defrauded (i.e cheated) of our own representation. Hence, such regulation of these business practices falls under your jurisdiction. Between existing consumer protection laws and the 14th Amendment equal protection clause, you have the power to save us. The stakes are dire. The Supreme Court is poised to make it very easy to sue strikers, and they are over stepping their jurisdiction to hurt the public. Use your jurisdiction to protect us."
Michael	"Companies are taking advantage of physicians and sting anthng them to staying with only one medical institutions. Non compete clause are contributing to physician shortages and inability to negotiate contracts. This new proposal to ban non compete clause will be a blessing for both patients and physicians. We need to remove corporate interest from healthcare and focus more on the patients."
Wesam	"I fully support the ban on the non-competes as it hanns the employee greatly and allows employers to mistreat their employees knowing that they don't have many options with regards to a new employer since the non-compete hangs over their head. The non-compete also does not allow employees to help other companies grow if they cannot switch over and also harm the employee by not giving them exposure to other work environments if they are stuck at the same employer due to non-compete. The sooner that non-competes are banned and become illegal the economy will grow and employers will be forced to hire and recruit more."
Marina	"Approving this and getting rid of non compete clauses would be a huge win for patient choice and health care quality. It would also start to address the burn out of physicians in the field that is driving many to leave medicine."

James	"I believe this is a long overdue discussion that needs to be voted into law as it is against everything that is American. As long as companies have protections for client lists and confidential information I feel former employees should be allowed to work wherever they have an opportunity to. I personally have been denied opportunities due to very restrictive non competitive agreements that I was forced to sign just to keep my current job. So I was never given a fair choice these practices are exactly why I started my own businesses and never forced people to stay! I believe good leaders attract good people and you should force people to work with you by limiting potential opportunities for your employees."
Suma	"If it's not fair for other skilled professionals, It will never be fair to physicians as well."
Chetan	""Non-Compete Clause Rulemaking, Matter No. P201200" I am a physician, who has had to deal with serious effects of restrictive covenants. One restrictive covenants, had a limit of 60 miles, forcing me to find a job 70 miles away. Another one prohibited me from practicing in the entire county forcing me to relocate. Nationwide the large Hospitals (both for profit and non profit) use restrictive covenants to seriously prevent and kill any competition. The result is that they are able to create a virtual monopoly. 1. This limits the quality and options of care for patients (who are often disabled and poor). They cannot travel long distances to see the doctor who has been taking care of them or to see someone who is not employed by the hospital. 2. It drives up health care costs as it kills any potential competition. 3. It give so much control to hospitals (both for profit and not for profit entities), that they can force their employees to engage in practices that they employee may not be comfortable with. 4. It drives down wages on one hand. This Simultaneously create a shortage for the patients. 5. The personal toll on Physician and their families is tremendous as they have to relocate if they leave the job. I had to move 5 times."
Adam	"The ban on non-compete clauses needs to be supported. These practices ruin wages, innovation, and harm working people. This policy will make it easier for workers to earn what they're worth. I support the ban!"
J	"get rid of non-compete"
Jessica	"No compete contracts should be illegal. Workers have a right to work where they want to uncontrolled by past employers."
Leslie	"I strongly support the FTC proposed rule banning non-compete clauses. The well-being and needs of patients should be paramount in this issue, as well as the freedom of medical professionals to serve them without being locked-in by unjustly restrictive clauses of institutions whose priorities, policies and conduct are subject to change. Best outcome and access to care for patients is not served by putting the general interests of hospitals and other facilities before patients and the medical professionals who care for them. Contracts that prohibit medical professionals from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to

	patients. For example, non-competes result in patients losing access to the physicians who know them best, deter physicians from speaking out about patient safety concerns, and increase the cost of medical care by thwarting competition. Healthy competition between corporate entities and local physicians should increase the quality of care by all parties, whereas non-competes stifle this additional motivation to provide quality, patient-centered care. In summary, non-compete clauses are harmful for patients and medical professionals alike and give corporate entities unwarranted control over those whom they purportedly exist to serve. I urge the FTC to adopt the proposal to ban them."
Ernie	"Sounds like many thousands would benefit from this."
Rahul	"Non-compete clauses are bad for patients' mental health. To have to choose to take a job and have an income but then uproot oneself if it does not work for an employer is destabilizing to say the least."
Deepak	"A fantastic rule that will force professional employers (physicians, lawyers) from taking advantage of new graduates with significant debt and young families."
Lisa	"I agree that non-competes and or restrictive covenants should be eliminated' Furthermore, any current non-compete and or a restrictive covenants should be made null and void. I accepted a job 5 1/2 years ago. In my second week of employment, I was told to sign a non-compete and a restrictive covenant. When I complained that this was not explained to me when hired, I was told I don't have a choice. My new boss said, "if you don't sign it, you will no longer have this job". Over the last 5 years, there have been many lost opportunities due to this restriction. We should all be entitled to the freedom of working, growing and moving up in our careers. The only ones who benefit are the already wealthy business owners who enforce this. Please get rid of this and restore our American rights of life, liberty and the pursuit of happiness."
Naomi	"I'm an anesthesiologist. As such no patient is coming to see one specifically, therefore by definition the only thing im preventing competition of is my physical self. My contract says that for 2 years after they stop paying me they can still control me and where i can work. How is that legal? As physicians increasingly become employees oflarge groups these clauses trap us. Leaving a job would necessitate uprooting my family and possibly leaving the state. Can you imagine someone working in finance (where clients follow their representatives and people learn trade secrets) being given these restrictions?"
Suliman	"I strongly supports the ban on non compete. I am a veterinarian who worked for a big corporation and I had a 50 miles non compete for 2 years. I live in New Jersey with my family and young children and I had commute to Delaware and Pennsylvania for 2 years to be able to change Jobs. At least in my experience, the non compete is used to force professionals to stagnate in jobs they hate and suppress their growth."

Kate	"Massage Therapy (MT) employers often require employees to sign non-compete agreements (NCAs). The very existence of these agreements prevented me and a colleague I worked with from seeking employment freely, whether in order to get better pay or other terms and conditions of employment--even though I had not been asked to sign an (NCA) with my employer, and even though in the state I worked in as an MT, Virginia, these agreements were largely construed in favor of the worker, and struck down entirely as invalid by the courts, even if only one part of the NCA is deemed too broad or restrictive. My first spa job was at a private spa. I had already taken 600 hours of vocational training, passed a national licensing exam and criminal background check, all at my own expense, and had given a practical massage demo that my employer determined was good enough to work at the spa. The spa hired me without requiring me to sign an NCA, even though they said they usually required employees sign an NCA, a paperwork oversight, apparently. Years later, a coworker who had not signed an NCA either, and who had worked at the spa for Ift years, was having disagreements with the new manager, went to work at another spa in the area. The employer said they would sue her for "stealing clients" and for violating the NCA, and she had to hire a lawyer in order to get another job! The spa claimed she had signed an NCA, yet couldn't produce a copy (because the employee says she never signed one!), and that she would be "stealing" the spa's clients. Her lawyer, hired at thousands of dollars of expense, said that not only didn't they have an NCA, even if they did "it's a free country" and she is allowed to change jobs without penalty, and, importantly in the context of personal care services such as Massage, clients can choose a personal care provider and the clients are allowed to go to another place of business to follow the personal care provider of their choosing. Yet, instead of providing better pay or terms and conditions of employment to get an employee to stay, and thus keep those clients with the provider they prefer, the employer attempts to legally strong-arm the employee into staying. This threat had a chilling effect on this employee and to me and others at the job who began to fear repercussions for wanting to change jobs. And many of us increasingly wanted to change jobs. Our effective compensation declined during the course of our employment. At no point was our pay (commission per hour worked) increased, and instead it dropped. First, they started taking points off the commission to pay credit card fees. Even though they took fees from our pay for every hour worked, regardless of whether all of our clients paid in cash. Then they started requiring us to participate in quarterly marketing events when we were required to work without additional compensation (wage and hour laws only require payment of minimum wage each week, not payment for all hours worked, and payment of overtime over 40 hours, and that threshold was not met, as our regular workweek was only 32 hours.) Then they started giving discounts, including the then-ubiquitous Groupon marketing scourge on employees everywhere, and they reduced our compensation by 40 percent for the dozens of clients presenting Groupon coupons at a loss of thousands of dollars. Other things reduced our compensation. They eliminated the employer match for the 401 (k). All of these cuts despite the fact that each employee was gaining thousands of hours of experience in the field. After my former coworker had to hire a lawyer to leave, I decided it was time to move on and look for another job.

	I knew I hadn't signed an NCA, and I wouldn't "steal" clients, ethically. I applied for and interviewed with two other local employers who interviewed me, and for whom I gave successful demo massages, according to the feedback. Yet, in the end, the hiring decision was bumped up to the spa owners at each spa and they both told me they couldn't hire me because of the NCA. I told them I didn't have one, and they said they wouldn't hire me because if they did, then my employer could then sue them. The prevalence of NCAs in the personal care field is designed to prevent employees from having a solid case to negotiate better wages and terms and conditions of employment, or to search for those things elsewhere, and chills the employees from leaving to start their own businesses. This is true, even though the employees are hired with all of the requirements to legally work in the field, and they are not given any proprietary training or information by the employer. (Spas will of course direct employees on the way to set up a room, or the order of a massage service, or specific scripts to greet clients with, but the heart of the work--skills, training, professional responsibility, and just doing it--all of it comes from the employee and their own pockets."
Wendy	"I support the move to prohibit non-compete clauses. They are destructive of workers' rights and freedom."
J	"Please Ban Non Compete clauses. It is Unlawful and is forcing me to stay in a job I don't want to be in."
James	"As a Physician, I am writing in strong support of the FTC's proposal to abolish non-compete clauses in all employment contracts (including those between high-wage employees who may also be nominal shareholders of privately or publicly-held for-profit entities). Unfortunately, non-compete clauses are ubiquitous in our employment. Not only are they anti-competitive and hinder our economic liberty, but they also serve to perpetuate inequalities in healthcare. It is not uncommon for a Physician to decide they would prefer to work for a non-profit entity (e.g., hospital system) or governmental entity (V.A.) instead of a for-profit entity after spending many disillusioned years working for the latter. Non-compete clauses often prevent such career changes among Physicians, and in the process deprive traditionally medically underserved communities the benefit of receiving high-quality healthcare from experienced Physicians in the latter years of their careers. The implied and often written threat of costly litigation directed towards Physicians who wish to pursue other career opportunities while continuing to provide care for patients, as well as language in our contracts that unequivocally and aggressively state that Physicians will be responsible for the legal costs incurred by our employers in entering non-complete clauses against us, represents an attempt to intimidate us while perpetuating existing hierarchies. This abuse must stop."
Benjamin	"I am a veterinarian and an co-owner of a large specialty hospital in NJ. I previously worked for BluePearl Veterinary Partners, now owned by Mars. When I signed soon after completing my residency program I was presented with a contract that detailed a 50mile non-compete radius. Being a young and naive veterinarian, looking to get a job in my desired living location of NY city/northern

	NJ, I signed the contract. After working for BluePearl for 13years and being subject to multiple manage mishaps, I decided to leave BluePearl. Due to my noncompete I had to take a job in southern NJ so that I did not break my noncompete. This caused me much stress and lost time with my family as I had to drive 90-120min each way to work in a specialty center in southern NJ (I live in northern NJ). The insane noncompete radius was unacceptable but I did not have the time or the financial resources to fight it and this is what companies like BluePearl bank on, is that the signees will not have the wherewithal to light these crazy noncompetes. Unfortunately BluePearl is just one of many veterinary companies that have non-competes, ranging from 10-50 miles. I sat out the two years of the noncompete and worked in southern NJ and now that I am free of the restrictions, I have opened my own veterinary emergency and specialty hospital in northern NJ. We DO NOT have noncompetes for our employees as my partners and I feel very strongly that is an employee of our feels that it is time to leave, then we want them to work where ever is convenient for them, not forcing them to travel insane distances away from their family. We are not afraid of ex-employees taking "secrets" or divulging our business plan to others. I am in strong support of the Federal Trade Commission striking out non-competes, especially in the veterinary industry, or at least ensuring that non- competes are limited to a less than 10 mile radius."
Marilyn	"I support the FTC proposed rule banning non-compete clauses. Hospitals and other facilities Americans depend on for care abuse non-compete clauses to the detriment of patients and the medical professionals who care for them. Contracts that prohibit medical professionals from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to patients. For example, non-competes result in patients losing access to the physicians who know them best, deter physicians from speaking out about patient safety concerns, and increase the cost of medical care by thwarting competition. The bottom line is that non-compete clauses are bad medicine. I urge the FTC to adopt the proposal to ban them."
Amber	"I fully support the ban on non-competes. Having experienced great financial loss due to having signed one under pretenses that they would "never" actually act on one. After 10 years of being with a company recruiting physical therapists, and after learning I was being paid 40% below market, I left for a better opportunity. I gave the company 5 weeks notice to ensure a smooth transition. All that goodwill did was allow them time to file an injunction to prevent me from starting with the new job. With threats of having to pay their alleged "$50k" in legal fees, while being out of work now, I was forced to settle and agree to not work in my industry for a year. The end result was lost income from being out of work, $15k in lawyer fees to simply defend myself, and over $200k in which I was working so grossly underpaid for years at the company before resigning. They use their Noncompetes as a retention tool to scare employees into never leaving or to leave their profession in which they will need to begin a new one where they will not have the same marketable salary. Only a select few, including myself, had the courage to leave. They are the exact reason why this ban should exist. There are so many other healthcare workers trapped at this organization

	because Fox takes every opportunity to use people like me as an example "see what we did to her, we won and the same will happen to you". Noncompetes make sense when an organization truly has trade secrets. Fox would not fall in this bucket. The reality is that the model they deploy is simply outpatient in the home. There is nothing proprietary or special that gives them a competitor edge, other than how they misuse their restrictive covenants. However, no one goes through with litigation because no average worker can afford to fight Goliath. I will never get back the lost income or trauma I endured in a year long battle of them. Please support this ban."
Michael	"My wife and I are physicians and want to support a ban, at least in the field of medicine, of non-compete contracts. It is truly unfair that a medical practice can require in an employment contract a distance (in miles) and/or time duration whereby a physician cannot join another practice, work for a hospital or start their own practice. Many situations may arise during a medical employment contract where a physician morally, ethically and/or financially cannot continue to work in their current setting but is restricted in leaving unless another position is many miles away. I would consider this to be indentured servitude, and is unreasonable and unfair. It is also not in the interest of the patient population nor patients who have been in treatment with a physician for many years and have a mutually beneficial relationship.”
Wendy	"I support the move to prohibit non-compete clauses. They are destructive of workers' rights and freedom."
Marilyn	"I support the FTC proposed rule banning non-compete clauses. Hospitals and other facilities Americans depend on for care abuse non-compete clauses to the detriment of patients and the medical professionals who care for them. Contracts that prohibit medical professionals from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to patients. For example, non-competes result in patients losing access to the physicians who know them best, deter physicians from speaking out about patient safety concerns, and increase the cost of medical care by thwarting competition. The bottom line is that non-compete clauses are bad medicine. I urge the FTC to adopt the proposal to ban them."
Young	"I strongly support this new proposal as non compete clause allows employers to tolerate lower quality standards for competitive job practices and force employees to balance sacrificing uprooting family for new job or tolerating poor job practices."
M. J.	"I strongly believe that non-compete agreements, esp with low skilled work (but also with high skilled workers) are detrimental promotion and advancement. It allows companies to profit at the expense of providing a good work environment."
Jason	"Please, I really need this bill to get pass."

James	"I strongly support this initiative to ban non-compete clauses. These clauses have no positive benefits for workers, and only serve to keep these workers trapped with an employer who then has less incentive to pay them fairly or treat them right. Employees should be free to work in the industry that matches their skill set without the threat of legal action against them based on a non-compete clause."
Erin	"I was forced to sign a non compete and then was let go from my job right before Xmas 2022. I now can't work in the field I've been in for six years for at least a full year. How am I supposed to support myself? These need to be illegal."
Lance	"Non compete clauses have nearly destroyed my family's finances twice in my life. They are a tool for employers to bully their employees and little more."
Anmol	"I support getting rid of noncompete agreements. They're non-competitive, exploitative, and give too much power to the employers to upend their employees' lives in case the employees decide to leave their job."
Brian	"Non-compete clauses stifle innovation and productivity growth. In order to fight the current inflation environment, it is imperative for productivity to increase. GDP and nominal wage growth is impacted largely by productivity increases. Allowing labor to freely transition into different roles and companies will unlock innovation that has been trapped through non-compete clauses."
Mary Kate	"Excluding physicians would be asinine. It is the entire reason we need this law. Physicians being able to switch hospitals in the same city is important for hospital growth and competition. Hospitals should want to retain physicians and reward them for doing good work for patients. Instead, the non compete clause traps many physicians in a health system they may not want to be in however have to stay in due to family obligations. This can very much lead to a stagnant, uninspired physician workforce. Moving between institutions is freedom, and non-compete clauses bind physicians to institutions they may not enjoy!"
John	"I recently sold my Wealth Management Practice and part of it was to sign a 5 year non compete, which greatly restricts my skill set that would be welcome by other employers"
Ken	"This practice needs to be banned. Large corporations especially have far too much power without stifling workers ability to change jobs in their chosen field. More over it's a form of forced labor in a way."
ATUL	"I fully support banning the non-compete clause in any employment agreement. I became a victim of a non-compete clause in 2007 when I accepted the new job offer and resigned from the company. The CEO insisted that I shall reveal where I was going. The company where I had taken the job was acquired by a more prominent company just a few months earlier. My old employer decided to pursue a non-compete clause where it had less than 1% of revenue from the

	product while the prominent company has more than 75% of its revenue coming from selling the same technology software. My role was in sales and the lawyers portrayed to the judge that I had knowledge of all company's secrets. Host my preliminary hearing and was out of a job for 3 months. Employers are abusing the non-compete clause and using it as a vendetta to go after innocent employees who are just trying to make a better living. This practice is exploited in the technology field (except CA) as well as in healthcare (including dentistry) heavily. It shall stop at the earliest. No one should go through what I went through with no income, no health insurance, and a huge lawyer's bill in five figures."
Dana	"Dear FTC, I am writing to express my support for a ban on noncompete agreements for physicians. As a physician, I have seen firsthand the negative impact that these agreements can have on both individual doctors and the healthcare system as a whole. First and foremost, noncompete agreements can limit a physician's ability to provide care to patients. These agreements can prevent doctors from moving to new job opportunities and serving new communities, even if they have the skills and qualifications to do so. This can be particularly harmful for patients in rural or underserved areas, who may not have access to the same level of care as a result. Furthermore, noncompete agreements can stifle innovation and competition in the healthcare system. By preventing physicians from bringing their knowledge and expertise to new practices, noncompetes can limit the exchange of ideas and the growth of new models of care. This can ultimately harm patients, who may not have access to the latest treatments and technologies as a result. In conclusion, as a physician I strongly urge the FTC to consider banning noncompete agreements for physicians and other workers. These agreements can have a detrimental effect on patient care and the healthcare system, and a ban would be an important step towards protecting patients' rights and promoting healthcare innovation. Thank you for your consideration. "
David	"I have been hurt by non compete agreements in the past. I recently joined a company that had me sign a two year non compete clause. I work multiple hours off the clock to gain the knowledge I need to be effective, so non compete agreement's are great for employers and not fair for employees. If I'm fired all my work is frozen and goes to waste and I'm struggling to provide for my family. Non disclosure agreements work just as well. In fact, I signed a non disclosure agreement with my last company who competes directly with the company that had me sign a 2 year non compete! Please overturn these unnecessary agreements that only favor the employer and causes hardship for employees. These agreements are unnecessary and hamper competition and wages. Today company politics are so bad and employees find themselves in a bad situation if they join the wrong organization or if the organization is purchased and the culture changes."
Syed	"Non-compete clauses in employment contracts restrict an individual's ability to work in their chosen field, limiting their earning potential and stilling professional growth. These clauses also restrict competition and innovation within industries,

	as they prevent new ideas and techniques from being brought to the market. Furthermore, non-compete clauses are often unfair and unreasonable, particularly for low-wage workers who may not have a choice but to sign them. The widespread use of non-compete clauses ultimately harms both employees and the economy, making it necessary to ban them in order to promote fair labor practices and a thriving business environment."
Kal	"Non-compete clause rule allows companies to hold employees hostage. If all companies had non compete agreements signed by their employees 20% of the work force would not be able to find a job in their industry. Companies can protect proprietary material with agreements but should not be allowed to own a employee."
Heidy	"The FTC should absolutely ban non-competes nationally! Non-competes favor large corporations and stop regular citizens from Pursuing increase in salary, benefits, and improved lifestyle. Please ban non-competes!"
Walter	"Do away with non-.compete clauses. Big business desperately need to be shackled and constrained. Corporate amerika has ruined this country in my lifetime. I got to witness the downfall of the greatest experiment. Give the young people, your kids, a chance at a decent life and not one of subservience to corporate overlords."
Christopher F.	"Frankly, I prefer to work with people who like their jobs. NPRM is now used so maliciously a bus driver can't leave to drive for Uber- Eats without threat of lawsuit"
Rajesh	"The hospitals abuse the non compete clause and take away the benefits of the physician staying the community. Also reducing the abuse of the physicians by the hospital systems. This will improve availability of physicians and increase the competition to acquire the best talent without avoiding the talent. Thanks"
Eileen	"Slavery was supposed to have been abolished in this country, why are you keeping it alive by allowing non-complete contracts?"
Jaclyn	"I am strongly in favor of this rule. Employees who are treated well, paid appropriately, and who are overall satisfied in their employment position do not resign from their positions and seek employment in nearby locations. These non-compete clauses prevent unsatisfied employees from seeking improved employment situations without that requiring a major life change (such as physical relocation or an unreasonable commute). It is therefore an unfair and coercive practice, especially given that an employee cannot accurately predict their satisfaction in a job prior to signing a contract."
Amy	"Non Competes are in democratic and, in the healthcare industry, are particularly damaging for patients where they can disrupt continuity of care. Having a healthcare worker or provider who knows you well can save your life. These practices can and often do disrupt that. Patients have a right to co timid to

	receive care from those who know their care and shouldn't lose that. No one wins here except organizations who wouldn't lose their employees or clientele if they themselves competed in a better way by offering better wages and/or services."
Hagar	"I am writing to declare my support for the proposed non-compete clause rule Limiting competition and potential worker opportunities with this unfair tactic only promotes employer authority and limits competition. America is a country built on the entrepreneurial spirit and we are faced with many looming problems that require technical and innovative solutions. By trapping talented employees, bosses are not only stunting individuals career opportunities, but stunting America's innovative potential. Additionally, in some states non-compete clauses are already illegal, but some businesses are taking advantage of workers ignorance and making them sign such clauses that have no legal authority. By requiring employers to inform employees that non-compete clauses are not in effect, this will eliminate this danger. This rule will be a boon for workers seeking better opportunities, higher pay, and create a more competitive economy in general. I support this effort and hope that the FTC passes this non-compete clause rule."
Geralyn	"I am retired so not affected by this situation directly, However, I do not have a college degree but was able to move from company to company, many times to a competitor throughout my career in order to gain a better opportunity and always make more money and attain better benefits. This practice is completely wrong and gives way too much power to employers to keep people from bettering themselves in the service of corporate greed,"
Jon	"Noncompete agreements don't make for a free and fair market. They should be abolished."
Bill	"Companies should not be allowed to have non compete or non solicit rules, as especially in some parts of the country/certain regions, it can make it almost impossible for a person to find another position. I certain understand restricting trade information or trade secrets, but restricting someone to not be able to work for another company can make it almost impossible to continue a career. Or if you're going to decide to allow a non compete to prevent someone from job hopping, at least let it be phased out so that if someone is there for a couple years, they're then free."
Kelly	"I support the FTC's proposed rule to ban non-compete clauses."
Cleo	"I agree that non-compete clauses should be disallowed under the new rule proposed by the FDA. This will ensure workers have the ability to change jobs without threat of lawsuits by former employers. Some employers have incredibly restrictive non-compete clauses, necessitating workers to change states or even coasts to work in the same industry. This should be illegal and I agree that the FTC should end the ability of employers to force non-compete clauses on employees."
John	"Non-Compete Clause Rulemaking, Matter No. P201200" I am a physician who is from Pennsylvania. Due to a noncompete. I had to leave an underserved area in critical shortage and need for physicians during the pandemic and relocate my family to New Jersey. These non-competes need to be completely eliminated as

	they worsen healthcare, worsen shortages in underserved areas and impose unnecessary harm on physicians. I will never sign a noncompete again."
Nicholas	"Non complete clauses are modern day indentured servitude. They serve to keep wokers compensation down and allow works to have poor working conditions. Any exclusivity an employer has to a period of time of non compete should come with financial compensation for that period of time."
J	"I support a ban on noncompete agreements. Taking a job offer thr an inferior position to avoid the potential long-term implications of accepting a better job accompanying a career-limiting contract is discouraging at best. American society no longer thrives on a single-job career model. Most private sector opportunities don't offer sustainable long-term benefits of pensions and incentives. The population has adapted. Non-compete agreements keep employees from seeking better opportunities and reaching their potential. Non-Compete Clause Rulemaking, Matter No. P201200"
Rose	"My 41 year old daughter has Down's syndrome and she is supported by a woman employed by Med A Quest out of Egg Harbor Township, NJ. My daughter's services are paid for by Medicaid. Originally, they charged $.74 per mile but have raised it to $3.50 per mile in addition to the hourly rate they charge for the woman's services out of the budget allowance provided her by the Medicaid. This cost drastically reduces the allotment to my daughter's budget that she can use for other necessary items. My daughter loves this woman but I no longer want to use Med A Quest. Sadly, she signed a noncompete with Med A Quest and they will not let her out of the contract. I would like to self-hire this woman but am not able to due to this awful contract. I also am employed as a Support Coordinator providing services to families like ours. Another family also uses Med A Quest and would like to self-hire this woman. These contracts are paramount to slavery and the woman is not free to work as she chooses. Please intervene and disallow the use of these noncompete contracts especially in the home health aide scenarios as I have described."
Beth	"I believe that non competes are unfair and not uniformly enforced in many organizations. They limit the opportunities in a very changing business and economic environment for employees to seek out new opportunities in their chosen field of expertise and have the options for better pay and working environments by staying relevant in the field they know and worked on their expertise for years. Please strike down Non Compete enforcement"
Roman	"I support the FTC proposed rule banning non-compete clauses. I and my patients have been personally harmed by non-compete clauses. After my previous employer made a number of "cost-saving changes" by eliminating clinical staff, we had an exponential increase in near miss dangerous events in our clinic. I tried to fix things, found I couldn't and our administration wasn't interested in helping, and I resigned in protest. I was unable to establish a clinic as I was planning in the general vicinity due to a non-compete. This would not have even been competitive with the hospital system, as the hospital had a four-month wait list for my specialty, and my presence would only have alleviated access issues. Instead, I was forced to move and work further away, a bit too far for most of my patients, who repeatedly reached out to me (unsolicited) via social media and email addresses they found online, asking me to help them and

	detailing their plight with the former hospital office, which quickly deteriorated further in care. Everyone ended up worse off, the patients most of all. I had to leave an area I enjoyed working. And it didn't make a difference to the hospital. Hospitals and other facilities Americans depend on for care abuse non-compete clauses to the detriment of patients and the medical professionals who care for them. I urge the FTC to adopt the proposal to ban non-compete clauses."
Kathleen	"I am a pediatrician with 20 years experience in New Jersey who has been practicing at a private practice as an employed physician for 14 years. This practice does not accept Medicaid patients. Through volunteer work at a local homeless shelter (HomeFront), I have developed a desire to provide care to an underserved population. I have been offered a job at a local practice that has 91% Medicaid patients. However, due to my non-compete (which was actually changed from my original contract) of 1 year and 10 miles from my current practice, the partners at my current practice are not allowing me to take this job as it is within 10 miles from my current office. The practice I want to work at with the 91% Medicaid population services the Trenton, NJ area, an area which has seen the closure of two other Medicaid based practices recently. Clearly this practice is not a competitor of my current practice which services a primarily affluent area. The partners at my current practice are preventing me from working for this underserved area because if I leave my current practice they will make less money, not because I will be in competition with them, but because it will "look bad" that I leave their practice and because I see a very large volume of patients for them and they profit at least half of the revenue from those visits. Non-competes should be abolished as they hurt the public good as well as individuals rights to pursue a job with personal meaning"
Susan	"I support eliminating non-competes. They unfairly limit workers from selling their time and services at the going rate and artificially limit mobility in the workforce."
Stephen	"Non-compete clauses are extremely harmful under the current system and have gone from a legitimate way for a company to protect it's intellectual property to a means of controlling worker's ability to seek employment in the free market for the purpose of leveraging lower salaries and reducing employee turnover. Non-compete clauses are not the only way that businesses can protect their intellectual property these days, and no other option requires the ankle-breaking of the free market system in terms of the worker finding the most equitable deal for their skills and labor. These abuses by an outdated system are the new company-town for the modern American worker. Decades can be spent building up expertise in a field that would be useless outside of that first company because they would be legally prohibited from using it. That is a market-breaking power that exerts an unjust and often inescapable influence on workers far exceeding other standards for employee protection. It's time to remove this system of control to let the American worker work freely and proud again."
Narayan	"Please remove non-compete clause put up by employers. This helps in great way."
Samir	"I am a physician and am burdened by a non-compete. I was a partner in a group when I and two other partners found out that two of the senior partners were stealing from us. They had created 3 different LLC's and are siphoning revenue off of the top. We have since sued them, but originally when becoming

	an associate at the practice we had a 20-mile 5 year non compete from each office that we signed. Because it was over burdensome, we tried to negotiate that down but we're unsuccessful. Now we have sued the practice over the non compete as well as financial damages, and we are beginning litigation. Non competes have a role in role in intellectual property, but certainly not in the physician setting where patients choose their own physician. Non competes hurt the communities in which they affect competition. They allow for employers to restrict choices of potential employees and reduce competition. Had my employer not had a non compete, I am sure they would have behaved ins a manner to try and keep us, as opposed to cheat us and assume they have us locked in. They lead to a sense of unhappiness without choices and do nothing to protect the general public."
Rajshree	"This should be illegal. In no other profession is it done. Also APPS practice medicine without any restrictions in any specialty without any repercussions."
David	"I support the Non-compete Clause Rule. Iain a member of a private practice radiology (physician) group. Like many specialties, radiologists generally get few if any dedicated patients or referring physicians who would travel or refer long distances to remain with that doctor. Our interactions are generally infrequent and rarely involve direct interaction with patients or other physicians. When I joined my group 20 years ago, I took on a non-compete agreement that lasts 5 years, with a 12mile radius. At that time, I could have moved or commuted an extra 30 minutes and still have gotten a job that would not require me to move my family elsewhere. The practice has now grown tremendously and extends through much of New Jersey. If I leave, or when I retire from my practice (posing no threat of competition whatsoever to the business) I may have to move out of state to continue practicing. Non- compete clauses in many professions, including much of medicine, serve primarily - sometimes only - to compel employees to remain with the company unless and until conditions are such that the employee can relocate their family elsewhere. This frequently occurs in situations where the employee poses no reasonable threat to the business's viability. On a bigger scale, this makes the entire environment less competitive and less efficient. This asymmetry is not good for the local or national economy and very, often places onerous burdens on employees with no real value to the business imposing the non-compete clause."
Arthur	"I would not be able to get a job immediately if burdened with a non-complete"
Rachel	"I support banning non-competes because I've seen them cause emotional and mental harm in veterinary medicine by entrapping employees. Employers in veterinary medicine should look to utilize NDAs and non-solicitation clauses instead if protecting IP is the primary goal. Non-competes protect the employer and often enslave the employee."
Robert	"On balance non-compete clauses are onerous and unfair. They usually reflect completely unequal bargaining positions between applicants and employers and on the whole have the effect of reducing working people's incomes and customers' options for no good reason. Please forbid them."
Jessica	"Some towns are so small that the only place a person with no marketable skills or no access to transportation can get a job is whatever abusive chains happen to be in these small towns. By allowing non-competes, you are making it

	impossible for someone to find a new job if necessary. It's not enough to say that our time is only worth $2.13 but you also want to limit where we can work? When the service industry completely collapses in the next few years, you can look back on this being one of many reasons."
Tom	"Non compete contracts are manipulative and cruel. They got to go."
Andrew	"Non competes inhibit one's ability to provide for themselves and others with the skills they have cultivated with their own experiences. It is a detriment to productivity, capitalism and competition."
Christopher	"Just a regular salaried worker here. This would help many people fmd jobs easier and eliminate the unnecessary overhead of avoiding "competing" companies when job searching. Not only that, but the sharing of skilled workers across an industry is good for the health and growth of the economy as a whole, as it will allow workers to use the skills they have honed over-time in the positions that would most benefit from them, leading to more efficiency and higher quality in the work being done. In an age where the US is constantly pressured to maintain world peace, it is essential that we enact and prioritize laws and rules that support the growth of our economy over the short-term gains and interests of competitive corporations. I am in full support of this proposition."
Amos	"I have been a medical doctor for over 40 years. Initially in private practice and for the last 10 years as a hospital employee. All of my contracts with the hospital have included non compete clauses. I believe these hinder good medical care and only benefit the hospital chains. They certainly do not benefit the doctor and eventually hurt patient care. When I wanted to change employer to a different hospital, I could not because of my noncompete clause that although was only for 15 miles, it included every office and hospital in the state. I, therefore cannot practice my speciality in neurology and multiple sclerosis anywhere else in New Jersey. I wanted to open up a new MS center in an area that did not have one but could not because this clause. There reduces patient care where it is needed. I know of many other doctors who are in a similar situation. This clause also prevents completion for top MD talent between hospitals and eliminates our bargaining power. No such problem for my doctor friends in California. These onerous clauses should have been eliminated long ago. I don't believe this is a partisan issue. It's BIG business versus the people. Please fix it."
Elizabeth	"I support the Non-compete clause vile."
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Elizabeth	"I support the Non-compete clause vile."
Emil	"As a physician who had to suffer from two non competes, the removal of non competes would benefit patients and our society as a whole. The non compete contract serves to keep good physicians from staying in the area that they work and patients they serve and puts an undue burden on all. Some work environments are unbearable but due to NC the employee will suffer because they need the paycheck and they cannot relocate 10+ miles radius from where they currently work. Some NC cover an entire state which is unfair. Please get rid of NC and allow freedom for physicians to work where they want for the time period they want to work"
Ashish	"I agree that non competes should be banned and it is great step by FTC. The rationale: 1. Discourages small organization setup and support much larger players with deeper pockets 2. Hinders freedom and fair competition; the basis for democracy is freedom and non competes go against that 3. Usually the employees are forced into these due to lesser negotiation power and many do not move out due to fear of no opportunities outside 4. This ban will help us create a level playing field for smaller players 5. This ban will help best ideas to thrive and encourage fair competition 6. We should not give us this fight cause people who like non competes have deeper pockets and they will defmitly stop this from being implemented."
Justin	"1100 % support this rule change I am currently in a non compete and the way it is worded is so fundamentally wrong on so many levels. They also make me sign my state rights away for the state my company resides. Not sure how that is even legal with interstate commerce and constitutional law of each state. I tired to mark it up and change the terms and frankly said sign it or no pay increase and no job it is basically blackmail sign or get fired."
Raymond	"It certainly is a one sided clause protecting a company with total disregard for the advancement of its employees. It is as bad as the "at will" clause that many companies have where they can fire and individual for no reason at all."

Rosemarie	"I don't think this is fair to the employees. People just want to better themselves. I think this clause should be eliminated"
Jatin	"Abolish non compete rule"
Nancy	"In the "Land of the free" we must be free to pursuit the employment that gives us an acceptable quality of life towards health and happiness."
K	"Please ban the practice of non-compete agreements. They put employees in unfair and disadvantageous situations. In most cases employees cannot afford to hire a lawyer and/or are not in position to negotiate with company. Non-compete agreements not only hurt employees financially but their threat of being litigated is also traumatizing and as a result many employees are forced to let go good career growth opportunities. I have personally encountered this twice in my professional career and had it not been for non-compete agreements my professional career would have reached greater success and I would not feel stuck with an employer that has no respect for work-life balance and has deployed many practices that are unfair for employees. The negative environment at work and the sense of being stuck is also negatively impacting my family life. I feel non compete agreements are form of modern day slavery and it should be abolished. Thanks to FTC and other decision makers for your attention to this issue. Please ban non-compete agreements!"
Amit	"Do Not succumb to AHA's lobby to exclude physicians from the non-compete clause."
Patricia	"I was so relieved to hear you are considering banning Non- Compete clauses. I was under one for 25 years. It was updated about 20 years in to make it even more binding. Signing it was one of the most stressful decisions I ever had to make. One feature of my contract was that I couldn't go to work for a company in an industry that might someday one to work in. NCC inhibits movement and growth for labor, putting all the power in the hands of the employer and limits the options for the work force, with real life consequences for the workers - an inability to change jobs for greater pay or opportunity or start a business in a field that you chose, trained for and have dedicated your time too. Workers are not just carriers for the company's intellectual property. They have their own skills, talents and specialties that they develop during their working years and must be allowed to grow. I see that now employers who don't even have IP, whose businesses sell the skills of their employees (like hairdressers) have NCCs, eliminating the employers risk by putting an unreasonable, life-limiting hold on the workers. The opportunity costs of this practice are great. The burden on working people is great. Let employers protect their IP through Non- Disclosures clauses. Let them hold on to their employees by creating lucrative and healthy workplaces. But please, outlaw NCCs. Thank you."
Margery	"Please pass this. I support every part of this."
Muhammad	"There should be no non compete rules. This has to be removed"
Sunjay	"I applaud your plans to ban non-compete clauses. However I ask that you include physician non-compete clauses in your ban. Non-compete clauses contribute significantly to physician burnout and significantly decrease an employer's incentive to treat their employed physicians well. Imagine you are an employed physician. You and your spouse move to your dream town, your

	dream house. Your young children start school and are thriving with many close friends. However all of a sudden your relationship with your employer sours. Maybe they want you to spend less time talking with your patients and want you to claim through patients more quickly. Maybe they are threatening your employment status because you spoke out about unsafe or unethical practices. Whatever the reason, leaving this job would require uprooting your entire family. Most of us go into this field because we want to take care of people. We want to do the right thing. But medicine has become increasingly corporate, and the care of the patient is losing out to the pursuit of the dollar. Non-compete clauses are just one of the many tools used to make it harder for physicians to take care of patients in the way that they want to."
Robert	"I fully support getting rid of non-compete agreements! They put an unfair amount of power in the hands of corporations that already have too much control over how we live our lives."
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Bhavesh	"Please stand firm in implementing these necessary new rules. Competition is good for both innovation and consumer, not to mention skilled workers losing job making less money paying less tax, and putting more burden on the government. Non-Compete rule needs to go."
Ron	"Non-Compete Clause should be made illegal. It constricts the power of capitalism. If anything, it should only be applied to extremely well compensated employees, like CEO, CFO, etc only."
samer	""Non-Compete Clause Rulemaking, Matter No. P201200" on your comment, I am supporting ending non compete clause"
Alexander	"Noncompetes only benefit the company. They limit my ability to even make fair market value for my services if I have committed to a company that then chooses to not raise my wage over time. Eliminating noncompetes will put more money into the hands of workers. I support banning noncompetes."
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Megan	"lain strongly against non-compete clauses. I work in food service management, and in my area there are only two main companies - Compass and Sodexo. If one of them excludes me from working for the other, my job prospects decrease to the point I likely need to move several states away."
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Peter	"The Federal Trade Commission has just begun collecting comments in support of its new rule to ban non-compete clauses in labor agreements. I support the proposed Federal Trade Commission rule to ban the use of non-compete clauses by employers. That is because non-compete clauses make it harder to move on from a job that underpays or mistreats employees, by allowing a former employer to sue if an employee goes to work for another company in the same industry. The FTC has estimated that banning non-compete clauses in employment contracts would open new job opportunities for 30 million Americans and raise wages by $300 billion per year. That would greatly help both those workers and the U.S. economy."
Stephanie	"Remove this unfair clause, it affects physician livelihood in their neighborhoods!"
Kanad	"The AHA wants the benefits of physicians expertise but treat them like property. The non compete clause must extend to physicians"
Jodi	"Done. "Non-Compete Clause Rulemaking, Matter No. P201200" Non compete is grossly unfair to physicians who strive to care of patients and should not be limited by non compete but the level of service they provide to people. ."
Kim	"Physicians, as much as any other profession, should not be limited by restrictive covenants as it reduces availability to patients of skilled professionals; especially in densely populated states where sons restrictive covenants can vary a physician from practicing in nearly half the state. This not only severely restricts the physician, but restricts patients from getting the best care. Many states have acknowledged the detriment of these policies and they don't hold up in court

	making them illegal will help the medical practice by allowing unfettered movement and practice."
Carole	"Nonprofit hospital should not be able to dictate where their physicians can work if they chose to leave their institution. This is akin to forced labor in professionals who need to stay in a community because of family obligations and can not move out of the area but need to make a living."
Hank	"Non compete clauses in the physician realm are completely anti-competition and anti capitalist and are very restrictive to the physicians. The hospital and insurance companies already have a huge bargaining advantage over physicians which these non competes only strengthen."
Nicolas	"Non-compete agreements are manipulative and unfair to workers, especially those with specialties in fields. I support banning them."
P	"NC are very bad for Employees. I have had several employers hold NC over my head to get me to do things I would otherwise refuse to do, i.e. exceed DOT hours, fake logs, fake drivers time cards etc. Waste Management is one of the worst companies with this but not alone. Almost ALL Waste transporters hold NC over both drivers and managers. I have left the industry for 2+ years as a result of refusing to put a driver safety at risk and had to quit, forcing me to go into another field to support my family while the NC time was still enacted. And if you refuse the NC, your refusing the job entirely…"
Christopher	"This is long overdue in my humble opinion. I work in IT, and this is very prevalent if you work for an internet service provider. Employers want to prevent you from working with their customers if you leave the organization. As an employee, I want the option to work for whoever I choose. It does give organizations an unfair advantage. My field is rampant with this abuse of power, and I hope to see that change as soon as possible."
Alexis	"Non-Competes are hindering our workforce with national consequences. We are seeing shortages of trained personnel across the country and a massive exodus in far too many specialties. How are we supposed to move forward with our careers when these corporate jail sentences are chaining us to dead end jobs at the threat of litigation?"
J	"Restricting someone's ability to earn a living in a field in which they have expertise at the benefit to corporations is unethical and downright dirty. Please abolish non compete agreements and allow workers to earn money in their fields. Protecting corporations over people has been a priority of this country for far too long. Do the right thing."
Sarah	"It's clear that business like non-compete clauses because they create an imbalance in power. It's honestly astonishing that anyone can say with a straight face that it's good for the economy. It's only good for wealthy lazy businesses that want to bully employees into staying. What ever happened to the land of the free? it's a foolish argument to claim that companies need the noncompete causes so as not to lose costs of training just to have someone poach their employee— the obvious solution is pay your employees well enough, and treat them decently, and they won't want to leave. Why was that not the solution? Why did companies instead choose to impinge upon the freedom of their employees? Is it easier to suppress people than treat them well?"

Michael	"I recently left a fulltime job and the field that the job was in where I was bound by a noncompete agreement which I was forced to sign after being in the role for over two years as a condition of continued employment when the company I worked for changed ownership. The non-compete was for a two year period and included being unable to work in the same field in any state bordering the one I was working in. This is despite the fact that anyone hired in my role was hired because we already had the skillset needed to do the job. Myself and my coworkers do feel that this was introduced to both suppress wages and as a tactic to force us to stay with the company. Further, courts within the state I lived in were known for routinely siding with the company/employer in legal challenges to noncomplete agreements, which I believe was also leveraged against myself and my coworkers. I also do not believe any practices/protocols used by that employer were proprietary, actually our tasks and practices were standard in our industry. I support the FTC banning noncompete clauses nationwide and believe it will lead to more competition and spur innovation. Thank you for your time and consideration."
Billy	"As an employee of the rapidly expanding online sportsbooks and casinos throughout the US, I can say companies are using non-competes to suppress wages and destroy career growth of employees. This is especially the case for organizations such as PointsBet. At the start of my employment the organization kept reminding all staff about terms of the agreement and how we could not seek employment with direct competitors. These agreements are far fetching in geographic scope and terms. It encompasses the entire industry - both online and brick and mortar operations. Additionally, when it comes to your annual reviews, companies are using this as a way to not have to offer you a pay increase and will keep you at the same rate essentially until you quit. As for the terms, they are typically 1-2 years. If an organization wants you to be out of work for this long they should be offering garden leave. Most employees are not able to afford a lawyer to negotiate the agreement at the end when you're terminated. I believe a company shouldn't be able to ban you from working within your industry across the entire country. This is unethical and the only one profiting is the executives. If they want you to sit out for a whole year, then you should be getting your salary plus benefits. Please considering removing non-competes for employees to have career mobility within the industry and compete for better higher paying jobs."
Igor	"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements. "
Ami	"How can anyone stop people from making a living. This definitely needs to controlled and or cancelled!"

Kirill	"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. It's plainly put too much power in the hands of the employers, and employers have not been paying competitive salaries for the past fifty years."
Paul	"Non-Compete clauses area horrible practice. It completely destroys an employee's ability to get a new job in their field, making all of their experience that they've EARNED completely useless. On top of that, it creates a hostile and toxic work environment where the employee feels trapped. This doesn't ensure loyalty or promote healthy working habits, and in fact accomplishes the exact opposite. A trapped employee is not a productive employee."
Dan	"Non compete clauses cause employees to be afraid to seek promotions and explore opportunities if a company is going in a direction different than the employee feels comfortable in. It essentially bars an employee from being valued higher at another company and takes employee freedoms away. Explain how an employer can be at will however an employee can not be at will due to a non compete clause. I've seen candidates lose opportunities for advancement at companies due to non compete contracts. However I see the same candidates get let go due to restructuring and held out of getting another job in the same field all because of non compete contracts. Non compete clauses put everyone at a disadvantage because they restrict the ability to have free will to choose where to work and who companies can hire."
Fred	"Non-competes are un-American. Our system is based on capitalism, free markets, competition. How do non-competes fit into that world? They don't."
Keith	"Chair Lina Khan, I'm writing today in support of your effort to ban or strictly limit 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 I was shocked to learn that ordinary fast food workers are made to sign noncompetes. Either ban such clauses or restrict them to a few "key" employees who possess significant Intellectual Property of the employer. "
Elizabeth	"I support the Non-compete clause vile."
Emil	"As a physician who had to suffer from two non competes, the removal of non competes would benefit patients and our society as a whole. The non compete contract serves to keep good physicians from staying in the area that they work and patients they serve and puts an undue burden on all. Some work environments are unbearable but due to NC the employee will suffer because they need the paycheck and they cannot relocate 10+ miles radius from where they currently work. Some NC cover an entire state which is unfair. Please get rid of NC and allow freedom for physicians to work where they want for the time period they want to work"
Ashish	"I agree that non competes should be banned and it is great step by FTC. The rationale: 1. Discourages small organization setup and support much larger players with deeper pockets 2. Hinders freedom and fair competition; the basis for democracy is freedom and non competes go against that 3. Usually the

	employees are forced into these due to lesser negotiation power and many do not move out due to fear of no opportunities outside 4. This ban will help us create a level playing field for smaller players 5. This ban will help best ideas to thrive and encourage fair competition 6. We should not give us this fight cause people who like non competes have deeper pockets and they will defmitly stop this from being implemented."
Justin	"1100 % support this rule change I am currently in a non compete and the way it is worded is so fundamentally wrong on so many levels. They also make me sign my state rights away for the state my company resides. Not sure how that is even legal with interstate commerce and constitutional law of each state. I tired to mark it up and change the terms and frankly said sign it or no pay increase and no job it is basically blackmail sign or get fired."
Raymond	"It certainly is a one sided clause protecting a company with total disregard for the advancement of its employees. It is as bad as the "at will" clause that many companies have where they can fire and individual for no reason at all."
Rosemarie	"I don't think this is fair to the employees. People just want to better themselves. I think this clause should be eliminated"
Jatin	"Abolish non compete rule"
Nancy	"In the "Land of the free" we must be free to pursuit the employment that gives us an acceptable quality of life towards health and happiness."
K	"Please ban the practice of non-compete agreements. They put employees in unfair and disadvantageous situations. In most cases employees cannot afford to hire a lawyer and/or are not in position to negotiate with company. Non-compete agreements not only hurt employees financially but their threat of being litigated is also traumatizing and as a result many employees are forced to let go good career growth opportunities. I have personally encountered this twice in my professional career and had it not been for non-compete agreements my professional career would have reached greater success and I would not feel stuck with an employer that has no respect for work-life balance and has deployed many practices that are unfair for employees. The negative environment at work and the sense of being stuck is also negatively impacting my family life. I feel non compete agreements are form of modern day slavery and it should be abolished. Thanks to FTC and other decision makers for your attention to this issue. Please ban non-compete agreements!"
Amit	"Do Not succumb to AHA's lobby to exclude physicians from the non-compete clause."
Patricia	"I was so relieved to hear you are considering banning Non- Compete clauses. I was under one for 25 years. It was updated about 20 years in to make it even more binding. Signing it was one of the most stressful decisions I ever had to make. One feature of my contract was that I couldn't go to work for a company in an industry that might someday one to work in. NCC inhibits movement and growth for labor, putting all the power in the hands of the employer and limits the options for the work force, with real life consequences for the workers - an inability to change jobs for greater pay or opportunity or start a business in a field that you chose, trained for and have dedicated your time too. Workers are not just carriers for the company's intellectual property. They have their own skills, talents and specialties that they develop during their working years and must be

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Margery	"Please pass this. i support every part of this."
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Sunjay	"I applaud your plans to ban non-compete clauses. However I ask that you include physician non-compete clauses in your ban. Non-compete clauses contribute significantly to physician burnout and significantly decrease an employer's incentive to treat their employed physicians well. Imagine you are an employed physician. You and your spouse move to your dream town, your dream house. Your young children start school and are thriving with many close friends. However all of a sudden your relationship with your employer sours. Maybe they want you to spend less time talking with your patients and want you to claim through patients more quickly. Maybe they are threatening your employment status because you spoke out about unsafe or unethical practices. Whatever the reason, leaving this job would require uprooting your entire family. Most of us go into this field because we want to take care of people. We want to do the right thing. But medicine has become increasingly corporate, and the care of the patient is losing out to the pursuit of the dollar. Non-compete clauses are just one of the many tools used to make it harder for physicians to take care of patients in the way that they want to."
Robert	"I fully support getting rid of non-compete agreements! They put an unfair amount of power in the hands of corporations that already have too much control over how we live our lives."
Joseph	"I agree and support the banning of the non-compete clause. This has prevented by way of fear and intimidation for potential employees and employers from changing positions for the better. It gives the impression of being locked into forced labor for a company. Should one leave they are forced to change paths o something one might not have the natural skills for the tasks at hand. This places unnecessary mental stresses on the individual. I'm currently in the automation field as a VP of engineering and sales, locked into where I am."
Kaylee	"Pro removing non competes!"
Ahmet Cuneyt	"I am more than excited to see that FTC is acting towards banning those non-compete clauses present in the employment contracts. I think I am a good example on this, my company (which I worked at for more than seven years as a scientist with a PhD degree) decided to alter its business model and change its physical location (from New Jersey to a southern state), I did not want to move from New Jersey to the new location and as a result I voluntarily separated my ways with my company at the end of 2022; and now I am facing a 1 year long non-compete that prevents me from earning a salary and practice my experiences and expertise."
samer	"I am supporting ending non compete clause"

Alexander	"Noncompetes only benefit the company. They limit my ability to even make fair market value for my services if I have committed to a company that then chooses to not raise my wage over time. Eliminating noncompetes will put more money into the hands of workers. I support banning noncompetes."
Nabeel	"Non competes hurts a free market. Get rid of it please"
Megan	"I am strongly against non-compete clauses. I work in food service management, and in my area there are only two main companies - Compass and Sodexo. If one of them excludes me from working for the other, my job prospects decrease to the point I likely need to move several states away."
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Peter	"The Federal Trade Commission has just begun collecting comments in support of its new rule to ban non-compete clauses in labor agreements. I support the proposed Federal Trade Commission rule to ban the use of non-compete clauses by employers. That is because non-compete clauses make it harder to move on from a job that underpays or mistreats employees, by allowing a former employer to sue if an employee goes to work for another company in the same industry. The FTC has estimated that banning non-compete clauses in employment contracts would open new job opportunities for 30 million Americans and raise wages by $300 billion per year. That would greatly help both those workers and the U.S. economy."
Stephanie	"Remove this unfair clause, it affects physician livelihood in their neighborhoods!"
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Carole	"Nonprofit hospital should not be able to dictate where their physicians can work if they chose to leave their institution. This is akin to forced labor in professionals who need to stay in a community because of family obligations and can not move out of the area but need to make a living."
Hank	"Non compete clauses in the physician realm are completely anti-competition and anti capitalist and are very restrictive to the physicians. The hospital and insurance companies already have a huge bargaining advantage over physicians which these non competes only strengthen."
Nicolas	"Non-compete agreements are manipulative and unfair to workers, especially those with specialties in fields. I support banning them."
Alexis	"Non-Competes are hindering our workforce with national consequences. We are seeing shortages of trained personnel across the country and a massive exodus in far too many specialties. How are we supposed to move forward with our careers when these corporate jail sentences are chaining us to dead end jobs at the threat of litigation?"
J	"Restricting someone's ability to earn a living in a field in which they have expertise at the benefit to corporations is unethical and downright dirty. Please abolish non compete agreements and allow workers to earn money in their fields. Protecting corporations over people has been a priority of this country for far too long. Do the right thing."
Sarah	"It's clear that business like non-compete clauses because they create an imbalance in power. It's honestly astonishing that anyone can say with a straight face that it's good for the economy. It's only good for wealthy lazy businesses that want to bully employees into staying. What ever happened to the land of the free? it's a foolish argument to claim that companies need the noncompete causes so as not to lose costs of training just to have someone poach their employee— the obvious solution is pay your employees well enough, and treat them decently, and they won't want to leave. Why was that not the solution? Why did companies instead choose to impinge upon the freedom of their employees? Is it easier to suppress people than treat them well?"
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Fred	"Non-competes are un-American. Our system is based on capitalism, free markets, competition. How do non-competes fit into that world? They don't."
Keith	"Dear Chair Lina Khan, I'm writing today in support of your effort to ban or strictly limit 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 I was shocked to learn that ordinary fast food workers are made to sign noncompetes. Either ban such clauses or restrict them to a few "key" employees who possess significant Intellectual Property of the employer. Sincerely, Keith Danish Original Comment Dear Chair Lina Khan, I'm writing today in support of your effort to ban or strictly limit 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 I was shocked to learn that ordinary fast food workers are made to sign noncompetes. Either ban such clauses or restrict them to a few "key" employees who possess significant Intellectual Property of the employer. Sincerely, Keith Danish Leonia, NJ 07605"

Ray	"s of: March 24, 2023 Received: February 24, 2023 Status: Posted PUBLIC SUBMISSION Posted: March 06, 2023 Tracking No. lei-b6hk-vlx5 Comments Due: April 19, 2023 Submission Type: API Docket: FTC-2023-0007 Non-compete Clause Rule (NPRM) Comment On: FTC-2023-0007-0001 Non-Compete Clause Rule (NPRM) Document: FTC-2023-0007-8335 Comment from Carr, Ray Submitter Information Name: Ray Carr Address: Bayonne, NJ, Redacted Comment Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. I was forced to sign a noncompete and no solicitation, as were all employees at my company. When several of us were terminated, not only were we not given severance but we were sent copies of our noncompetes as a reminder. The employer has used these noncompetes as a way to even say we can't communicate with other current and former employees. Further, I urge you to address employee non solicitation agreements which also restrict mobility. Noncompetes are not a protection for employers but rather a cudgel used by executives to protect their own interests. Thank you for your work, and please issue a fmal rule that bans noncompete agreements. Sincerely, Ray Carr Original Comment Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. I was forced to sign a noncompete and no solicitation, as were all employees at my company. When several of us were terminated, not only were we not given severance but we were sent copies of our noncompetes as a reminder. The employer has used these noncompetes as a way to even say we can't communicate with other current and former employees. Further, I urge you to address employee non solicitation agreements which also restrict mobility. Noncompetes are not a protection for employers but rather a cudgel used by executives to protect their own interests. Thank you for your work, and please issue a fmal rule that bans noncompete agreements. Sincerely, Ray Can Bayonne, NJ 07002"
Smrita	"I am a physician and am horrified that physicians, and only, physicians are excluded from this legislation. In this time of a severe physician shortage, limiting physician working abilities is very foolish. What exactly is the big deal when a physician leaves a hospital and opens up a clinic across the street? It seems the hospital is usually more worried about lost revenue rather than actually delivering patient care. I feel that physicians are being treated more and more like slaves to corporate medicine. Often we face toxic work environments in hospitals and in practices, and it is terrible to have to re locate one's entire family in mid life just to accommodate profit focused businesses. Why not let the PATIENT, the most important part of the medical equation, decide whom he wants to get care from? It is traumatic and harmful to destroy the patient-physician relationship for the sake of money. Physicians are the only ones who have taken the Hippocratic oath to put patients' care over anything else. Let the physician do his job without unnecessary chains and restrictions in a time when physician shortage and burnout is real."
Amy	"I am a licensed Optometrist and noncompete clauses are unfortunately very common across the US for myself and many of my colleagues as we sign contracts to work. These noncompete clauses can be very restrictive and prevent us from working across large mileage areas in the event of leaving a job to go elsewhere. In some cases, large medical practices that have multiple office locations restrict you from work within a certain distance from ANY of the practice

	locations, which often translates to a huge section of the state that you can no longer seek employment. These restrictions are unfair and many times employees choose to stay at an unfavorable job since they will not be able to find employment anywhere within reasonable commutes from their home. I support ending noncompete restrictions for US workers. I believe ending these restrictions will create healthy competition between employers, who will need to offer fair wages and benefits."
Patrick	"I'm writing today in support of your effort to ban noncompete agreements. 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."
Kiran	"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements"
Denise	"Noncompete clauses stifle good medical care only to favor private equity."
Indrani	"Non-compete clause seems restrictive and very inconvenient for physicians and not patient-centered approach but instead more corporate focused."
patric	"For decades, exploitative noncompete agreements have barred workers from pursuing better employment opportunities in the same industry, stifling wages, and preventing career advancement."
Melissa	"I am a community development professional currently under a Non-Compete that I was told was required paperwork, but signed unaware of the extent of its latitude. There was never a meeting to review the terms and implications of the agreement. This agreement blocks me from seeking related employment in a 200 mile radius for two years. I am the head of my household and have two small children. My company does not offer adequate or affordable health benefits for my family. This is an issue for multiple staff members. However I have very few options for leaving in order to find better benefits for my family, due to the non-compete. I understand why they did it to protect the company, but they are doing so at the expense of employees with families. This impact on families is unfair and unacceptable. By banning these agreements, the government can directly help families to advance and prosper without needing to spend government resources."
Matteo	"Non-compete agreements are dishonest, unrealistic, and stifle the spread of new ideas in an egalitarian manner."
Anita	"Please overturn this restrictive covenant that limits workers."
Agdel	"non profit hospitals are oppressors and mistreat physicians; main contributors of physicians burn out . They pay them lower salaries than many other work places.

	In the contracts the put strictly non compete clauses with the sole benefit of them. How are they really trying to get away with the non compete clause that is oppressing and abusive to physicians. Many of those non profit hospitals pay millions a year to executives and higher administration, paying lower salaries to physicians They should be included in the total ban to non compete clauses"
Sam	"I think this is a great idea and I'll tell you why. First, non-compete literally means to not compete which is clearly anticompetitive. Second, this wouldn't simply raise wages, it could also expand worker benefits. Money is the simplest way to attract or retain talent; however, benefits are another way to do the same thing. Meaning this rule could potentially raise worker pay, and give workers more vacation time, better health care, etc. After all, if someone is unable to offer an employee a pay raise they could offer additional vacation time as an alternative. Another example is child care, many Americans need but cannot afford child care. If an employee does not have a non-compete clause they will be free to find an employer who can pay them enough to afford child care or offers on-site child care, maybe even both. Now some might say non-compete clauses are necessary to protect company secrets. I however think large corporations with some of the most well compensated and highly skilled lawyers have heard of non-disclosure agreements. Which could easily do a much better job of keeping company secrets, like proprietary recipes, secret. It would also keep workers from having their wages artificially depressed. Some might also say non-compete clauses are the best way to retain talent. On the other hand many employees could be retained by allowing them to work remotely at least part of the week. They could also be retained by, again, higher pay, paid leave, maternity and paternity leave, child care assistance, etc. While this rule change won't solve the major problems in America, but, it can help people and might even save lives. This change could give people enough money to pay their bills and put food on the table. If this change can save one life or lift one person or family out of poverty then it's worth it and needs to be implemented."
Beth	"Non competes should be illegal. As an ER doctor patients won't follow me, so I can't steal a practice's patients, but if I don't stay at a current job it's unfair to make me have to move if there are other hospitals nearby."
Mo	"As a new graduate trying to look for jobs, the non-compete is very unfair; you feel that you can't leave a job if it turned to be not good so that you don't have to sell your house and move to a different area. You are always at the mercy of your employer, and you can't quit, even if it's an awful workplace."
Deval	"If you can not have non compete for teachers No non compete for administrators No non compete for nurses But the person who puts his or her self on frontline you guys out non for compete Stop this open corruption "Non-Compete Clause Rulemaking, Matter No. P201200""
Rachel	"As a physician, I support a ban on non-compete clauses. This will allow me to continue taking care of members of my community in need even if I choose to change employers. Americans deserve the freedom to choose where they work, and to work in their own communities."
Sunil	"I would like to see the non compete clause gone for all employed physicians. This causes a significant burden on physicians and limits competition and pay. In our location, the hospital group's mandated a non compete for 2 counties... so if

	leave you have to uproot your family, leave your friend circle, change kids school or leave family behind. The other Opium. Is over an hour commute each side daily and this limits family time with your loved one. What fairness is this?"
E.	"I strongly support getting rid of non-compete clauses in workers' contracts. People need to have the freedom to pursue better jobs if they can get them."
Catherine	"I urge the Commissioners to vote YES on the Non-Compete Clause Rule. So many laws favor employers over employees, and this is one of the most egregious. It harms recently-terminated or -resigned employees by imposing ludicrous restrictions on their next employment opportunities, and it harms all workers in industries that use these unneeded, sinister rules by punishing workers who leave, thus disincentivizing workers from finding better pay or conditions, thus allowing employers to keep pay low and conditions barely acceptable. Millions of Americans are harmed by these "non-compete agreements"; it's time that stopped. Please vote YES on the Non-Compete Clause Rule. Thank you."
John	"Non-compete clauses should not be allowed if the annual cash salary is less than one million dollars."
Katarzyna	"I am sure you know this: general non-compete clauses, especially for low-paid employees, are a tool to keep wages low and prevent employees from leaving in search of a better position elsewhere - therefore they are anti-competitive, and un-American. In a capitalist society, we are supposed to be free to trade what we have: in the case of employees, trade time and skills for money paid by the employer. Non-compete clauses severely limit that right, tilting the balance of power in the marketplace towards the employer. Non-competes depress economic activity and take away bargaining rights from the employees. I am sure you will be under enormous pressure from the Chamber of Commerce and other lobbyists to keep diem. They have more power, and more incentive, to lobby for them. Millions of Americans suffer as a result. I am a naturalized American citizen. America's freedom was what made me apply for the US citizenship. The proliferation of non-compete clauses in regular employment contracts undermines core American values. I really hope that we will now see America's political institutions (well, an executive agency of the US government) do the right thing and eliminate them."
M	"As a physician, I strongly support the proposal to ban noncompete clauses. Healthcare management has changed in recent years and as medical practices have been acquired by PE and VC, physicians have been hit with extremely restrictive noncompete agreements. This has left me personally feeling trapped, forced to continue working for a company that I do not feel is in my best interest. Due to the threat of noncompete clause enforcement, I am completely unable to improve my working conditions by changing jobs, opening my own practice or even reverting to the private practice model we once used. We are completely beholden to the PE-owned management companies who continue to cut into the profits of physicians and medical practitioners. I do not feel that these companies should have any right to impede my use of my own medical education and skills as a doctor. I pursued and developed this skill set prior to working for the company, and I am still, individually, working to pay off the loans for that education."

Irina	"Dear Federal Trade Commission, I am writing to urge you to ban non-compete clauses for all employees, including physicians. As you know, non-compete clauses restrict an employee's ability to wort for a competitor for a certain period of time after leaving a job. While these clauses may be useful in protecting a company's proprietary information, they can have a significant negative impact on employees and the public. In particular, non-compete clauses for physicians can have a devastating effect on patient care. If a physician is prohibited from treating patients within a certain geographic area, it can limit access to healthcare for individuals in need. This is especially concerning in rural areas, where there may be only a few physicians available to treat a large population. Additionally, non-compete clauses can limit career opportunities for physicians and discourage them from seeking employment in certain areas. This can exacerbate physician shortages and reduce access to healthcare for patients. Therefore, I strongly urge you to include physicians in any ban on non-compete clauses. It is crucial that we prioritize patient care and ensure that individuals have access to the healthcare services they need. By prohibiting non-compete clauses for physicians. we can help to increase access to healthcare and improve the overall quality of care. Thank you for your attention to this important matter"
Andrew	"Dear Chair Lina Khan, I'm writing today in support of your effort to bare noncontpete 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 noncompctcs suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Many times they are added to employable contracts for employees without leverage who just sign them and then later realize they have a problem. I was subject to one when I worked at a doctor's office as a medical assistant. Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, Andrew Sidebottom Montville, NJ Original Comment Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Many times they are added to employable contracts for employees without leverage who just sign their and then later realize they have a problem. I was subject to one when I worked at a doctor's office as a medical assistant. Thank you for your work, and please issue a final rule that bans noncompete agreements."
Oleg	Non-competes hurt worker ability to advance their careers, support their families and sometimes simply stay gainfully employed. These noncompete agreements should be wiped out for all employee groups, but top executives. For those with access to overly sensitive information - temporary and narrow non-disclosure agreements could be used instead

Rajeev	Dear FTC, I am writing to express my concern about the use of non- compete agreements for physicians. I believe that these agreements are harmful to both patients and physicians and should not be allowed in the medical field. First and foremost, non-compete agreements restrict the ability of physicians to provide care to patients. These agreements often prohibit physicians from practicing within a certain geographic area for a period of time after leaving a practice, which limits patient access to care. This can be particularly detrimental in areas where there is a shortage of physicians, as it can further limit the availability of medical services. Non-compete agreements also limit the ability of physicians to negotiate fair compensation and working conditions. Because physicians are often required to sign these agreements as a condition of employment, they are effectively prevented from seeking better opportunities elsewhere. This can lead to physicians being underpaid or overworked, which can negatively impact the quality of care they are able to provide. Furthermore, non-compete agreements can inhibit the development of new medical technologies and practices. By preventing physicians from leaving a practice and sharing their knowledge and expertise with others, these agreements can stifle innovation and progress in the field of medicine. In conclusion, I strongly believe that non- compete agreements should not be allowed for physicians. These agreements are harmful to both patients and physicians and can negatively impact the quality and accessibility of medical care. I urge the FCC to take action to prohibit the use of non-compete agreements in the medical field
Chris	"Just because you can do something does not mean that you should do something. Attempting to take the ability of a person to make a living caring for another human being is absolutely reprehensible, akin to killing a mosquito with a hammer Non-competes should be abolished completely unless compensation at the current rate of pay is offered and accepted. Otherwise its just legal bullying."
Cris	The overall nature and goal of this proposed rule is respectable and understood but requires careful and delicate balance currently absent. Blanket removal of a non-compete is extremely tumultuous and perilous to the balances of the free market economy. Low-skilled entry-level workers being prevented from taking on like kind of jobs is the problem at the core and where this legislation should focus. However, many states already look down on overly bearing non-competes and in some they are almost entirely unenforceable. The main parameters that should be considered are as follows: 1. Does the non-compete apply to a worker making less than $50,000? 2. Is the employee that it is being applied to working in a very general capacity and not hired for any specific special skill? 3. Time: Is the non-compete effective as soon as the employee works the first day? 4. Is the NC over 100 miles radius? 5. Is the NC overly general and simply stating cannot work in the exact function or role? Non-competes with the above elements are the problem and probably the basis of this proposed rule. To the contrary, what if a business has a NC that simply states an executive of over 1 year tenure cannot SPECIFICALLY work for any competitor within a 25 mile radius and may not disclose specific proprietary and sensitive company information, or cannot elicit this particular list of current clients or clients of a certain revenue to a competitor. Without these kinds of considerations such a rule or overly broad ban would bring serious economic and socioeconomic adversity to unmeasurable

	magnitude. Sonic common-sense consideration and exclusions/provisions should carefully be brought into account.
Billy	"As an employee of the rapidly expanding online sportsbooks and casinos throughout the US, I can say companies are using non-competes to suppress wages and destroy career growth of employees. This is especially the case for organizations such as PointsBet. At the start of my employment the organization kept reminding all staff about terms of the agreement and how we could not seek employment with direct competitors. These agreements are far fetching in geographic scope and terms. It encompasses the entire industry - both online and brick and mortar operations. Additionally, when it comes to your annual reviews, companies are using this as a way to not have to offer you a pay increase and will keep you at the same rate essentially until you quit. As for the terms, they are typically 1-2 years. If an organization wants you to be out of work for this long they should be offering garden leave. Most employees are not able to afford a lawyer to negotiate the agreement at the end when you're terminated. I believe a company shouldn't be able to ban you from working within your industry across the entire country. This is unethical and the only one profiting is the executives. If they want you to sit out for a whole year, then you should be getting your salary plus benefits. Please considering removing non-competes for employees to have career mobility within the industry and compete for better higher paying jobs."
Alexis	"As a victim of a healthcare based non-compete, I wholeheartedly support the proposed ban on these corporate traps. Like many new graduates in the medical field, I signed on with a company who made numerous empty promises. One of which regarded the non-compete clause which stated; "You are prohibited from being employed 50 miles from any hospital or surgical center served on behalf of the company for a term of 18 months". What I was not prepared for, was the company's strategic increase in facilities which I was to perform services under this contract. In the short span of 2 years, I did Neurophysiological monitoring for 24 facilities, making my expertise, experience, and license unusable in five states. Three of which I never personally stepped foot into. When working conditions fell apart regardless of my requests for adequate sleep following 36 hours straight of working on call at my designated stroke hospital, time for meals or breaks within 18+ hour work days, and a reasonable travel distance within the area the company demanded I relocate to, I was met with threats from HR regarding my non-compete if I were to leave. When the company cut my salary in half without my consent and requested to leave in search of a living wage suitable for paying my new rent within company's demanded on-call radius, I was again met with threats from HR. My contracted salary breach on the company's fault was not enough to protect me from corporate greed. Working conditions became so intense, I was placed on migraine medications at the recommendations of my doctor and require I three separate trips in the ER for medical conditions related to stress, inability to eat or drink while tied within tens of hours long surgeries, and pain from transporting equipment between many hospitals, up to 2 or 3 facilities a DAY. Again, as my health deteriorated under intense working conditions, I requested to be released from the company in face of the company's numerous contract breaches. Again I was met with threats from HR and now their legal team. I was a licensed and experienced professional in a

	field that currently only has a few thousand active working personnel across the country and I was limited in my capacity to serve my local community. This is a failure of the health system we are seeing across the country as medical professionals arc leaving their respective fields in droves. Personally, I was forced out of Neurophysiology into a similar field that will not cover my required continuing education credits. Meaning, when my non-compete is over, I will effectively be license-less. This single company has cost the entire medical community a valuable member and this is NOT a unique situation. Non-competes make experience, licenses, education and heard earned degrees, expensive residencies/trainings. and so much more absolutely invalid. I have seen firsthand the beginnings of this fallout and the repercussions on the quality of healthcare as a whole. It also holds employees in stagnant wages, unable to attain better opportunities and perpetuates horrendous working conditions. While I understand the value companies seek to retain by enacting non-competes, they have been aloud to monopolize specialties which increases prices directly to the consumer. Additionally, Professionals should not need to completely leave their heard earned credentials or move across the country to continue serving their local communities. In the end, Non-Competes are the reason these systems are failing. While corporations might make some extra money, is it worth the cost of professions as a whole? Is it worth condoning the working conditions these companies have gotten away with, because their employees have no other options?"
juan	"I am a professor of mathematics at a University, 79 years old, and live in New Jersey, after having lived in Uruguay and then in Venezuela for many years. I strongly support the ban on non-compete clauses proposed by the FTC. Such clauses are unfair to us workers in all fields; they hold down worker's salaries and favor big corporations. The proposed policy is a step in the right direction."