

Constituent Support for the FTC's Noncompete Rule



Tennessee | Statewide Impact

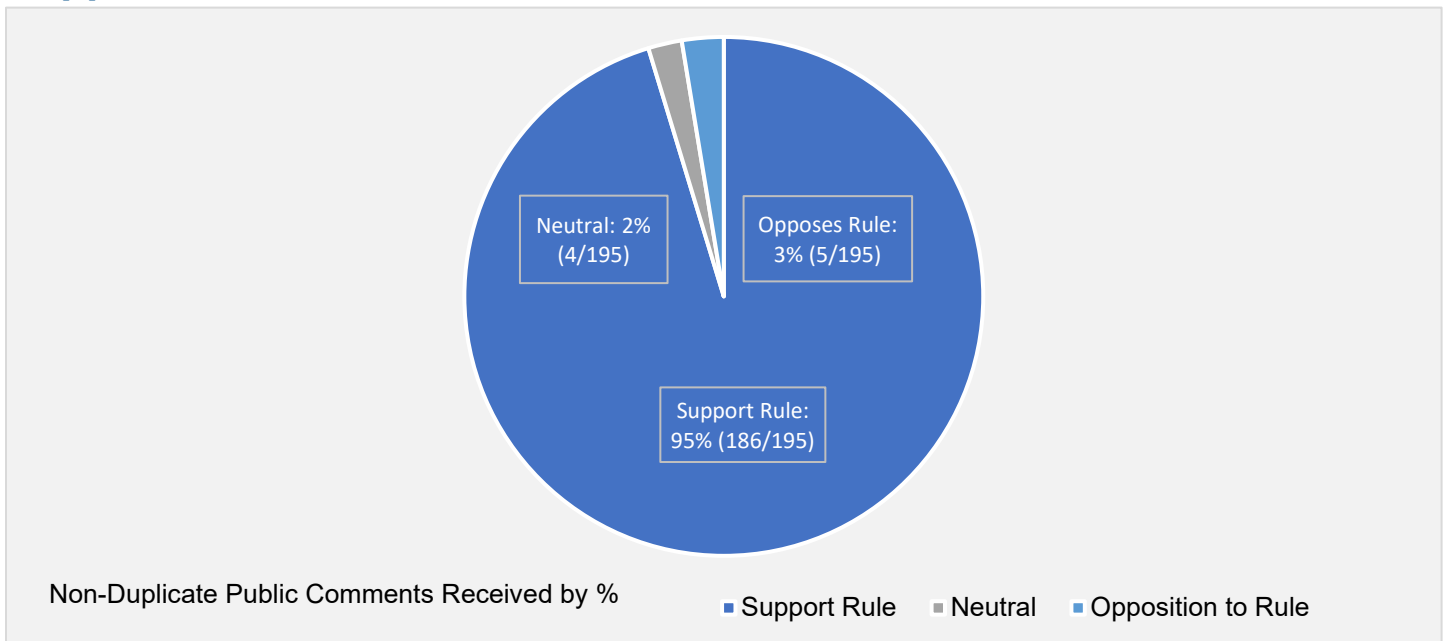


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final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

Tennessee Covered Workers	Increase in Total Annual TN Worker Earnings	Increase in Average Annual TN Worker Earnings
2,526,310	\$1,389,744,066	\$550





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


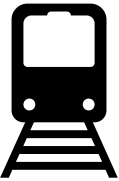

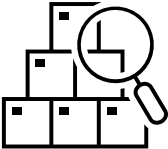
Notice of Proposed Rulemaking: 186 of 195 TN Commenters Support



Support Across Sectors of the Tennessee Economy

*Some comments condensed due to length.

Profession	Comment
	<p>“As a practicing physician I have seen non-compete clauses drive away many physicians from their communities and keep others in abusive situations with employers. Non-compete clauses are bad for communities, bad for patients, and bad for medicine at large. Please support a free labor market and implement this ban.”</p> <p style="text-align: right;">-Harry C.</p>
	<p>“I am a software engineer...Non-competes are prolific among software developers, and they serve only to dampen career ambitions and punish developers for leaving. When you work within an industry, you develop a level of domain knowledge that makes you increasingly valuable to others in the industry, and non-competes stifle that by forcing you to avoid the industry you've just invested yourself for at least one or more years thus diminishing your value, especially in rapidly changing fields. This...limits the mobility of developers within a certain industry giving rise to an artificial ceiling that you can't break through unless stay at a single employer, thus limiting your salary prospects since, on average, a software developer can enjoy a 20% increase in pay by simply moving jobs....They are anti-worker in every shape and fashion and should be illegal.”</p> <p style="text-align: right;">-Josh R.</p>
	<p>“The no-compete clause is the absolute worst experience I have ever had in my industry and I work in broadcast. I signed a 1 year no-compete many years ago. 4 years later, I still can't compete in Knoxville, TN, the home where I have been raising my family. It has become a ‘forever no-compete’...it will now be 4 years that I cannot get a T.V. job in Knoxville, TN even though, I am one of only 507 Certified Broadcast Meteorologists in the country.... This is broadcast tyranny, at its worst. It needs to be overturned now and forever, especially in Tennessee, where it is especially egregious. Sadly, there are others here in Knoxville who are dealing with the same kind of oppression. It does not feel like the United States of America. The "no-compete" needs to go.”</p> <p style="text-align: right;">-David A.</p>
	<p>“I am a CRNA (Nurse anesthetist) and my entire group was forced to sign a NCA immediately after a takeover or lose our jobs.... This practice should be illegal...this does nothing but kill the heart of capitalism that makes our country great and punish laborers in all fields.... we are talking about workers being forced to become indentured servants or move. Ban Non-Competes and promote the liberty of workers.”</p> <p style="text-align: right;">-Deborah C.</p>

	<p>“I am a practicing veterinarian in the Middle Tennessee area....I had to make the difficult decision to leave my beloved colleagues and patients and move to a more flexible corporate role with a start-up company. My non-compete...was a whopping 15 miles for 2 years. Relocating really isn't a good option...I was not even performing actual clinical work in the state of TN. The mental duress this has caused me...have been immeasurable. Many of my clients are now forced to drive for over an hour to be seen in a location that is situated outside of the non-compete. In my opinion, it does very little to protect the interests of the actual companies and is more a bully maneuver to intimidate and rack up legal costs in pursuit of enforcing them. They are antiquated and need to go, for both the sake of both the medical professionals and the consumer.”</p> <p style="text-align: right;">-Katie C.</p>
	<p>I worked in railroading for 23 years. We were required to work mandatory overtime...We were forbidden to contract out, seek other employment, perform any secondary employment, start a business or lease/rent out our personal equipment or operate outside or within Corporate positions, while employed as a railroad worker....We as contract workers were not allowed to seek employment with or start our own non-contract business while employed with the company. We were only allowed to work, the work the company mandated, the hours they appointed, at the location they dictated.</p> <p style="text-align: right;">-Thomas S.</p>
	<p>“Non-compete clauses in contracts hurt massage therapists like me and so many other industries. They're unethical and harmful. There is absolutely no need for them. There are plenty of clients and customers to go around but non-compete clauses often prohibit the city you can work in by creating a mileage parameter or other restrictions that make working within your industry at a different company almost impossible. And it makes the opportunity for opening a small business within that industry almost impossible. They do nothing but attempt to protect toxic management and companies.”</p> <p style="text-align: right;">-Jacob W.</p>
	<p>“I work in the private investigation industry where a total of about ten companies commands the entire market. These companies consider themselves having national reach. The entry level employees making less than \$50k a year are subject to two-year non competes in which we are not allowed to accept offers from competing companies. Due to the low number of companies, this creates an unfair competition and drives wages down...This career is my livelihood, and my father did this before me. It sickens me to see giant companies put a foot on what my father and others built. Please release us from these chains and allow us to make a competitive living.”</p> <p style="text-align: right;">-Joshua W.</p>

Additional Support from Tennessee

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Greg	<p>"I am in favor of eliminating the non-compete contracts. I have been unable to work for six months now due to a noncompete, because I do not have the ability to move outside of the region in order to continue my professional career. I have had to rely upon early retirement withdraws in order to take care of my family currently I'm working for basically 1/3 of my former salary until my contract ends in July so please remove this noncompete clause expeditiously."</p>
Bret	<p>"Non-competes do nothing but take volition away from the independent American. We live in a country based on the best system yet developed for governance: Capitalism. Capitalism only works if both sides of the coin, employees and employers, are able to fluidly negotiate to the most productive line of work. Non-competes hinder employees from moving to the better position, which hinders our Capitalist system from rewarding the better business. Please rid our nation of non-Competes."</p>
Aaron	<p>"I live and work in Tennessee, and my employer forces me and my coworkers to sign these non-compete agreements. I've witnessed my coworkers leaving on good terms to work for another company with the 'ok' from the owners, then two weeks later absolutely destroying their credibility at their new job by threatening their new employers with lawsuits, along with the employee unless that person gets terminated. It's absolutely an abusive tactic that removes hard working trade workers from an industry for no benefit at all to anyone but the owner's ego. Non-competes should be illegal for this reason. Hard working trades men and women should be encouraged to work and develop, not needlessly oppressed."</p>
Chris	<p>"While I am not directly impacted by non-compete, I am indirectly impacted. I have pets so if my veterinarian is impacted by a non-compete clause then that affects me as well. My pets deserve a doctor that I approve of, and it is difficult to always find the perfect match. When I do, I don't want to lose them due to their having to move or something. So please, no non-compete clauses for veterinarians. Please end them. Thank you."</p>
Bhagirathbhai	<p>"Can't agree more. Non-competes are used across the board to limit fundamental right to work and earn livelihood. I am a physician specializing in stem cell transplantation in patients with blood cancers. This is a very niche field with limited job opportunities since stem cell transplants are done at very large academic hospitals only....where I work there are two transplant programs within 2 miles of each other and both uses blanket non-compete clauses (10miles/for 2 yrs) with no exception if employer decide to terminate the contract</p>

	<p>without a cause. Non-complete effectively eliminates physicians ability to job different practice. More importantly, it severely limits choices for our patients who are forced to pick one health care system instead of his/her physician of choice. It also disincentives employers to make any effort in improving working conditions since they know we don't have any option but to uproot our families and move to different state if we want to still practice medicine. This became obvious during COVID19 pandemic where physicians were forced to pick up extra shifts without adequate support or compensation. I fully support FTC decision to blanket ban all previous and new Non- complete across the hoard."</p>
Matthew	<p>"Please eliminate noncompetes! I can nearly double my income and not uproot my family (kids 6/8/10 years old) in order to do so. I whole heartedly support this."</p>
Lindsay	<p>"Please BAN noncompetes!!! It will help our family significantly and not force my husband to relocate away from us for two years."</p>
John	<p>"This is a very important topic. Physician mobility is important not only for quality of care, but also for preventing position bum out. Position burnout also leads to decreased access to care for millions of Americans. Restricting the ability for some of the practice in the area after spending decades in training and starting their families integration into the communities should not be legally allowed."</p>
Douglas	<p>Dear Chair Khan: I am a practicing physician, certified by the American Board of Internal Medicine in the specialties of Internal Medicine and Cardiovascular Disease. For patients, the lack of access to physicians and medical care is a critical problem in the United States. Non-compete clauses, by restricting where and how a physician can practice, exacerbate this problem. Moreover, if a non-compete clause forces a physician to re-establish practice in a different geographical area, his or her patients must scramble to find another doctor. At a minimum, this disrupts the patient's medical care. However, frequently finding another doctor in a timely manner is simply impossible. Additionally, non-compete clauses stifle innovation and retard competition...."</p>
Elizabeth	<p>"Physicians with noncompetes in their contracts are forced with the choice of uprooting themselves and their families each time they want to switch practice environments, and the daunting challenging of reestablishing a reputation and practice in a new location. Employers know this and use it as leverage when physicians speak out against situations that are detrimental to patient care, inappropriate or illegal actions by their employers, or unreasonable/unsustainable working conditions. This can effectively hold physicians hostage at unfavorable working conditions for decades providing substandard care, while employers evade market forces that would necessitate change....In a situation where physicians can't relocate geographically due to personal reasons, they are prevented from pursuing opportunities that are a better fit for them personally within their geographic locations....When physicians are forced to work at jobs that aren't good fit, disillusionment with the field is growing at a time where clinician burnout is at an all time high. Therefore, many</p>

	<p>physicians are now electing to stop practicing medicine altogether rather than work at a job they don't enjoy, thus exacerbating the physician shortage and access to care nationally at a time where this is already a public health emergency....We can better do this if we are able to hold the systems accountable. Getting rid of non competes en mass will help this.”</p>
Georgia	<p>“Support for ban of noncompete clause is 100percent. Please do away with requiring this.”</p>
William	<p>“I live in TN, here there are noncompete clauses in almost every industry and every job at every level. Most are not enforceable, however, they are a scare tactic to try to keep people who don't know their rights exactly where employers want them, trapped and desperate. For example, you see them even in minimum wage jobs where the employee is never privy to any company "secrets" or sensitive information, why does a pizza delivery place like Domino's make its delivery drivers sign one then scare them with the idea they could go to court over the fact they decided that maybe another delivery chain would be a better place for them to work? It's absurd and on some levels abusive.”</p>
Randall	<p>“This new rule to ban non-compete clauses would be amazing and help workers. I fully support this rule.”</p>
Michael	<p>“Banning Would Be Great. They seem to be a terrible disadvantage to workers.”</p>
Leanne	<p>“Employers need to stop trying to make it harder for employees to make a decent living.”</p>
Drew	<p>“Please ban this as our country was built on the basis of this and this has become a tool for corporations to manipulate employees. Time to bring back fair and open competition and pay people what they are worth. Please Ban non-competes.”</p>
Gary	<p>“...Presenting tools as non competes as a means to cause undue physical, mental and financial burdens to employees and their families....Business wants to control competition by targeting the employee by forcibly signing Non Competes, Forced Arbitration and Forced Non Disclosures. Business chooses to burden their employees as a means of keeping them from forcing higher wages and greater benefits....Controlling wages, benefits and turnover permits the businesses to control expenses and leverage employees. Non Competes also allows Business to lower wages, shed benefit cost, vacation, holidays etc....It also allows business environments to be more controlling, toxic and abusive. Non Competes have gone from competition as a new business start up to the abusive use to influence employee behavior and movement....This is a NEW form of modern day involuntary servitude! Non Competition Clauses have nothing to do with Competition! Non Competition Clauses are anti-worker (employee) tools to stifle growth of wages, turnover and benefits! Also intended to stifle free market ideals to protect their own market share....”</p>

<p>Gary</p>	<p>“NON-COMPETES ARE A CLEAR VIOLATION OF THE 13TH AMENDMENT. NON-COMPETES ARE A CLEAR VIOLATION OF THE UNITED STATES CONSTITUTION...”</p>
<p>G.</p>	<p>“Non competes deserve more scrutiny from excessive abuse of power over employee rights. The ability to limit and control employees from making a living within an immediate area. This over reach of power is abusive....Non Competes are unnecessary and PRESENT a undue burden on the employee to find gainful employment as a laborers or want to be business owners. Non Competes have warned off employers from hiring. Employers have become concerned of being sued as well. No one company should have any control over employees choices once they left their employment....These blanket involuntary and arbitrary tools squash competition, enslave employees to substandard wages. Competition is not a threat to any established company! Non competes are...enslaving workers to stay with unethical and abusive work environments....Non Competes are anti American, Anti Democracy, Anti Worker and Anti free market. It is complete violation of a free market ideology. One supervisor told me "If you don't sign these documents. There is no job!”</p>
<p>Greg</p>	<p>“I fully support this Non-competes limit freedom and vastly hurt the marketplace.”</p>
<p>Geric</p>	<p>“I am 50 years old and I have been working for this company in Tennessee for 7 years. I have an opportunity to go and make more money before retirement but I have 1 year Non-Compete that is standing in the way for the prospective hiring company. I feel trapped by a decision I made 7 years ago and I have made this company a lot of money as a salesman and manager. I am not a President Biden fan but this is a great thing to help the middle class. Please get this passed ASAP so companies cannot hold people hostage. Thank you.”</p>
<p>Christy</p>	<p>“American healthcare and American physicians are increasingly employed by private equity or for-profit entities. These companies seek to limit care by creating monopolies within geographic areas that supress physician's ability to speak up about safety, control costs, and ensure that our healthcare ethics are well represented using our training. In healthcare alone, implementing this rule will allow for better care, more access to physicians, and decrease the power that for profit companies have over the health and wellness of American society.”</p>
<p>Erin</p>	<p>“This could help me greatly. I am an aesthetic nurse and after my contract is over with my current employer, I will have to drive 20 plus miles if I want to work somewhere else. This puts a strain on my family and finances and limits my growth potential.”</p>
<p>Jacob</p>	<p>“Non-compete agreements should absolutely be banned. Case and point: I have a non-compete agreement where I work, I've been verbally abused, had my commissions docked, and blatantly (on recording) told to commit insurance fraud on the company's behalf... I refused to do so, in doing so starting a never-ending problem with the company where they now look for anything and everything to single me out and yell at me for.... Long story short, this led me to look into</p>

	<p>leaving the company, which brought up my non-compete. But since I have this non-compete, if I leave the company, I have to completely change industries (anything to do with construction) or move 50 miles away. This is absurd! So now, I'm forced to leave the company because I refused to break the law for them, and I'm forced to move and or completely change industries? This should not be allowed at all. Having non-competes agreements does nothing for the employee but wreak havoc but gives employers the freedom to treat their employees extremely poorly with little to no fear of the employee leaving because he/she is bound to an agreement holding them in place without a viable way out of a bad situation....Non-competes take away free enterprise, freedom to work where you choose, and gives employers way too much power without fear of competition or repercussions and potentially puts employees at risk of what's essentially extortion. My goal is to start my own company, and when I do, I will never have a non-compete agreement whether its standard process, widely accepted or not.... Competition and entrepreneurship are a beautiful thing. Isn't part of what we have the right to in the USA the right to life, Liberty, and the pursuit of happiness? Couldn't you say that a noncompete directly inhibits one's ability to that pursuit? That's the way I feel and everyone else should too. I've been robbed of my happiness to no fault of my own and now have to seek legal action to have any hope of getting it back and I would never wish that upon anyone.”</p>
<p>Chase</p>	<p>“I've worked for the same company for 16 years but have only been under a NCA for the last 6. While I understand the argument for the investment a company makes in hiring and training an employee, a NCA only makes sense if it's tied to an end date that balances with the training period. Since I entered my NCA, my income growth has slowed considerable from the first 10 years, and the company's attitudes towards incentives has shifted as more employees have been asked to sign them. I agree that they decrease competition and support this proposal.”</p>
<p>Michael</p>	<p>“I believe that non-compete clauses hurt consumers, stifle economic growth, and prevent workers from improving their workplaces and personal growth opportunities. I further believe that non-compete clauses are fundamentally un-American as they prevent citizens from freely exercising their right to pursue happiness. Shortly after graduating from veterinary school, my wife entered into a contract with a local veterinary hospital in our hometown.... We realized that the non-compete clause in her contract prevented her from working in our hometown whether she resigned from her position or was terminated by her employer with or without cause! When she asked to renegotiate that part of her contract, she was told it was not up for renegotiation. At that time, she decided to leave her place of employment. For the next three years, she traveled at least 30 minutes away (many days much further) to find work as a relief veterinarian. This caused her to sacrifice time with her friends, family, and pursuing hobbies and other activities that brought her happiness. Her employer was more worried about preventing her from becoming competition than they were about anything else related to this issue.”</p>

M	<p>“Why are we still having this conversation?? The year is 2023, it's time this antiquated idea is ditched. Women and minorities are being hurt financially by this. It's time that they are free to make a decent living not dictated by those of a higher power. EVERYONE deserves to make a decent wage!!!”</p>
Ahmad	<p>“I believe noncompete clauses are unfair to both patients and physicians and allow employer to take advantage of physicians because they know how hard it is for physician it will be to leave current practice and relocate especially in the current housing market and expenses of relocation. I have non-compete in my contract that bans and from practicing 30 miles radius. My patients are not able to see another physician in the area including my hospital system employer due to every provider being booked six months in advance. Noncompete will cause discontinuity in my patients care and lead to bad outcomes. Noncompete clause is sacrificing patients' health to put more money in big hospital systems CEOs' pockets.”</p>
Brandon	<p>“Non-compete clauses further disenfranchises hard working Americans and limits their ability to move through the free market.”</p>
Muhamed	<p>“Please end the no compete clause that hurt physicians from departing other practices or organizations.”</p>
caroline	<p>“Definitely support making non-compete clause unconstitutional. Non-compete clauses are detrimental to the employee and only benefit the employer. How can one prevent someone from using their skills to support themselves or their family?”</p>
Nicholas	<p>“I am currently working a job which is withholding wages and has not rescinded a non-compete. This gives my employer the ability to abuse me and I can't go work for someone else.”</p>
Randolpho	<p>“While I support the spirit of this proposal, I worry that it does not go far enough.... I agree that such a contract is anti-labor and should be disallowed, you are not banning non-compete agreements that are in place WHILE employed. Non-competes that are in place during employment affects employees who wish to do additional contract work on the side or even to have a second full time job should their economic situation require it. While this rule is a great step in the right direction, it's not the end of the road. I strongly urge you to consider changing your language to eliminate ALL forms of non-compete contracts, including while employed.”</p>
Minoo	<p>“As a practicing physician for 20+ years, and in a field of organ transplant where I can only work as an employee in a hospital setting, the noncompete agreements, have a chilling effect on the ability to provide quality care, and deliver value in our local community.”</p>

Jason	<p>“Dear FTC and Chair Khan...This rule should apply to physicians just like any other skilled worker, no matter if they work for-profit or non-profit entities...non-competes affect physician autonomy and well-being in so many ways. Burnout and general malaise of such a noble call is running rampant and many of the contracts’ physicians are placed in is often the cause. Patient access to healthcare is also suffering due to these non-competes. Physicians cannot help in areas that patients need because they may be working 10-15 miles away at another location. Healthcare will not suffer and will benefit from more competition, which in turn should help patient outcomes.”</p>
Ned	<p>“Non-compete clauses make it very difficult for physicians to transition jobs as their lives change. Hospitals, on the other hand, can hire at will which leads to an unbalanced free market. This leads to increased burnout among physicians, which leads to decreased quality of physicians ultimately for patient care.”</p>
Andrew	<p>“I am currently being pressured by my employer to sign a non-compete document and NDA. The NDA is somewhat understandable. However, the NCA is unacceptable. Its draconian nature creates a poor work environment and culture. One where employees work and produce results based on fear and anxiety rather than pride and a striving to excellence. It introduces a level of resentment into the employee/employer relationship with the employer basically admitting that maintaining a desirable workplace and environment is so low on their list of priorities that they will seek legal help to ensure they are not required to do so. When equal effort could be placed on maintaining a fair, competitive and desirable workplace that would produce far superior results. My employer requires all employees, even those at \$14/hr to sign these. It is a predatory practice that needs to be done away with.”</p>
Sarah	<p>“...I appreciate what you all are doing and pray this ban goes through next month.”</p>
Nathan	<p>“I request that you ban these noncompete clauses, as they cause so much difficulty for no compelling reason. Thank you.”</p>
Mary	<p>“Non-compete agreements for physicians should be made illegal. In the case of physicians, these agreements can have a detrimental impact on patient care and access to healthcare services. Non-compete agreements for physicians can limit patients' access to medical care, particularly in rural or underserved areas, by preventing doctors from practicing within a certain geographic radius. This can lead to patients traveling long distances to receive medical care, which can be particularly challenging for elderly or low-income individuals. It can also lead to an increase in healthcare costs as physicians who are able to practice in certain areas can charge higher fees due to decreased competition. Moreover, non-compete agreements for physicians can prevent physicians from pursuing alternative opportunities that may better serve their patients' needs...non-compete agreements for physicians can also have negative consequences for the physicians themselves. These agreements can limit their ability to negotiate their salaries or benefits, as they may not have the option to leave their current</p>

	<p>practice for a better opportunity. Additionally, it can restrict their ability to pursue their chosen field of medicine or to work with patients they have developed strong relationships with. In conclusion, non-compete agreements for physicians can have far-reaching negative consequences for patients, healthcare providers, and the healthcare system as a whole. I strongly urge the government to consider banning non-compete agreements for physicians and to work towards creating a healthcare system that prioritizes patient care and access to medical services.”</p>
Laura	<p>“I am a young physician with \$350k+ in debt and almost every physician contract contains a noncompete clause. This prevents me from practicing medicine where it best suits me and my career and can negatively affect my family as well if I end up having to quit or leave. Additionally, this could negatively impact patients with whom I have established relationships with.”</p>
Kevin	<p>“Ban non-compete clauses immediately. They harm workers and only protect corporations.”</p>
Lusine	<p>“...Physician non-compete clauses are unfair and should be illegal. They decrease flexibility and harm morale. They hinder appropriate competition.”</p>
Christin	<p>“Non-compete clauses allow hospital administrations to use scare tactics to prevent physicians from reporting patient safety issues. It also makes it so physicians are tied to one organization and eliminates healthy competition for the market and contributes to driving up costs. People are forced to stay in abusive situations and employers have no reason to change.</p>
Rory	<p>“I am a doctor working in pediatric genetics. I am unable to move jobs due to a non-compete clause. This stops me being able to start my own company that would allow me to treat more patients with genetic disease. Therefore, this clause harms patient care by limiting the amount of work I can do. Therefore, I think this is a great change of rules and I welcome it.”</p>
Michelle	<p>“I strongly support a decision to ban non-compete agreements. I work in the real estate industry and while working as a property manager within my real estate company, I was forced to sign a non-compete agreement. I was brought into my supervisors office and forced to either sign the form (5 years AFTER my employment had started) or get fired on the spot with no paycheck that week. Having no other option for income, I reluctantly signed the agreement. I worked for years to build relationships with these clients and many of them wanted to buy and sell homes with me as their agent, only to be told no and that I had a non-compete agreement in place. This has resulted in me losing out on thousands of dollars of income to my family and has caused my client data base to be reduced by at least 70%. I can't believe employers are allowed to dictate the livelihoods of tax paying Americans and hope this law is changed soon.”</p>
Louis	<p>“Rich need to stop being allow to control workers future???”</p>

Jason	<p>“Non-competes are bad for consumers, workers, and innovation. The only value they have is for small-medium size employers that want to stifle workers’ wages and competition. Full stop. Non competes are shackles for workers.”</p>
Steven	<p>“I fully support this rule. I am currently under a noncompete with a company that is under performing and has since enforced a hiring/promotion freeze thus limiting my chances for upward mobility. I find it completely unfair for me not to be able to seek employment elsewhere in the industry I've been a part of for last the eight years due to this noncompete.”</p>
Joseph	<p>“This proposed Non-Compete Clause is long overdue, and will be a great help, particularly to lower income workers who are basically trapped by the present conduct of many industries. I support it enthusiastically.”</p>
James	<p>“I am a graduating resident physician...the non-compete clauses in every contract I see keeps me from being able to gain any leverage with my potential employers despite my specialist training and procedural skills...I would both have to move to a completely different city it state because one of us in trapped in a predatory non-compete is one of the most challenging parts of deciding where to practice....Please press on in undoing the legality of non-competes. They stifle competition by keeping all the power in bureaucratic hospital systems' hands despite my hands and mind being what actually heals my patients.”</p>
Nick	<p>“I support banning Non-Compete clauses in the US. They stifle innovation and limit opportunity. In my previous role, I signed a non-compete clause and when the company took a turn for the worse, I was forced to be very careful to find a new job in a different industry out of fear of breaching my non- compete. There wasn't any proprietary information I was privy to that would have help similar companies anyway, but nonetheless I was barred from accepting positions from them due to my non-compete contract.”</p>
Ashley	<p>“As a physician, I oppose non-compete clauses. We deserve the right to work.”</p>
Susan	<p>“I applaud this document and support it fully. However, it is absolutely vital that physicians and other medical personnel are included. Not only is it discriminatory to carve out certain professions from inclusion, it reinforces a tremendous hardship. Physician employees should have every protection afforded to other employees.... Non-compete clauses in physician contracts essentially enslave physician employees, as it is nearly impossible to change employment without selling one's home and uprooting one's family. There is no logical reason why a spouse would need to move and change jobs, nor why children should be moved from their school and community, if a physician wishes to change employment. Non-compete clauses detrimentally affect provision of healthcare services in rural and underserved areas, as local physicians are unable to seek employment in their community if they choose to switch jobs. Removal of non-compete clauses for physicians would result in healthcare employers improving work conditions and employee satisfaction, which would directly improve the quality of health care. For example, a hospital that provides</p>

	adequate staffing would attract healthcare employees and improve patient care, while a hospital that chronically understaffs will be forced to improve the working conditions or not be competitive in hiring employees. Without non-compete clauses there is no incentive for healthcare employers to provide adequate staffing and resources for safe patient care, because employees are essentially trapped in their jobs. I strongly encourage you to provide all physicians and health care workers with the same advantages of this proposal as any other worker.”
Josephine	“I have a strict non-compete on my contract. It lists two counties that I would not be able to have employment in for 24 months past my termination. I have a new job that I will be driving 45 minutes to one office and another 1 hour and 15 minutes each way to avoid this non-compete. This clause is a disservice to the community receiving quality care. My colleagues and I would greatly benefit from Banning Non-Compete Clauses.”
Ron	“I agree with the FTC - any and all non-compete agreements should be void... Companies use it against employees to prevent them from going to a competitor. Pay your employees what they are worth, or you may lose them. Value your employees. Technical info related to proprietary products could result in certain agreements- computer, pharmaceutical, etc.”
Joseph	“It is very important to ban non-compete clauses
Kelly	“Kudos!!! Thank you, first of all, for considering this change. I work under a non-compete that has not only a time constraint, but a large geographical one. I would have to move my family, have my children change schools, and sell my house in order to change jobs OR sit out of my line of work for a year. I highly recommend, on behalf of workers like me, that the FTC do what it can to eliminate non-compete restraints.”
Kelly	“I just received the draft of my new contract with a company that I have been with for 12 years. The contract includes a non-compete for 2 full years with the inability to work within my county and / or within a 10-mile radius from my current office. My county is large; the total area of 526 square miles. To top it off, there are no increases in wage for cost of living during the initial three years and the contract renews automatically. Of note, I have not had a raise in 3 years. I feel like I am stuck and that the non-compete language is a huge part of it. This same contract is reportedly being offered or has been signed by more than 300 of my colleagues. Please, please help level the playing field for the average worker. Thank you for considering.”
Josh	“Non-Compete clauses are archaic and are never in the interest in the employee. Do away with them for good.”
Grant	“I am fully in support of the FTC's proposed rule on Non-Compete Clauses. I have been pressured by employers to sign non-competes that would have kept from finding another job in my field for years. One employer let me go because I

	<p>refused to sign the non-compete. Even if a court would not uphold the clause, the cost of litigation is extremely prohibitive to an employee and so makes it an unfair and effective tool for employers to push employees around.”</p>
Joseph	<p>“I will be working in Nashville, TN as an anesthesia professional after graduation in December of this year. The largest provider of anesthesia in Nashville is AMG, which requires a non-compete clause. Being that this company has contracts with the majority of medical institutions in the greater Nashville area, it severely limits the ability to be able to work as contract labor for any of those facilities. Non-compete clauses in healthcare severely limits availability of medical care to patients. Please vote to end non-compete clauses.”</p>
Brennan	<p>“Non-competes are completely immoral and stifle what little opportunities workers have in negotiating better wages and improving their financial situation. It is completely contrary to the ideas and values of free market competition. If employers fear losing valuable employees, then employers should give the employee reasons to stay and grow with the company, not strong arm them into staying in unwanted positions over fear of lawsuit. I fully support this rule to ban non-compete agreements in all workplaces.”</p>
Rosa	<p>“As a physician, I find it disheartening that you are trying to exclude us in noncompete clauses. We are slowly being stripping of our autonomy, increased demands on workload with pay cuts. Now you want to limit our ability to work a practice in an area without having to move. What is your motivation? This is only leading to our burnout and undermining our ability to care for our patients and have a life at the same time. A physician should also be included in this committee and decision-making process.”</p>
Otis	<p>“I completely agree with banning these anti-competitive agreements. The individual typically has no leverage in the negotiations with a potential employer.”</p>
Jordan	<p>“Yes, non-competes are silly. Anyone who wanted to move to a better job should not be encumbered by a non-compete agreement.”</p>
Glenn	<p>“I strongly support the FTC's proposal to federally ban noncompete agreements. For decades, exploitative noncompete agreements have barred workers from pursuing better employment opportunities in the same industry, stifling wages, and preventing career advancement. That is antithetical to the freedom the constitution guarantees. Banning noncompete agreements will lead to higher wages and better opportunities for American workers. This would be a critical step toward strengthening the middle and working classes ultimately building a stronger economy for everyone.”</p>
Sloan	<p>“I would like to comment in favor of the proposed rule and add additional context. I interact with a national anesthesiology company that uses noncompete language to bind employees. Recently, it has become increasingly clear that the company also uses noncompete clauses as leverage for negotiating hospital contracts. Last week, the company issued notice of withdrawal of services from a</p>

	<p>very large community hospital in my town. Implicit in this was the fact that the anesthesiology providers (both physicians and nurse anesthetists) were bound to the company through noncompete language, and that this withdrawal truly meant that this large hospital would be without anesthesia coverage and thus significantly compromised in providing critical services upon which our community relies. It is important to note that anesthesiology services are becoming increasingly scarce, especially in the hospital setting, and loss of a large practice like this would be a long-term endeavor (months to likely years) from which to recover. In the meantime, critically ill patients would suffer from the lack of access to care. Elimination of noncompete language as proposed would protect hospital systems from such abusive negotiation tactics. It would allow the employees of the anesthesiology company to remain employees of the company if that is favorable to them, but it would also allow them to separate from the company and continue to service the hospital if the company were to fulfill its threat to withdraw services."</p>
<p>Julie</p>	<p>"I strongly encourage you to adopt the proposed rule changes for non-compete agreements. I'm among the millions of Americans living in states where these agreements limit our career flexibility, and effectively remove our capacity to advocate for ourselves in the workplace- because we have no alternatives. This oppression robs even the best employees of creativity and destroys the potential for a vibrant, mutually respectful work environment. Our country flourishes when its people are allowed to flourish, not when we are either locked into a circumscribed role or shut out altogether from being a part of the work force...."</p>
<p>Juan</p>	<p>"I am a practicing Physician (Neurologist). My specialty is in great demand and everywhere I have worked patient access has been an issue. I typically have wait times of over 6 months to see new patients, some who have urgent medical needs, which leads them to get second tier-delayed healthcare and suboptimal outcomes. I have had to move in two occasions in my career due to a non-compete, causing not only substantial personal, family, and financial disruption, but more importantly leaving communities deprived of much needed services because the interests of the employer through a non-compete were placed as a priority over the needs of the community. Employers, in my case health care entities who employ Physicians, ought to create other types of incentives that reward longevity, advocacy and engagement within the organization, and provide a network of safety that encourages retention, rather than force it through non competes, which breeds hostility and only benefits the employer at the expense of access to healthcare. Therefore, I wholeheartedly support a ban on non-compete agreements and applaud the actions of the FTC in doing away with this unethical (at least in healthcare) practice."</p>
<p>Virginia</p>	<p>"My husband, a physician boarded in internal medicine, nephrology and critical care, and father of 3 children, had a non-compete working for a private practice in Pensacola, FL which after 5 years employment paid him below average salary and continued to increase his on-call schedule. We had to leave the state for him to be employed and to get fair compensation. This was a great disruption for our family - home, schools, and my career. It took us 18 months to</p>

	<p>sell our home at a loss, our children struggled in their new schools, and I lost my business. The economic losses were great - paying mortgage, utility and insurance costs on an empty house, rental housing, utilities and insurance for the new location, loss of my income, and costs to be licensed - medical, driving - in a different state. The worst, is that the patients in FL suffered a lack of timely medical care because not only my husband left, but so did another nephrologist.”</p>
Andy	<p>“Some contract holders and hospital administrators control emergency physicians through exploitative contractual provisions. These provisions include restrictive covenants that control where emergency physicians may work upon contract termination, violating their professional rights and effectively preventing them from advocating for their patients. The threat of termination from a hospital medical staff, as well as a restrictive covenant, may prevent physicians from advocating for their patients if the hospital or contract holder opposes such advocacy. AAEM joins other professional organizations in taking this position. The American Medical Association strongly discourages the use of post-employment restrictive covenants in physician.”</p>
Aaron	<p>“I am under a non-compete agreement with my current company. Signing it was a condition of a recent promotion. I'm very happy at my employer, but I am worried about my ability to provide for my family if I was to lose my job. I support the ban on non-compete agreements.”</p>
Angela	<p>“I completely agree that noncompete rules should be gone. This is a old fashioned rule and creates problems for people who want to get away from an overbearing boss/company. I think its long overdue to get this rule gone.”</p>
Berneet	<p>“I do not have a non-compete now, but I have signed contracts with a non-compete before as a physician and had to move when administration abruptly changed the terms of compensation and the way the practice was run. I was rapidly burning out after the changes were implemented, and it was hurting my health. I knew that if I kept going, I was going to hurt my patients by not delivering the best possible care that I knew I could provide. I know what it feels like to have my autonomy suddenly challenged and have nowhere to go without having to move from the area entirely. But that was exactly what I had to do for my sanity - I moved. As stated earlier, at my current employer, I do not have a non- compete, thank goodness!! But after a change in leadership, some of my younger colleagues who came later did have to sign them. It amounts to a golden handcuff on our ability to practice. For physicians, it is not always about salary - it is also about burnout, patient care, on-call requirements, personality conflicts, changes in leadership, autonomy in our practice of medicine, disputes in how our productivity is measured, among a myriad of other factors that determine our satisfaction in the practice of medicine. And the practice of medicine is changing ALL the time! I understand that our employers (usually large hospital systems) do invest time and money in our onboarding, and the initial contract at hire can reflect a time limitation during which they should be able to recoup that initial investment and know that we aren't going to leave before they do. But there needs to be a limit on this, after which we should be</p>

	<p>free to leave without having to move homes and families to do so. We may start under one set of administrators or department leadership, then there is a change in vision and leadership, and all of a sudden, the mg is pulled out from under our practice and everything is different. I feel for my younger colleagues who can't leave as easily as I can. There should be no exceptions for any type of employer-worker relationship, despite the salary or "learned profession". Burnout and physician suicide in the US are real problems. The suicide rate for physicians decreased in Europe over time, but not in the US. We have a big problem with the practice of medicine and the way health care is run in the US. Abolishing non-competes is literally the least we can do to make this a tiny bit better."</p>
J	<p>"Non-compete clauses only protect employers who are unwilling to make their businesses the one people prefer to work for. It is a shameful business practice that only the uninformed or desperate worker will agree to, and they need to be outlawed."</p>
Caleb	<p>"NCCs should be banned in this country they are anti competitive practices which stifle American workers ability to earn higher wages."</p>
Marcus	<p>"Non-competes are inherently unfair. As a physician I was effectively forced into a non-compete when my company changed ownership. I had to choose between giving up 5 years of relationships with my cancer patients, staff, and professional community vs sign the contract. So I signed. Now my ability to negotiate wages is extremely limited. That's unfair. There are no -trade secrets" or other benefits the new company provides me in exchange for this non- compete. The non-compete only benefits one party and is thus inherently unfair."</p>
Carson	<p>"I had to sell everything I had work for in my career to fight a non compete which I eventually lost. These contracts are not equitable and no employer should use them to hold an individual hostage in an industry."</p>
Eric	<p>"I strongly support ending non-compete agreements. They limit the ability of physicians to leave a toxic employer and still care for the patients they have been seeing. Hospitals take advantage of the fact that physicians will stay in a bad work environment to continue caring for our patients."</p>
Kathleen	<p>"Please end this archaic practice. Employers should do the right thing by paying and treating their employees well instead."</p>
Freddie	<p>"I have an existing non-compete and it has certainly factored into the decision not to leave my current employer. I am supportive of the proposed rule change."</p>
Alexandra	<p>"As a physician, I strongly support the proposed rule to end non-competes and request that physician contract are included. I believe that my oath to care for patients should not be limited or challenged by the business dealings of health</p>

	corporations. My duty is to my patients and a non compete clause could restrict my ability to care for patients in need.”
Tariq	“There should be no "Non compete clause " for the best interest of the patients. These clauses are completely against patients interests and the free market values.”
Jeetendra	“The non-compete clauses cause tremendous damage and hardship to the employees that are subjected. It is even harder for physicians as it is not easy for them to switch jobs. Physician wanting to change job must leave town and this keeps him/her tied to an employer that does not pay them fairly or treat diem well. Non-competes must go for healthy competition for talent. Please do not allow any loopholes. Current set up is one way where employers control everything.”
Amber	“I am an attorney in a college town in East Tennessee. I've seen first-hand how non-compete clauses destroy lives. Noncompete clause may have been created to protect trade secrets, but they are now being utilized by unscrupulous business owners to stifle competition and keep wages low. The most egregious abuses I see in my practice are in the salon industry . Salon owners seek out talented stylists straight out of styling academies. They encourage them to sign a contract with a non-compete clause. And then salon owners 1.) fire them so they cannot work at any other area salons, or 2.) treat them like indentured servants because, well, they are. The stylists are not able to leave and go work elsewhere unless they leave their industry entirely. This is a financial impossibility for the stylists who just paid for their education and licensure. When they try to extract themselves from these onerous contracts they face expensive litigation. Please consider that enforcing non-competes bankrupts families and is an unnecessary infringement on free and fair trade.”
Peter	“This law has prohibited me several times from seeking employment in the industry that I have spent my entire career. In many cases I have had to wait years to pursue a job in the same industry. It is highly unfair to the employee. A signed confidentiality agreement would still protect a company from trade secrets while allowing an individual to earn a living in an industry that he or she has worked in for years. The non-compete should be abolished.”
Noah	“I am completely in favor of forbidding noncompete agreements.”
Mark	“Non-compete clauses keep employees hostage and prevent economic freedom for those forced to sign an agreement like that. It is one sided and unfair to employees.”
Lisa	“I have been recently affected by a Non-compete and it has put my livelihood at great harm. I worked for a company for over 20 years and left for very good reason and went to work for another company and was sued and lost my case just in December of 2022. This began end of September 2022 and at this time I am unemployed and unable to work in 3 states due to the "employment

	<p>agreement."...This industry has been my livelihood and I love what I do but I have zero income and 6+ months to "wait it out" until the contract expires. I can not make the money I was making in my career field due to this and I am having issues with finding work because it will only be for a few months until my contract expires. I do not feel that anything that has happened in my case has been fair or just. I have the right to make a living and do what I love....So in my opinion this is MUCH needed!...We live in the United States Of America and I live in an at will state and feel anyone should be able to make a living and provide for their families in a field of their choice."</p>
Stanford	<p>"I have lived most of my life in a Medicare underserved area with limited numbers of physicians and almost no specialists. The effect of non-compete clauses in these areas renders the ability to provide good health care by forcing physicians to relocate even though they are already in the area, familiar with the patient demographics, and trusted by the public - to leave the area. This forces patients to travel (sometimes hours) to find another physician or specialist to provide treatment. Based upon this fact non-competes have a direct and detrimental impact on the lives of the citizens living in underserved areas. In addition, there should not be an income cap on any such rule since most physician salaries would render the rule meaningless and cause the same harm to patients who live in such underserved areas."</p>
matt	<p>"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and hams working people. This policy will make it easier for workers to earn what they're worth! Let us do something worthwhile for the common working person. Thank you very much."</p>
Kyndall	<p>"Hello, I am writing to express my support of this proposed rule.... I am currently under contract with a non-compete clause that prohibits me from working within 35 miles of my current employer's office. Due to the nature of my work (I am a home birth midwife), this really limits my ability to leave my current position and accept job in my profession or even to start my own practice. Due to the language of my non-compete and the nature of my work, if I left my current position I would have to get an entry-level job outside of my profession in order to work and have any income. This really affects my livelihood and ability to provide for my family as the current breadwinner for my family. I am 100% in support of banning the non- compete rule."</p>
Abby	<p>"YES, we need this non-compete ban. I am a midwife practicing in Knoxville TN, and I was required to sign a non-compete (along with other local midwives who work for another practice). Our area is in major need of more midwives and in addition, midwives in different areas of town. But because of the non-compete we've all been required to sign, and what is considered "nominal", it really is hurting the people who need us most. There is no shortage of business, I think it is so incredibly unnecessary to have to have a non-compete. Please ban it, midwives here in Knoxville TN will thank you!"</p>

<p>Ross</p>	<p>"I'm glad the FTC is looking at this regulation. I'm currently subject to an overly vague and ambiguous non-compete agreement. I left the firm that subjected me to this to work for a competing firm. I made this decision because my old firm could not match/keep up with wages in our industry (Local/County Government Consulting). This move was the best decision for our family - our first child is due in June 2023 and we just got done building our first home....I don't agree with non-compete agreements for mid-management staff, like my role as a project manager. I don't make decisions about new business to pursue, nor do I make project pricing decisions or make decisions that will direct the company. I simply left to receive a more competitive wage and receive the opportunity to "move up the ranks" within the new firm. I believe individuals should have the ability to do better for themselves without the threat of lawsuits. Our country was founded on the life, liberty and pursuit of happiness principle and I believe non-competes eat away at a person's ability to provide for their families. I appreciate the chance for public comment and would be happy to further discuss my situation if necessary."</p>
<p>Denise</p>	<p>"I'm a contracted employee at a rural hospital in Maryville, TN. My main concern is if a hospital decides to terminate contract, I cannot be employed by the new contractor. This potentially hinders hospitals to make needed moves to improve and move on to the best contracted service as the hospital fears lapse of coverage and dollars lost and not being able to continue surgical services due to these noncompetes and not having anesthesia at our hospital....Please vote to do away with noncompete clauses to our fundamental workers of our country. Especially healthcare workers who have been working through tough essential times our country has most needed us."</p>
<p>Jonathan</p>	<p>"I am for doing away with non-compete clauses in contracts and support this potential rule change. As a physician, I am under such a contract with my employer, and would have to move to a different county to work. It would force me to leave my practice which I've spent years creating and start from scratch."</p>
<p>Joe</p>	<p>"Include Franchisees in non-compete ban."</p>
<p>Karen</p>	<p>"I am an Enrolled Agent which is a credentialed tax expert. I am qualified to represent clients anywhere in the U.S. on their behalf to the IRS for audits or other issues....I worked for H&R Block and am under a noncompete clause. I am not allowed to work with tax clients for myself or any other company within 50 miles of the Greater Knoxville area for 2 1/2 years. H&R Block has blacklisted me because I turned in a co-worker to HR for unethical practices without going through my office manager. The manager retaliated by claiming I was prejudiced against my co-worker due to her race (wrong) and suspended me for cause. I now have only ONE job option: to work for Intuit helping people do their own returns as, in this job, I do not meet with clients. Intuit is only allowing me to work 23 hours per week. If I want to do anything else I have to leave my field thus make less money per hour and start all over at 64 years old. I studied for months and took a 9-hour test to earn my credential. There are many people who would like for me to do their tax returns for them. I have to turn them down and refer</p>

	<p>them to someone else so they can still get assistance. I am overqualified to sit in an accountant's hack office and do returns...I can't afford to live on Social Security and do not wish to move away from my home. Please unshackle my hands and pass the rule to end non-compete clauses. Thank you!"</p>
dylan	<p>"I have a current non-compete that's holding me from doing the only thing I've done for almost twenty years. The term is 24 months and I'm six months in. This can't be legal. I need to make a living and I can't do that with cease-and-desist letters telling me not too."</p>
Marty	<p>"I am supportive of ending non-competes. This year my position along with over 200 others across 34 states was eliminated I am in TN and had an opportunity to take a position in leadership with a competitor which would have expanded my opportunity for growth and it would have been a promotion. After the new company reviewed my non-compete they could not present an offer to me without facing legal issues. I'm wondering if a company is the one who acts in ending one's position or alters the initial work agreement if the employee could be released and free to work to go back to work, having an opportunity to expand. Instead for me I'm having to change fields totally instead of leveraging my leadership abilities in the field of my choice. I brought my experience to this current company and within 6 months they ended my ability to work in the trade I enjoyed. Thanks!"</p>
Wesley	<p>"Non competes limit innovation and force people to be stuck at a job that will burn them out until they quit and go to a power education job. On addition if you're laid off or fired and have a non compete you had no choice in the matter and now you're out of work and unable to contribute to the economy or fees your family."</p>
Julian	<p>"Every person should have a right to work and earn a living in any career they have invested themselves in. No employer should have the right to dictate who they are allowed to work for or interact with. It is the equivalent of indentured servitude. If an employer or employee chooses to terminate their relationship for any reason, there should be no punishment for either party looking to better themselves. The enforcement of a non-compete agreement negatively impacts one's ability to earn a living and provide for one's family and should be illegal."</p>
Matthew	<p>"Please implement this change. Non-compete clauses are a major drag on our economy, weaken competition, slow innovation, and are simply unfair in the vast majority of cases. These non-compete clauses are an unfair burden on the back of the average American worker."</p>
Christopher	<p>"Please include physicians. We are people like everyone else. Thanks"</p>
Justin	<p>"I went through absolute hell fighting a non-compete that my previous employer tried to threaten to enforce. While they realized this would never hold up in court, that did not prevent them from having their attorneys send threatening letters to me and my new employer with the goal of getting me terminated from my new sales</p>

	<p>position. The practice of employers forcing prospective employees to sign non-competes as part of their job offer is so unfair and restrictive on the employee. In many cases it causes undue hardship on the individual by preventing them from working in an industry they have been in their entire life. Corporations have deeper pockets and can easily threaten to sue, forcing the employee to lawyer up and bear...that expense which compounds the hardship even more for the employee. This practice needs to be banned once and for all as everyone should have a right to work for a company of their choosing!"</p>
<p>Abhimanyu</p>	<p>"Most of my career, non competes have kept my wages lower and me stuck at one job. This stifles upward career movement. Last job I left, old employer even went to my potential new employer to threaten them that they can't hire "my employee". Good thing the new employer stood their ground and told the old one to back off. The feeling of being caught between that argument and unemployment was very stressful. Employers seem to use their position to bully you and potential new employers into staying. Had my new employer not stood up for me, I would be unemployed. Very thankful the new employer stood up for me, I am making substantially more now because of it. Non competes, whether verbally implied or written in a contract, are modern day indentured servitude. Non competes are completely the opposite of the competitive part of capitalism, instead non competes protect the employer from competing for the best talent."</p>
<p>Josh</p>	<p>"My father is currently being sued to enforce his non-compete agreement. This agreement was signed 30 years ago and never renewed. Litigation is costing my father thousands of dollars he does not have (he's in sales, no college education, lives in a small town). I want to comment on non-competes especially unfair effects in small, rural towns like the one my father lives in. If you are a small town guy, there are only so many places you can work and apply your skills. With non-competes, this would mean that my father would have to move a long distance just to find another job in his lifetime career field. The idea of a 61-year-old man would have to pickup and move from the only place he has ever known to keep using the skills in the area he has built his whole life is not functional. Employers should not have this level of control over employee as it bounds them and subjects them to unfair, sometimes abusive treatment by people with resources to fire them and make sure they can never earn a living again in their small, rural town. This FTC rule is important and should be enacted. Non-competes are predatory except in very limited cases."</p>
<p>Adam</p>	<p>"I highly support banning non-compete clauses. Anything that hurts employees and competition in favor of corporate welfare should be done away with."</p>
<p>Rachel</p>	<p>"As a family doctor in an area where there is a shortage of primary care providers, I am deeply troubled that you would exclude doctors! Doctors! Primary care doctors like me are the backbone of the medical system of this country! We build relationships with our patients and should be able to move freely and where we get paid most fairly. Patients are not entities to be owned by a hospital- they are human beings we care for!"</p>

Karthek	<p>"I am in support of the FTC Non-compete clause rule. I am a physician (neurologist) working in East TN where wait times to see a neurologist can be about 6 months. If a physician wishes to leave his current employer/practice, there are non-compete clauses which prevent the physician from working in the same county for 2 years. If the physician does not like his/her current practice, then the physician is forced to move to a different city or state, even though he/she is inclined to stay in that underserved area. This is an immense loss for the patients that the physician serves."</p>
Pram	<p>"Physicians should not be excluded from this as excluding them means they will be subject to the no compete clause that is seen as unfair. If they decide to leave their hospital they will have to leave the community thus depriving the community of the care they provide. Physicians should be given the same rights as others."</p>
Patrick	<p>"Non compete clauses benefit the corporation and hams the employee in every instance. I was let go from a role at the companies wish and I was still held to a non compete that prohibited me working in any capacity in my field of training for two years. I didn't quit and go to a competitor. I was fired and told I cannot provide for my family at another place of business. The practice is unfair at best and at worst it is cruel."</p>
Malcolm	<p>"Restrictive covenants / non-compete agreements restrict patient access to preferred physicians and caregivers. Restrictive covenants / non-compete agreements cause interruption of care to patients with complex and/or chronic conditions which, especially in cardiology cases, can have serious negative impacts on patient outcomes. Restrictive covenants / non-compete agreements stifle innovation, which is detrimental to patient care. Restrictive covenants / non-compete agreements have adverse effects on physicians work life, including practice autonomy, workplace culture, burnout, etc."</p>
Andrew	<p>"I feel that noncompete clauses are harming, American competitiveness, and reducing the quality of life of American workers. For this country to succeed, we need to balance the interests of capital versus those of the workers-- right now, things are far out of balance with the rules favoring the interests of capital over those of the workers. The country will be stronger with a more balanced approach. Specifically, with this rule itself, companies need to retain talent based on the merits of the company and its management, not with anti-competitive contracts. It's fundamentally un-American to be beholden to specific organization."</p>
Roger	<p>"Restriction of practice prevents physicians from pursuing the best interests of their patients. Non-competes have no place in medicine."</p>
I Am	<p>I fully support the Non-Compete Clause Rule (NPRM), as written today. Why should my former employer control who I work for or where I work? Every business has "proprietary information". In my opinion if the company is a long running, successful business, it's not because of the knowledge or information it</p>

	<p>controls. Too many companies wield non-competes as a means of limiting economic mobility, income growth and talent exploration. There is no commonsense reason that a non-complete is required if I push a wheelbarrow, man a screwdriver, flip hamburgers, system admin a room full of computer servers, work as a paralegal or sell used cars. If you work me like a dog and I decide to work for better wages or conditions, as an American I should have full, free will to work for your competitor if the pay and work environment benefit me.</p>
<p>Sherri</p>	<p>“One of the companies that I had worked for and forced the noncompete non-solicit document to be signed otherwise you would be terminated refusing to do so. Six months later I resign from die company to do something totally different in the industry. The CERT company was quick to find out where I went to and had that letter sent to the president of the company stating I am not to be working in the same industry for two years!!! I had attorneys look it over and said there was no conflict. But because it was in die same industry was a conflict. Logistics is a broad ward that can apply to anything Needless to say I was out of work for two years as a result. I will not sign this document ever again. One time was costly...”</p>
<p>Nathan</p>	<p>“Good morning, as a new physician I would like to voice my support for this rule. It is well known that after completing training, up to 70% of physicians stay in the area in which they trained. This is partly due to the fact that employment as a physician has several extra layers of verification that require references and the nature of physician hiring is that employers prefer to hire someone whose professional behavior and working knowledge is a known variable. In short, new physicians do rely on their mentors/teachers a lot of the time after graduating I e 70% stay near their known support group, the group of references. The hospital system that employed me did have me sign a non-compete. As I was newly married, I needed health insurance for my wife and I could not wait for other offers to process. AAN (American Academy of Neurology) state the average number of RVU (Performance Units) per general neurologist is 5000 and the current average starting salary is 290,000. This health system has taken advantage of me as a newly graduating physician by expecting 6000 RVU a year for 260,000. This non-compete won't allow me to work at the hospital across town for higher salary. I have a huge student loan burden, it was up to 500,000 dollars this year. I paid down 100,000 and now my wife is leaving me because she thought I was stealing from the family. The point is that even a relatively high salary with a high debt burden requires the ability of the physician employee to compete and to market their talent in a fair way. There is no way, that single, newly graduated doctor is going to be a meaningful financial threat to a health system. It's just not a realist claim that an individual poses a threat to their bottom line. I propose that the non-compete is a forcing someone into labor it feels like compulsory indentured servitude.”</p>
<p>Brian</p>	<p>“In the media advertising sales industry, non-compete clauses have been enforced for years.... Companies rely on this intimidation and the fact that they can afford lawyers that most employees cannot. There is also an unwritten collusion among companies. If you apply for a job within the market, the first question you are asked is whether you have a non-compete.... Media sales is a</p>

	<p>very specialized profession. It doesn't translate well to other types of sales positions. If the status quo remains the same, our only alternative is to move to another market or choose another profession. I've been in media sales for thirty years. The latter is not a viable option and the former is not ideal with children. We feel trapped. This is America. We should have the freedom to work without hindrance. The argument that we will be sharing trade secrets upon moving to a competitor doesn't hold water. We all know the approximate rate levels of our competitors. All local media outlets subscribe to competitive platforms that tell us our individual market share, where (in detail) local businesses are advertising, and more. It's time for the non-compete to go. If companies want the best talent, they can treat us like it without holding us hostage within the same market."</p>
Nikky	<p>"Physicians - especially those of specialties (such as sleep medicine) that are in high demand, but low supply are often tied to long-term noncompete clauses. As towns and cities expand populations are unable to be served with healthcare due to these noncompete clauses. Often the care in question is preventative nature, and would other wisely through the healthcare system, saving millions of dollars if the noncompete clause did not exist, or was unenforceable. Noncompete clauses only add more barriers to providing care especially in population-dense and lower socioeconomic class areas."</p>
Kruti	<p>"I support a federal ban on non-competes. As a physician, I believe that non-competes are an undue burden and have been significantly harmed by a non-compete in my career. Non-competes lead to physicians either stopping the practice of medicine completely or leaving their communities either temporarily or permanently. This has immense negative consequences on individual patient outcomes and the overall health of communities and could be prevented by banning non-competes."</p>
Mark	<p>"As an engineer, I have been subject to mandatory non-compete agreements for my entire career. Based on my experience, I can confidently state that these agreements stifle innovation and keep skilled employees from earning a living based on the skills they have developed both through education and their career - even if they are laid off. I fully support this rule to combat the use of non-compete agreements."</p>
Amy	<p>Please put a stop to non competes.</p>
Marjorie	<p>"Non-compete clauses have been used in ridiculous ways and area damper on growth in the economy. They should OT be allowed."</p>
Michael	<p>"Please end the non-compete exclusivity contracts....I am asking that the FTC end this abuse involving exclusivity contracts."</p>
Eric	<p>Non-Compete Clauses unfairly limit workers earning potential job opportunities. A worker can be barred from their trade as a result of leaving a company's employ. This is unfair and predatory. The Non-Compete Clause Rule must be ended. Thank you.</p>

David	<p>“The corporate use of non-compete clauses to stifle competition and keep hospitals locked into failing agreements totally ignores the original intent of non-competes to keep people from taking corporate secrets and short cutting their way into a business. There are no secrets that doctors use. We practice medicine, help people, and get paid for it. The idea that suing a physician for leaving a bad practice model is going to help patients improve or hospitals perform better is clearly ludicrous. This is simply a business tool that acts to prevent any semblance of competition and fair practice.”</p>
Fran	<p>“I wholeheartedly agree with this proposed ban. I have looked for several jobs over the last year and have nailed die interviews and received offer letters, only to be turned down twice this year due to die non-compete agreement I was forced to sign by my current company. PLEASE PASS THIS BAN - it is preventing people from bettering their careers and lives as it stands now.”</p>
Elizabeth	<p>“Non-competes are un-American, restrain trade, and are used to threaten workers into compliance even when they are unenforceable under state law. As a young attorney I faced down nationally known firms hying to bully Tennessee workers with non-competes that were completely unenforceable under Tennessee law. Other workers didn't have access to attorneys like me. A strong federal stance against non-competes can only make a stronger, better American workforce in a time when our workforce is weakened because of COVID deaths and disability. Let's get non-competes out of business and let workers choose.”</p>
Leigh	<p>“Hello! I worked for a company for 12 years and signed a NCC when I started, otherwise, I would not have gained employment. My job was commission only throughout these 12 years, but during the course of my tenure, my commission rate was lowered FIVE times. I worked diligently for many years, and after the 4th and 5th commission rate decrease, it became impossible to pay my bills. My employer could do anything he wanted to me, yet still held the NCC over my head when I made the choice to leave the company. Working 12 years in an industry became my career, but then I was being told I could no longer work in this field, even though I would not have resigned if my commission rate was still the same as my starting rate....Starting over at my age has been difficult, and I am in constant fear that I will be sued for trying to make a living in the job/career I enjoy...Employers should not be allowed to force employees to sign such clauses. Ban them! Any employee willing to work, and loves to work, should be able to gain willful employment. Thank you for considering my comments!</p>
Michele	<p>The noncompete clauses in physician contracts keeps physicians in indentured servitude. It prevents them from leaving toxic work environments where promises were not fulfilled. Big private equity companies and hospital systems have deep pockets and lots of attorneys and fight to the death! Physicians do not have the money or the power to fight these corporations. Patient care suffers because physicians leave the area of the noncompete clause. hospital systems and PE firms have taken over medicine for profits ahead of patient care. Noncompete clauses only feed their bank accounts and shareholder's pockets. This is all contributing to physician bum out and</p>

	physicians leaving die workforce early further worsening the physician shortage and causing more access to care issues for patients.
Michele	<p>“Dear Federal Trade Commission, I am writing to express my strong support for the proposed rule to ban non-compete clauses. As a physician, I have seen firsthand how these restrictive agreements can have detrimental effects on patient care, physician recruitment and retention, and healthy competition in die healthcare industry. Non-compete clauses are unfair to both physicians and patients alike. They give employers undue leverage in contract negotiations, as physicians are often forced to agree to them in order to secure employment. This can lead to inadequate compensation, lack of job security, and other unfavorable terms. Furthermore, non-competes often require physicians to relocate their families away from their current practice, disrupting continuity of care and limiting patient access to specialty care. ...Without these clauses, physicians will have greater job security and the ability to practice medicine in the same location for extended periods of time, providing continuity of care and better access to specialty care for patients. I strongly urge the Federal Trade Commission to move forward with the proposed rule to ban non-compete clauses in for profit and non-profit physician contracts. This ban is essential to promote fair competition and ensure that patients have access to quality healthcare.”</p>
Mary	<p>“Non-compete clauses are unfair, inequitable, and un-American. Anyone should be able to quit a job without penalty.”</p>
Catherine	<p>As a primary care physician, I had to sign a noncompete clause to obtain my job. I needed to leave my job for health reasons temporarily. I cannot get a job in the county that I live in now as the noncompete is 2 years long. I have had to switch career paths to working for an insurance company in order to provide for my family. This clause punishes people for leaving toxic jobs or leaving for any reason. People have to move out of their hometowns to get alternative jobs costing them thousands or hundreds of thousands of dollars. I went to medical school to serve others and heal suffering, who is serving me? Who is protecting me? The only person that the noncompete services is the hospital administration. It does not serve the first responders or first line providers. This should have been made illegal decades ago.</p>
srishti	<p>“I support! Wholeheartedly!”</p>
clark	<p>The non-compete clause is fundamentally taking away die rights of an individual to pursue happiness.</p>
Erin	<p>Ban non-competes! It should be illegal to prevent someone from getting a job in their field of work/study/experience if they leave one company. Non competes prevent low income workers from being able to go out and get a better job.</p>
Steven	<p>“My daughter is currently being sued by a past employer. Thank you for changing this law. It’s horrible to make people sign a non compete to get a job.”</p>

Monika	"Eliminate the non compete clause...Let's move with the times."
Santiago	"I think is crucial to remove this clause for contract - a piece of paper can't stop a physician to take care of patients who are looking for their help and assistance"
Jennifer	"I'm in healthcare in rural Tennessee bound by a noncompete. I am trapped in my current job unless I want 30-60 minute commute daily due to my noncompete."
Cary	"All my homies hate non compete contracts, they should be illegal"
Stephanie	"Let us practice where "we live. This doesn't do anything but like access to care
ROSA	I believe this rule should pass. From personal experience I know there are individuals that take advantage of these non-compete agreements by adding ridiculous stipulations. This makes it extremely hard for individuals to seek work elsewhere without violating the agreements. You almost have to change professions in order to make a living. Please pass this rule, it would benefit many people.
Sarah	"All non competes should stop. They interfere with the private market for best doctors."
James	"As an executive in the information technology industry for over 30 years I have seen non-competes rise from a narrow tool to limiting senior or specialist personnel with access to trade secrets, to a blunt anti competitive tool that seeks to handcuff employees at all levels to a dependence on their current employer. The size, complexity and punitive threats associated with these agreements has also grown extensively. They are presented with job offers on a "take it or leave it" basis at a time that the targeted (future) employee is emotionally disadvantaged as they know resisting will likely result in the job offer being withdrawn. This change in regulation is essential to provide a levelling of the power balance for employees and remove the implied 'indentured servitude' effect. I whole heartedly support the FTC's movement in this proposed rule."
clint	"In the past, non-compete clauses could perhaps be justified when the employed individual had access to strategic plans, confidential information and various sensitive areas of the medical practice. Now, however, under non-compete clauses, the physician is treated no better than an hourly wage employee in a fast food restaurant. They have no access to strategic planning and no input into vital medical decision making especially in terms of insurance issues and choice of cardiac devices such as pacemakers, coronary stents and defibrillators. Those critical, complex decisions are being made by Corporate Headquarters whose primary criteria is who will give them the best deal. Before non-compete clauses a physician could choose the best care and best medical devices for their patients, often taking the patient to a competing institution that had the appropriate device or equipment that the patient needed. Furthermore, under

	<p>non-compete clauses, physicians are forced to practice in substandard offices, substandard working conditions and sometimes with substandard employees. This creates a toxic environment. As physicians, we must regain the freedom to be totally committed patient advocates in order to attain the best level of care. In summary, non-compete clauses must be removed.”</p>
Viviana	<p>“Non-competes are completely immoral and stifle what little opportunities workers have in negotiating better wages and improving their financial situation. It is completely contrary to the ideas and values of free market competition. If employers fear losing valuable employees, then employers should give the employee reasons to stay and grow with the company, not strong arm them into staying in unwanted positions over fear of lawsuit. I fully support this rule to ban non-compete agreements in all workplaces.”</p>
A	<p>I am voicing my support for banning of all non-compete clauses. As a family physician in a rural area, non-competes have been used coercively against me to make me either accept hostile working conditions, lower pay than my male colleagues or lose my ability to provide for my family. I would have to move my family and uproot them from school, friends and supports just to be able to support them. My story is true of thousands of physicians nationwide of all backgrounds, genders and specialties. We do not threaten the massive corporations and health systems that subjugate us to these punitive and mandatory arrangements. Please, ban all non-compete clauses — they directly lead to health care provider shortages as many of us have left communities we would have gladly stayed and cared in if only our non-competes did not exist.</p>
Jeremiah	<p>“For the last 2 1/2 years I've seen this prevent truck drivers from coming on with the company I work for. Since they are in a non-compete, it prevents us from being able to hire them. As a recruiter I have lost about 100 drivers due to this, which is unfair to those drivers.”</p>
Beth	<p>I believe non-compete clauses are nothing short of small-scale corporate bullying against a vulnerable workforce population. They inhibit free enterprise and employee workplace mobility.</p>
GABRIEL	<p>“Please pass this rule. Non-compete clauses have personally affected me, affected my colleagues, and been used legally against other colleagues. I know of no individual whom they have benefited.”</p>
Brett	<p>“The rule is currently being interpreted as not being applicable to nonprofits, and this includes hospitals that operate as 501(c)(3) entities. I am currently trapped in a low-paying job because of a non-compete at such a facility. My entire family lives in this area, and so my options are: 1) Leave my family and move elsewhere. Note that my organization's non-compete is so broad that it "protects" them for many miles around any of their outposts rather than just my principle place of work. So it essentially covers a large portion of the state and increases daily as the organization continues to grow. 2) Continue trapped in a low-paying job solely because of the non-compete. I applaud the FTC's efforts to take on this</p>

	<p>problem, but there is no reason that "nonprofit" hospitals should continue to be allowed to subjugate their employees in perpetuity. Please re-write the rule such this would have broad applicability and also apply to 501(c)(3) organizations."</p>
Joann	<p>"I started my job search towards the end of my Family Medicine residency. Since I had a child still in school locally, I especially did not want to uproot the family a mere three years after we moved here. What I found as I interviewed was a different story however and I was saddened to learn that non-compete clauses were alive and well. When a large conglomerate of a medical practice is worried about having patients "stolen" away form them by an individual physician who is first starting a practice in town, something is wrong with that huge practice. And something is wrong with the loss of what this country was built on; die ability for every individual to earn a living and work for themselves. The non-compete clauses need to be banned for once and for all. Thank you for your consideration."</p>
Darren	<p>"The company I worked for was sold by the owner to a larger company on a Friday. We had to sign a non-compete clause by noon on Monday or lose our jobs. The non-compete essentially bans me from working for any client the company has worked with over the past year. This essentially takes away my ability to work in an industry I spent 30+ years in. We were strong-aimed, no doubt about it. We had no say in the sale/purchase, and limited ability to take our skills elsewhere. We felt enslaved. Non-compete is not got good for die employer as it keeps disgruntled employees from moving on, and it's not good for the employee as it feels like shackles."</p>
Michael	<p>"I believe that non competes should be non enforceable. They have been used for years by hospitals and large conglomerates to lord over physicians and prevent them from being mobile and taking care of patients. In a time when we need more physicians, we cannot be legally excluding their practice simply because they choose to change locations"</p>
Patrick	<p>"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, non-competes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more non-competes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements. As a sole proprietorship, I work with different companies as an independent contractor and initially had a lot of confusion due to some of their language around non-compete agreements. Setting clear standards that protect workers and small business entrepreneurs such as myself from large corporations with huge legal teams will help promote flourishing of workers and small businesses in our new modem economy. Thank you for your work, and please issue a final rule that bans noncompete agreements."</p>

<p>David</p>	<p>"I am a physician and agree with the abolition of non-compete clauses and strongly believe physicians and other healthcare professionals should be included. Hospital systems have only gotten larger and are increasingly the only option of employment for many physicians. Hospital systems use non-compete clauses to prevent you from leaving despite increasingly worse conditions to work on, as they know they don't have to fix any issues you have with them as you cannot leave and work for a similar organization in the same city without uprooting your family. They essentially allow hospital systems to hold you hostage as most physicians, especially younger ones, have significant medical school debt and cannot go a significant time without working"</p>
<p>Marc</p>	<p>"Physicians should not be limited by a non-compete clause. Non-compete clauses hurt competition for physician services in large cities, and have no effect on rural settings."</p>
<p>Aubrey</p>	<p>"To whom this addresses, I have been at my company for 17 years-- my first job out of college. I loved it and it was a dream job; however, it's a very different world now. The cost of living in metro Nashville has sky-rocketed and the pay hasn't. I have coworkers who have been there longer than me and still have seen no advancement or promotion. Our business model has shifted and our concerns aren't what they were 20 years ago. The trainings and educational programs we used to do are not longer offered. Sadly, we work in a very niche section of the music industry and all have an enforceable, vague, and strict NCA. With no where else to work, and no advancement in this company, we are becoming poorer, losing opportunities, and being stifled in our careers. An end to our NCA would let many of us move on in our industry. This would open positions for new graduates (who often can't find work in Nashville's competitive music industry), put years of experience into other sectors of the music industry, and finally stimulate the inflating economy of Nashville. With the great resignation, we have already welcomed three new college graduates to our team of 15; something that I had not seen happen since my generation was hired and forced to stay. I am exhausted from doing the same exact job for 17 years! I'm ready to move on and this Non-Compete Clause Rule would give me the opportunity to forge ahead in my career!"</p>
<p>A</p>	<p>"I support the rule banning non-compete clauses. The FTC's role in regulating fair and competitive markets makes this rule change an institutional priority for the FTC. Companies are made of workers and those workers must be able to participate in the market in order to maintain fair and competitive markets. Non-compete clauses are used as legal a psychological retention mechanism and undermine the concept of a free market where workers can choose where to (and not to) work. I have also seen that entry-level employees, with no prior job experience, are being forced to sign non-compete clauses that severely limit their potential contribution to the workforce. These employees are often too young and inexperienced to realize that their signing a non-compete will drastically affect their next career step."</p>

<p>Joann</p>	<p>“Health care workers, especially physicians, have put much of their lives, time away from family, and have incurred hundreds of thousands of dollars in educational debt in order to practice in their field. If a work situation does not work out, for any reason, that worker should be able to pursue any opportunity they desire no matter the location, or even better, to hang a shingle and open their own practice, if their license allows that option. They have been through enough delays in order to practice in their profession and help people, and also have family stability and involvement in the community where they have practiced and are known. A large corporation will barely feel the difference if some patients decide to move away from one practice to follow the physician that they have come to know. It is good for the physician, good for the patient, and good for the community. Thank you for your attention to this matter that has been around way too long.”</p>
<p>Neil</p>	<p>I am in support of this rule change. Non-Compete clauses stifle innovation and create a more stagnant job market and overall economy. They also add to the power imbalance that already exists between employers and their employees. This rule change will benefit the vast majority of Americans.</p>
<p>Alicia</p>	<p>“Non-compete clauses are an unfair way for employers to have control over their employees after they've left the organization. It limits one's ability to find employment within reasonable means which impacts an individuals ability to maintain their home, food, safety. Please remove non-compete clauses to more freely support those who simply find employment elsewhere.”</p>
<p>Hannah</p>	<p>“Non-complete clauses increase racial and gender wage gaps by disproportionately reducing the wages of women and non-white workers. Non-compete clauses decrease innovation and entrepreneurship. Non-compete clauses reduced physician labor mobility. This negatively affects patient care as it inhibits physicians leaving low quality health system practices and creating innovative practices which provide higher quality, more efficient patient care. I fully support elimination of non-compete clauses, especially for physicians and other healthcare clinicians.”</p>
<p>Morgan</p>	<p>“...The vast majority of physicians would agree that noncompete clauses in the healthcare field are on the whole bad for both physicians and for patients. They discourage market forces that allow physicians to vote with their feet if they don't agree with decisions being made by hospital systems that are to the detriment of quality medical care or clinician career longevity. According to one report, 117,000 physicians left the workforce in 2021, which is roughly 10% of the physician population...Given the growth of large hospital systems, a noncompete clause for a physician often means that leaving a job would require a physician to leave the geographic area in which they practice. This raises several issues of the downstream effects of noncompete in coercing physicians to accept conditions they are not comfortable with, eliminating checkpoints that market forces allow that ultimately would have led to better systems that served clinicians and patients, and contributing to the physician shortage. Physicians with noncompetes in their contracts are forced with the choice of uprooting</p>

	<p>themselves and their families each time they want to switch practice environments, and the daunting challenging of reestablishing a reputation and practice in a new location. Employers know this and use it as leverage when physicians speak out against situations that are detrimental to patient care, inappropriate or illegal actions by their employers, or unreasonable/unsustainable working conditions. This can effectively hold physicians hostage at unfavorable working conditions for decades, while employers evade market forces that would necessitate change....”</p>
Matthew	<p>I work in healthcare, and I have seen the detrimental affects non-compete clauses can have. The company (Mednax) staffing our hospital's Neonatal ICU suddenly lost die contract. The hospital decided to control it's own staffing, which is well within their right. The biggest issue came in that Mednax had forced all employees to sign non-compete agreements. This resulted in employees in the NICU, all highly trained medical professionals, being unable to find employment in a NICU in this city for a period of three years, as stipulated in the non-compete agreement. People had to choose between uprooting their families or finding a new line of work. This was not good for anyone, except for Mednax to use as a way to hold die hospital hostage to their contract.</p>
Prashant	<p>“Non complete clause is keeping wages low by reducing competition. Employer won't even consider renegotiating contract even after 5 years. Despite persistent inflation wages are not keeping up and people hire up and administration are making more money while lower workers are getting paid no wage increase. Non-compete clause for physicians especially the ones working in hospital setting is completely unnecessary and only serves the purpose of keeping salaries low for a long time and prevents workers from moving to a different employer or are forced too uproot the whole family and take them to a whole different place.”</p>
Sherry	<p>“I'm writing to support the rule proposal banning non-compete clauses in employee contracts. People should be able to leave jobs -- especially essential jobs like those in healthcare, hairstylists, car mechanic, etc -- and still take another job near their home. People should not feel compelled to keep working in toxic environments. It is even worse that sometimes people who are laid off still cannot work in their own field! In addition to the toll this takes on workers, this becomes a burden on the state when highly employable people cannot take a job and stay on unemployment for longer. It is also an environmental problem because many times these people must commute long distances due to the details of their non-compete clause. Employers got along fine for decades without them and they will again. Thank you.”</p>
Sherri	<p>“We are a freedom-loving people and one of our fundamental freedom is freedom of movement. Non-complete clauses reduce workers' rights to change jobs, seek promotions, and better their lives. While I understand the reason why companies that invest in a great deal of training or who deal in highly sensitive information would be concerned about a worker taking those secrets to a</p>

	competitor, we are now seeing gross misuse of these clauses to trap workers in low-paying jobs.”
Vicki	<p>“Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. As you know, noncompete agreements stifle entrepreneurship and hurt working people. My former employer enforced a noncompete agreement when I submitted my resignation and informed them I accepted an opportunity to become the controller for one of their clients (so much for transparency). Rather than staying in my position as a senior tax professional and being fired at a later date, left the firm as I planned. Fortunately, I have the resources to do so ... Many in the same position don't. Thank you for your work, and please issue a final rule that bans noncompete agreements.”</p>
Scott	A blanket ban is a bad idea. However, a focused ban would be acceptable.
Liz	<p>“I am a happily employed associate veterinarian. Though I have no desire to change jobs at this time, I am still bothered by the terms of my non-compete. I believe there may be a place for extremely (!) 'mild non-competes - i.e. Such that might protect an employer from a former employee opening a competing practice within a 3 - 5 mile radius. Other than that? They should be banned.”</p>
Mark	<p>“I accepted a position with a company that never mentioned a non-compete until the first day I started the job. This should had been disclosed in the offer documentation. In most cases, a non compete is not about protecting proprietary information. Instead, they are used to keep from providing competitive wages and benefits. I have worked in electrical distribution sales for 25 years. There are no patents, new innovations, or secrets to protect. It doesn't make sense for a company to tell me I can't work for someone else, for any amount of time. Please ban all new and existing non- competes or non-solicits. At the very least, they should only apply to R&D jobs not hairdressers, sales, and etc...”</p>
John	<p>“Non-compete clauses are mostly absurd gifts to employers, gifts from workers. In those few cases in which non-compete clauses are justified -- e.g., trade secrets, insider knowledge of business plans -- couldn't most of die real damage to businesses be eliminated by just putting a floor on the salary below which non-compete clauses are forbidden. \$200,000/yr. comes to my mind, but most workers would not object if the floor were much lower than that.”</p>
Alex	<p>“Companies invest considerable resources into building a business...a type of intellectual property or trade secret that is not protected by patent regulations. While some of this can be protected by secrecy agreements, it is very difficult to forensically prove that a departed employee who has used their knowledge of business practices and structure to start, or work for, a competing business has done so in violation of a secrecy agreement. We do recognize that the breadth of employees covered by non-compete agreements may be worthy of scrutiny, as evidenced by the oft-cited example of a security guard being prevented by working for a competitive company....”</p>

