

Constituent Support for the FTC's Noncompete Rule



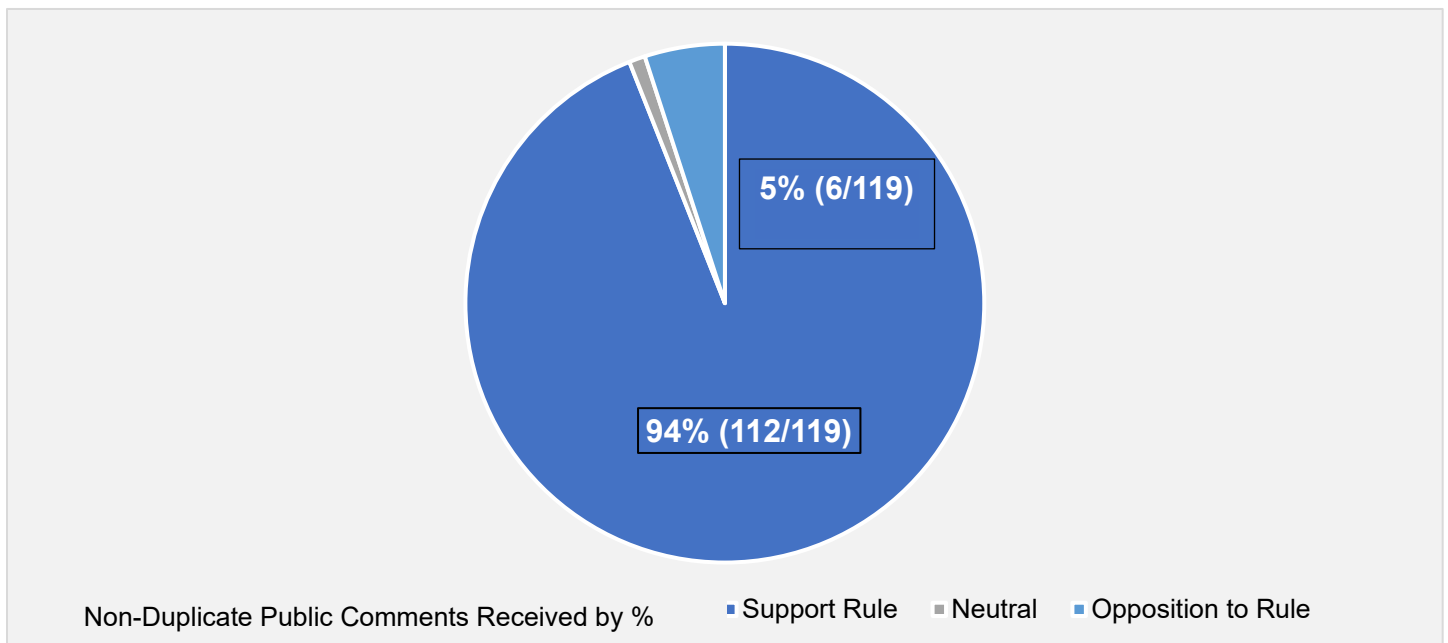
Utah | Statewide Impact

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 **Utah**:

Utah Covered Workers	Increase in Total Annual UT Worker Earnings	Increase in Average Annual UT Worker Earnings
1,320,994	\$715,807,809	\$542

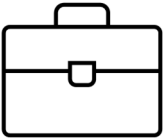

[Estimated Increases in Total Annual and Average Worker Earnings by State \(ftc.gov\)](https://www.ftc.gov)

Notice of Proposed Rulemaking: 112 of 119 UT Commenters Support



Support Across Sectors of the Utah Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"I am whole-heartedly in favor of getting rid of all non-compete contracts. My husband was "forced" to sign a non-compete after working for a small business 2 years after he started working for the company. It was either sign the contract or lose the job. After he worked for the company for 14 years and facilitated the growth of said company to a multi million dollar company, the owners son took over and fired not only my husband he fired my daughter as well. The reasoning for the firings was questionable at best and he was then held hostage by the non-compete. He didn't work in the industry he had spent his entire career in for 13 months because of the NC and when he got a job 13 months later AND 75 miles away he was served with a cease and desist. We spent almost \$1000 in legal fees fighting the agreement and his former employer ultimately decided to not pursue further legal actions "at this time." He didn't take any proprietary information or recruit employees from his previous employer, he simply wanted to work in the field he knows and loves. NC's are disgusting, they hold people hostage. They stifle fair competition and ultimately hurt the working class. I agree with non disclosure contracts in that an employee can't take trade secrets from one company to another but non-competes are different. If a company has to rely on NC's to retain employees, perhaps they look at the culture of their company and make adjustments so employees want to stay. GET RID OF ALL NON- COMPETES!!!"</p> <p style="text-align: right;">-Rachal</p>
	<p>""I have had an extremely poor experience working for a company that enforces a non compete. I am a BCBA and provide ABA services for children that have autism. My masters degree is very specific and I can only work in my field with my degree. I worked for a company for 2 years and finally decided to leave after months of dealing with a toxic work environment and unrealistic expectations. My non compete required me to not be able to work in my state for one year. I could not move states as my husband works for the state in Utah. There as year + long waitlists for ABA services in Utah and because of the non competes in places so many children are not able to receive services as there are not enough providers for the need. I strongly believe that banning non competes will benefit the mental and behavioral health services in my state and give children access to more services that they currently do not have."</p> <p style="text-align: right;">-Brittany</p>



"After a **40-year career with the company I worked for, where I started as an hourly laborer and worked my way into upper management, I was unceremoniously downsized. I was given no warning but asked to leave company premises that day. I was presented with a non-compete document and told that I must sign before I left.** It stated that I would receive severance pay amounting to three months' salary, but I had to agree not to compete in any way with my former company. That requirement prevented me from finding a job with anything close to the compensation I have been earning previously. One might ask why after 40 years I was downsized. I was only told that my job was being eliminated. Subsequently the company hired several people at less than half my wage. This all took place about 6 months after the company flew me to our headquarters in Dallas and presented me with a 40-year pin. After a celebratory luncheon, when I returned to work, I found two envelopes on my desk. I opened the first and it had a letter delineating raises for the coming year. They ranged from 2% to 6%, and the letter advised I would be receiving 6%. I opened the second envelope, and it explained that I would be receiving my full incentive pay of 40% of my base salary for the previous year. My annual review came later and stated that management was happy with the job I was doing managing our nonstandard product lines nationwide at 6 different plants. There was no hint that they would soon be ending my career. I was left to seek work at less than 1/3 of my previous compensation. There were many competitors in our industry with whom I would otherwise have been able to apply. But the non-compete clause precluded that possibility. **When I was dismissed, I was 59 1/2 and too young to retire, but 'too old to hire.'** I was fortunate in that I had been planning to retire at the minimum age for Social Security, and so had put away sufficient funds to carry me through this episode my life, but I will never understand the callousness and contempt with which I was let go and why our government allows corporations to throw people away at will. Further, in my state of Utah I was left with no recourse since Utah is a 'right to work state'. That phrase should be changed to the 'right to fire without cause.' When I consulted with a lawyer specializing in labor issues, he stated, "BEI you got screwed, but in Utah there's in nothing you can do about it." **Noncompete clauses add insult to injury, leaving the 'victims' to deal with extreme difficulty caused by greedy corporations; the suffering is unwarranted!"**

-William (Bill)



"I strongly support the proposition put forward by FTC to dissolve current non-compete clauses. **I am a small animal vet in a city of 120,000 population, there is a MASSIVE need for veterinarians in our town as the current pet: veterinarian ratio in our city is 14,000:1 conservatively. We are drowning in cases and need more staff, but the use of non-competes has lead to a veterinary care desert in this state** as well as many others. Because of non-competes, I am explicitly barred from opening a clinic in our city, the city north of us, and 2 cities south. Not because there is a lack of available clientele, but because a multimillion dollar company prefers a monopoly on the city enforced via non-competes. The thought of a single veterinarian having to leave an area already so desperately in need of vets just because some massive corporation says so is wrong, unethical, and directly opposes the American Dream. Non-competes crush the economics in the area, forces monopolies, and in the cause of

	<p>veterinarians, causes preventable death and suffering of fluffy loved ones due to lack of access to medical care."</p> <p style="text-align: right;">-Lauren</p>
	<p>"Dear Chair Lina Khan, I am writing as a Utah Republican precinct chair, biologist (1977 BS Biology, magna cum laude, Phi Beta Kappa, 15-year secondary teaching certificate), lawyer (1979 JD), and member of the Union of Concerned Scientists. I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work. Please issue a final rule that bans noncompete agreements. Sincerely, Virginia."</p> <p style="text-align: right;">-Virginia</p>
	<p>"Dear Chair Lina Khan, As someone working as engineer in the semiconductor industry, it is important for me to be able move between employers within the industry. This is especially important now with the growing of the semiconductor industry and bringing semiconductor manufacturing back to the USA. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, Christopher"</p> <p style="text-align: right;">-Christopher</p>
	<p>"As an American worker, I have consciously weighed my employment options and prospects with the potential limitations imposed by noncompete clauses, and I absolutely agree that these clauses affect workers' mobility and employers' talent pools. I work in biotechnology and even then, while it may be appropriate to have a contract outlining intellectual property rights and restrictions for a set period of time, limiting my ability to work at another lab that does research in my area only harms the pace of scientific progress and my ability to use my knowledge and skills to the benefit of my employer _and_ society. Workers aren't idiots. We can keep our proprietary knowledge to ourselves for a year if we need to move to a new employer. We're not out looking to sneakily undermine our previous employers, we just want to better our lives. And lastly, for women and other marginalized persons in the workplace, the protection afforded by employment mobility and freedom is CRITICAL. I have been subject to either direct sexual harassment or toxic workplace misogyny at EVERY SINGLE job I've ever had. I need to know that I can freely seek a safer, healthier work environment without being excluded from my narrow biotech niche."</p> <p style="text-align: right;">-Emily</p>



"My experience with a non-compete led to the painful decision to sell my house to survive. I am a mid-30s Utah native. After high school. I joined the insurance world as a Property and Casualty Intern with a large national insurance brokerage. Following my 4 years (during college) with the insurance broker, I became a Licensed Property & Casualty Producer. I enjoyed a successful career with 2 reputable and large brokerages in Utah selling business insurance. My husband of 5 years joined an insurance recruiting firm, recruiting licensed insurance professionals in Utah (primarily) and a few adjoining states. We were living the dream. During a trip, 1 sustained a significant TBI that led to 5 years of total disability. Social Security Disability sustained me during that time of many doctors appointments, medications, etc. Following a very long fight, I decided to try to go back to work. After hundreds of rejected applications, I approached my husband about hiring me with his firm. He got me in touch with the owner and she hired me. I began working an entry-level job for the first time in 5 years...**After 2 years of working, the owner pulled my husband and I into a room and decided 'she didn't want to work with us anymore' and that would be our last day. She handed us a small severance packet (2 weeks for me, 7 for him), and our noncompete agreements we had signed at the beginning of employment. She made sure to emphasize she would enforce the agreements.** The noncompete banned us from seeking employment with any clients that we had worked with for 1 year past employment, or with a company that we might have provided services for. It also prohibited us from pursuing any form of recruiting from any type of insurance entity including retail companies, carriers, wholesale companies, or any adjacent insurance business. It prohibited any direct or indirect competition with the firm. It went so far as to forbid us assisting or contacting any company employee, prospect, candidate or other person that we had dealt with or acquired knowledge of (I personally touched over 10,000 records of insurance professionals...) as a result of working for the firm. It also forbid us from working with any competitor for 12 months. The noncompete covered all 50 states geographically. There was a buyout option of a large percentage of the previous years billings (which would have amounted to over \$250k) or a one-time extremely excessive fee... We literally had to sell our dream house because of a noncompete. included all 50 states) but we were expressly forbidden."

-Spencer

Additional Support from Utah

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Ryan	"As a physician I strongly support removing non- compete clauses from contracts. In rural areas patients already have limited access to healthcare, and it can be made worse if a physician leaves. Patients should be able to keep seeing the same doctor, no matter who the doctor is employed by. Non- compete clauses can also be

	detrimental for the physician's family as well, as they may have to move to find employment."
Mohammad	"Please end the non compete rule it hurt so many doctors and much more many patients and kill competition"
R	"Ending non-compete is a no-brainer. Of course we should remove non-compete clauses. The increased peace of mind for employees, and the removal of an unnecessary "safeguard" for firms will result in a stronger U.S. economy. Everyone wins."
Colby	"As an aspiring entrepreneur in the real estate space , I am in a relatively small market where one company dominates. I recently ended my employment with them. They use non-competes to restrict competition and trap employees. The abolition of non-competes is paramount as small towns/cities grow. Please abolish them."
Brian	"I think the proposed rule is a great idea. If an employer wants to retain an employee they should provide good benefits and good working conditions. Employers shouldn't be able to coerce workers to stay in jobs they don't like by threatening to sue."
Harrison	"First and foremost, non-compete agreements can hinder an individual's career growth and mobility. By restricting a person's ability to seek employment within their industry or field of expertise, these agreements can potentially lead to a loss of valuable skills and experience. This not only affects the individual's career trajectory but also limits the talent pool available to companies in the same industry. Secondly, non-compete agreements may stifle innovation. When employees are unable to transfer their knowledge and skills to other organizations, the free flow of ideas and information is restricted. This can result in reduced competition and hinder the overall growth and progress of the industry. Moreover, non-compete agreements can create a sense of mistrust between employers and employees. Employees may feel that their employer is attempting to control their professional lives, which can damage morale and foster a negative work environment. Lastly, enforcing non-compete agreements can be costly and time-consuming for companies. Legal disputes can arise when an employee challenges the validity of a non-compete, which can result in significant legal fees and lost productivity. In conclusion, while non-compete agreements may offer some benefits to employers, such as protecting proprietary information, the potential downsides seem to outweigh these advantages. It's worth considering alternative approaches, such as investing in employee retention and creating a positive work environment, to foster loyalty and maintain a competitive edge."
Russell	"Non compete agreements suck. Get rid of them."
Irene	"My previous employee made me sign a noncompete as condition of employment indicating I cannot work within a five mile radius of my former company. I live in a fairly small city, so five miles is significant. After three years, I left the small company of mental health counselors to form my own solo practice. I have asked my previous employer to release me from the non-compete, to which she requested

	\$30,000 by December 31, 2023. I would like to be released so I can work closer to home, so am really hoping this law goes into effect. Thank you!"
Graham	"I am very much in support of this ban and the research behind it. Thank you"
Kyle	"I support FTC proposal to ban all noncompete clauses in employment contracts."
Hunter	"Non competes are a violation of our pursuit of happiness. No entity should be able to tell me I can't work somewhere I've been selected for and am qualified for."
Dominique	"I support the FTC's ban on non-compete clauses. This policy will make it easier for workers to earn what they're worth! My boyfriend is in an industry in which he had to sign a noncompete and now he is limited in the work he can pursue for the next year."
Joshua	"Simple comment in favor of this action. Please continue all too rare actions like this in favor of protecting the lower and middle class from exploitation."
Marina	"As a physician, I am strongly opposed to any non-compete clause for physicians in any practice setting. I gave up a decade of my life to get the education and training (and went into \$240,000 of debt) to become a physician . I have spent countless unpaid hours charting, troubleshooting, and learning on my own. No practice should be allowed to lay claim to my knowledge or clinical skills. Non-competes are unethical and unreasonably restrict the personal and professional lives of physicians in this country."
Jared	"As someone that works in the technology field as a generalist , a noncompete clause is often too broad, and can be interpreted that I cannot do any other computer work until the noncompete clause expires, which would make me take a job outside of my field of expertise for months or years until the clause expires. I urge the elimination of noncompete clauses for employment."
McKenzie	"If my current company required a noncompete, I would not have taken the job. I spent a decade obtaining a PhD and then 6 more years building on that expertise to be qualified for my current position. I can't just change career fields, and that's essentially what a noncompete would require me to do if I wanted/needed to find a new job. Not being able to take my growing experience to the same field at a different company would require me to stay whether I wanted to or not. What is the goal or motivation a company would have for implementing noncompete clauses? If it's to protect IP and trade secrets, an NDA will serve that purpose. The only other reason I can think of for companies to use noncompetes is to block employees from seeking different or better opportunities for themselves. Companies should have no say in such a significant decision of the working individual. Workers should be free to make employment decisions regardless of their current employer's desires to retain their workforce. If noncompetes are being used for retention purposes, I would suggest

	<p>companies explore other avenues to retention that get at root cause for why an employee is considering leaving (e.g., increased wages or benefits). Noncompetes appear to be a lazy company's way of staff retention. A company should not be able to limit an individual worker's decisions on staying in their current position by essentially making it so the worker could not use their experience to go somewhere else. After all, job applications require applicants to list applicable experience—how are applicants to fill out that portion of the application if they are unable to use their past experience to apply to the new job? I guess employers who require noncompetes only want to take experience gained from the previous employers and then establish the noncompete and pretend to "own" the experience of the experienced worker they hired (?). I am fully in support of this proposed ban on noncompete clauses and for the requirement that companies eliminate, and communicate elimination with employees, all existing noncompetes."</p>
<p>John</p>	<p>"As a journalist, I've spent over a decade honing my skills in product testing and reviews across two employers. Both companies include non-compete clauses in the contract. Fortunately, the first company cancelled my non-compete as the result of a layoff allowing me to continue my work. Unfortunately, the current state of my very specialized career means that retraining for another field would put a significant financial strain on my livelihood as I'm the only adult in my household able to work. It also makes it many times more difficult to transition into a similar industry without a pay cut, as I'd have to start in an entry level position again. This would render my current experience and expertise useless in a job hunt. So I'm forced to stay with an employer that is continually rolling back benefits and locking down the freedom of disabled employees like myself who make reasonable requests for accommodations to perform our jobs most effectively. I am fully in support of the new rule restricting the use of non-compete clauses."</p>
<p>Dustin</p>	<p>"I have been employed by the same firm for the past 19 years. Unknown to me when accepting the position, I was expected to sign a non-compete clause on my first day. The clause placed significant limits preventing me from changing jobs while still working in my chosen profession. The non-compete clause my employer has in place limits my ability to work in the field worldwide (excluding the African continent). The initial non-compete from when I started was for a term of 5 years after I quit. That has been revised to 1 year due to changes in laws in my state. While I have wanted to change companies for years, I am not in a financial position where I could afford to not work for a year before I start another position. Effectively, this agreement has kept me in the position as the employer wanted, it has also limited my wage growth significantly. While I have thought of risking everything to change employer, I have been hesitant to quit as I have also seen my employer take legal action against other former employees. The threat of legal action adds to the fear that I would personally face legal costs that could bankrupt my family. I strongly support the changes to this rule allowing for greater flexibility in employment options for all workers without the risk of legal action."</p>
<p>Dina</p>	<p>"And submitting an anonymous comment. I respectfully submit the attached comment in support of the proposed Non-Compete Clause Rule. This is the corporate equivalent of indentured servitude and is completely unconstitutional. But then again our constitution was built on slavery. End this now."</p>

<p>Kami</p>	<p>"I am an entrepreneur at heart. I have been in several network marketing businesses as well as started several of my own from scratch. In 2015 I started a thaand had great success. I was encouraged to join the company to help my friends and family members. I decided to do that and had so many people interested in it. I build a large business quickly. When I signed up for the company I did so quickly and without much thought. I thought at the time I was not starting a business but simply helping my husband, parents and a few friends. I did not read the contract. Every year we have to pay an additional S 100. Apparently this "renews" the contract with any new rules they add even though they don't tell us and to see the contract you have to search for it. Here I am almost 8 years later. The company has not created any new products, there is 10000xs the competition there used to be in that market, and my business is no longer flourishing. My income is half what it was in 2019. It is also something I have tried to use again without much success, so my personal belief in it is wavering. I thought about joining another network marketing company to have another stream of income. I consider my job a social media influencer. That is what I do for "work". I build relationships, I build followers and I post valuable content about all different things. I have now found out that according to the company, as an independent contractor for (Optavia). They 'Own" my social media. I am not allowed to use it for any other network marketing purposes. Even if I decided to resign they claim to "OWN" my social media for 12 months after that. This INCLUDES if it is not a competing product. They are a weight loss company. According to them I could not even use my social media to sell jewelry. I also can not even sign up fora company if it is competing, which I am learning is EVERYTHING in the health and wellness industry. I found a water filter I really enjoy and wanted to sign up to sell that. It is not competing, if anything it is complementary. You need to drink water when you are losing weight, so good water is important. Because it is considered a health and wellness industry product I would need to GIVE UP my multi-million dollar business I have built to sign up to sell water filters. This is totally limiting my potential, my income and my happiness. I had no idea this is what I was agreeing to (in 2015 it wasn't) I'm not sure when they added all this but it was not something that I even knew until I went to do it. It is not something they enforce until you are successful, so you see so many others doing it you never think it is something you can't do. My social media is mine. I created it. My hard work grew it. I work on it daily and I should he allowed to promote anything I want to promote on it. Them saying they own it is unjust and simply being used as a threat and punishment for !awing the company. Please pass this law. Please allow entrepreneurs to stay free, creative, excited and motivated. Take away the bondage that these companies are threatening against us to keep us promoting their product. My social media is my livelihood. It supports my family. If we let companies control that it is a very slippery slope to what they can control. Thank you,"</p>
<p>Randal</p>	<p>"Non-compete agreements as a technology worker have bound me. To be an employee, I was required to sign one. If I rejected the agreement, I would be denied the job. Having been unemployed, this feels like having to sign under duress. I worked with the firm for three years and eventually decided to move on to advance my own career. However, I could not start my own business doing the same work. The non-compete agreement stated that I was not to perform IT services for businesses and individuals for two years in any geographic area covered by the firm.</p>

	The owner pursued damages against other employees who had signed and tried to do their own business. Essentially our entire state, Utah, was off-limits."
Brianna	"END NON-COMPETES! They have too much of a hand in ruining people's livelihood."
Ellis	"I believe that non-compete clauses should be eliminated. I am most familiar with non-compete clauses in the healthcare industry, specifically for physicians , so that is what I will comment on. Non-competes effectively create regional monopolies that favor the private equity employer. Ultimately this results in decreased access to specialty services especially in rural areas, and is used by the employer to stop physicians from speaking up about patient safety issues. If a physician speaks up about care issues and gets labeled "a problem" physician, this puts their job at risk. When coupled with a non-compete, this puts physicians in a position where speaking up and advocating for patient care could result in that physician having to uproot their lives and their family to move many states away, depending on the language of the non-compete and if one employer is the predominant employer for a certain region of states. Employees are often trapped in unsatisfactory positions for decades as they cannot afford to break the contract and move while at the same time paying off exorbitant student loans. This contributes to moral injury and burnout, and thus decreases patient satisfaction and quality of care provided. Non-competes impede the operation of the free market between physician labor supply and available positions. Non-competes disproportionately favor the employer and create hardship for the employees and should be eliminated."
Daniel	"Dear Chair Lina Khan, As a pro worker individual I heavily support this change. Ban non competes Sincerely, Daniel Denison Wellsville, UT"
Eric	"Non-Competes should be eliminated completely. It is unfair a family has to move if one decides to leave their employer or drive 1-2 hrs away from home. This is unfair and costly to families, mine included. Non-Competes are very restrictive and costs us money since we had to relocate to a new state to avoid a non-compete agreement. GET RID OF THESE RESTRICTIVE COVENANTS NOW. Veterinarian and Finance here (both fields have non competes). They are Terrible."
Sean	"Hello. I am a citizen of the United States who works in the financial services industry . I am writing today to show my support for the proposed rule change to disallow non-compete agreements. While I do think there are limited circumstances when such an agreement would be viable, 99% of the time they are not needed and are used as a tool by employers to punish their employees for leaving their position. If we as a country believe in your right to work and your right to pursue your own endeavors, than no person or company should be able to control what you do with your professional life. I strongly urge the FTC to eliminate non-compete agreements altogether. Free market countries do not restrict the movement of workers between employers. I am no academic but from what I've read this change would also lead to an increase in workers' wages; something that is very much needed in this time of great inflation. Please give the power back to the people and make this rule change. Thank you."

Hunter	"I agree that there should be a nationwide ban on non competes due to their anti competitive nature. Too many hardworking Americans have their right to work and provide for their families infringed upon by corporate interests. So I support banning them."
Emily	"I strongly support a ban on noncompete agreements. Employers that want to ensure they retain employees they've trained (and thus their knowledge, skill, and expertise) should focus on offering competitive pay, benefits, growth opportunities, and a great working environment."
Daniel	"The FTC is absolutely right to prohibit noncompete clauses. They area form of employee abuse. I once worked for a medium-sized publishing company in Utah that included a blanket, nationwide noncompete clause as standard in its employment contracts. Even though I was able to negotiate the scope of the clause down to Utah, it still had a negative impact on my career when I was unable to move out of state as I had anticipated. My career would have been very different--and positively so- -had the FTC rule been in effect at that time. The rationale that noncompete clauses protect trade secrets is bogus. The company I worked for claimed this as their primary reason for including them, but they had exactly zero trade secrets worth stealing. It was, rather, a first indication of a workplace culture that was downright abusive to its employees. Finally, the proper role of government regulation is to preserve competition in the marketplace--including the overall labor market. For that reason alone, noncompete clauses should be illegal. But they are also abusive, and therefore the FTC should adopt this rule and enforce it with extreme prejudice."
Michael	"Please implement this. Stop making mega corps feudal lords and slave owners"
E	"Non-Compete Clause Rulemaking, Matter No. P201200. As a trained and boarded physician , I stand behind making this antiquated practice of non- compete clauses a thing of the past."
Stephanie	"Noncompetes have a negative effect on patient care. Hard to recruit specialist have to leave the area to continue to practice if they want to change practices"
Justin	"I have signed 2 NCC, the first one made it hard for me to find a new job in the same industry. I hope to never live to find out on the second. With all the layoffs happening i am scared it would."
Elena	"As a physician and a mother, a non compete clause can cause undue harm to my family if better employment opportunities arise in my community. These are difficult to enforce and takes away my liberty and goes against our free market values."
D	"I support banning the Non Compete Clause in contracts. It takes financial and basic freedom away from the hard working middle class and gives too much power to corporate America"
Chance	"As someone who as signed a non-compete agreement in every single job I have ever had, I think this is a brilliant idea. I have been forced to work in various different industries because of these non-compete agreements, never being able to utilize the non-proprietary or unique skills that I learned in that job into another job. I was

	<p>threatened with a lawsuit by an employer the first time I tried to take a job that vaguely competed with that company and I haven't tried since. I strongly encourage this to go forward and think it's a very clear and obvious rule to pass. It allows greater competition in the industries and allows workers to utilize the skills that they developed into new companies who are willing to pay more for someone with that skillset From my experience, companies absolutely use these agreements to suppress competition in the industry, they take every opportunity presented to exercise the non- compete agreement if they think it is being violated, and they use it to coerce employees into staying with their current company instead of taking a job that would give them a better opportunity and pay for the same or better job. Overall, this idea should be celebrated for increasing competition in industries and help reform predatory businesses from undervaluing, under compensating, and manipulating their employee's with fears of lawsuits and becoming unlikable."</p>
Jonathan	<p>Comment Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final that bans noncompete agreements. For those of us that work for very large tech companies, it's basically impossible to find a company that isn't at least in an adjacent industry. Good luck trying to find any software company that doesn't "compete" with a Microsoft or a Google. This type of contractual obligation should be just be illegal on its face for the way that it limits competition. Sincerely, Jonathan Huff Herriman, UT Original Comment Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements. For those of us that work for very large tech companies, it's basically impossible to find a company that isn't at least in an adjacent industry. Good luck trying to find any software company that doesn't "compete" with a Microsoft or a Google. This type of contractual obligation should be just be illegal on its face for the way that it limits competition. Sincerely, Jonathan Huff Herriman."</p>
Katie	<p>"Hi, I am a registered nurse that has worked in aesthetics for 15 years. I was at the ceiling at my current employer with no growth potential. I chose to abide the year non-compete. To say that it dwindled my savings and caused a lot of heart ache is an understatement. Multiple lawyers and fees still came up with the same answer, you could lose all you earned. I feel non-competes are a detriment to our economy and the capitalist American dream!."</p>
Chelseigh	<p>"I agree! I am currently in a legal battle with a former employer fighting this exact thing. We have won all of our hearings so far, and are the first court case to have a judge accept a claim that noncompetes are violating ADA laws. Non-competes are so unethical, especially in the human services field. When there are wait lists that</p>

	<p>exceed the non-compete window, businesses have no reason to enforce a non-compete, since they would not be able to serve all of the clients on their waitlist regardless. There are other ways to protect business interests, such as non-solicitation and non-disclosure agreements. Non-competes are truly only being utilized as a form of entrapment, to keep employees stuck. Treat your employees well and they will stay."</p>
ljeoma	<p>"Thank you for bringing this important issue to the table. I am an obstetrician/gynecologist currently in training sub-specializing in infertility. Within the field of infertility, non-compete clauses can last for 1-3 years and there are currently active clauses that would prevent a physician from being able to work in several states if they were to leave their employer. I am in the middle of interviewing for jobs in a city where there are several practices (both academic and private sector)- all with non-competes. After working towards this goal/being in training for 16 years, one of my biggest fears is feeling tethered to a medical practice that may no longer be the right fit for me or my future family due to non-complete clauses that would necessitate that I either 1) have an extended commute (less non-working time), 2) not work, 3) work remotely from family/friends, or 4) I am forced to move and completely leave the area. Removing non-compete clauses will remove shackles from employees and encourage respectful behavior between all parties involved."</p>
Zach	<p>"I am against non compete clauses and think they should be banned."</p>
Nathan	<p>"I chose not to take a job just after I got my master's degree because I wouldn't sign a noncompete. I wanted the option to open my own business but feared I wouldn't be able to. It kept me out of a profession entirely. For the sake of competition. I feel like non-competes are generally bad and could be banned, as long as contracts requiring non-disclosure and other protections of proprietary information are maintained."</p>
Matt	<p>"Non compete agreements are nothing more than modern slavery. Companies use these to scare employees, change their pay, and make them work for less. They also force employees to sign these documents months and years after they are already employed and threaten termination if they don't comply. Please abolish non-compete agreements. If companies took good care of their employees, they would never leave. Instead, they force people to work underpaid and overworked. Non-compete agreements are toxic and unfair to employees that don't have the financial stability to fight them in a court room against billion-dollar companies. It's our evil."</p>
John	<p>"I signed a non-compete without really understanding what I was doing. I feel like it affected my ability to maximize my earning potential in my career. If I could go back in time, I would have never signed it. If employers want to retain good talent, then they need to take care of the employee."</p>
Spencer	<p>"Non-compete agreements hurt American consumers"</p>
Steve	<p>"Please make non-compete clauses illegal. As a physician, I have been subject to non-compete clauses my entire career. They have interfered with my ability to maintain steady working conditions. In the event I choose to change a job, I have to move. The AMA and American Board of Emergency Medicine strongly oppose</p>

	<p>noncompete clauses and advocate for their physicians not to agree to them in contract negotiations. In many cases we don't have a choice as the large hospital corporations say "agree to the noncompete or you will not be hired". This is an unfair practice and the government should step in. Thank you, Steve King M.D."</p>
SAM	<p>"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. I do not like the idea of having to move whole industries just to get a better job, simply because a company I may work for has these non-competes that keep me from immediately working in that same industry/line of work for someone else. if I want to change jobs in the same field to earn more and/or to work at a better place, then I and everyone else in this country should be able to do that. Thank you for your work, and please issue a final rule that bans noncompete agreements."</p>
Ken	<p>"NON-COMPETE CLAUSES SHOULD BE ABOLISHED. ALLOW PEOPLE TO WORK AND COMPETE."</p>
Ryan	<p>"Non-compete clauses prevent employees from changing jobs while staying in the communities they have set down roots in. This prevents employees from pursuing better opportunities due to concerns about uprooting their families I think communities are best served by retaining community members long term so they feel a stronger commitment to improve their own community. I believe employees are best served by having the freedom to pursue job opportunities without the constraints of overreaching job contracts.."</p>
Nathaniel	<p>"Please enact and enforce this rule! Job mobility is a cornerstone of the free market and the American way. The free market cannot create ideal conditions for workers unless they have the freedom to move to better jobs."</p>
Elizabeth	<p>"I strongly support a nation-wide ban on non-compete clauses in employment contracts. I am a veterinarian and have been negatively affected, as have my colleagues and clients. They are being used by private equity firms, which are consolidating veterinary practices, to reduce competition for employee veterinarians. This prevents veterinarians from starting their own businesses and from changing jobs. This hurts individuals earning power, and reduces consumer choice for care for their pets. These clauses in employment contracts are banned by some states, and are often overturned by judges, but these kinds of legal battles are financially ruinous for veterinarians. Please ban non-competes, ensuring that those already in force cannot be enforced. Thank you."</p>
Greg	<p>"I fully support the banning of non-competes in employment agreements. Corporations wield far too much power over employees already. It is bad enough that in this country many employees do not go on to start independent businesses for fear of having to pay for expensive health insurance. Getting rid of the non-competes in contracts will at least allow greater mobility for employees to switch employers."</p>
Karl	<p>"I support the proposed FTC rule to ban non-compete clauses. I believe such clauses represent an abuse of power by employers."</p>
Isaac	<p>"Non-compete are a joke and should be banned. Anything you learn is your knowledge and you should be able to use it where ever. We should have freedom to work!!!! Freedom to work!!!"</p>

Benjamin	"This is a ridiculous idea that restricts the rights of citizens for corporate gain."
Faraz Khan	"As a physician , I can attest how the non compete is causing problems with healthcare access. In Utah some healthcare companies have a 30 mile non compete. Basically if they leave their job they have to leave the state. In some specialties which is already short staffed this has detrimental effects on the community. There are various such examples in Utah with one example of the non compete causing shortage of cardiac Electrophysiologist in Saint George Utah as the doctors had to move away from the city to avoid the non compete. There is no reason why a worker or physician should be punished to leave his community / work in search of better job opportunities. If the non compete is removed the companies will have to instead provide better work environment/ pay to incentivize their workers. This will be beneficial for the workers, resulting in better work environment. And in case of physicians, improve health care in the community by allowing physicians to stay in their area of interest/ need."
Stefan	"I believe that banning non-compete agreements would bolster the economy significantly. An employee who is growing his skillset in his domain but wishes to change companies should be allowed to, as their skills have grown to a level where they will be able to make a much larger, positive impact. Being stuck in a company because you can not join an adjacent company leads to resentment and a severe drop in productivity. Non-competes harm the free market and lower efficiency, and they also cause a great deal of stress for the people affected by them."
COURTNEY	"I support banning non-compete clauses. I am a mental health nurse practitioner in Utah. To gain employment, I had to sign a 12- month non-compete clause for the entire state. I would have to be unemployed for a year or move out of state, none of these are viable options. Please help workers be free to seek out new employment. This keeps our jobs and the economy competitive. Non-compete clauses are only helpful for employers who want to trap their employees in bad contracts. They don't lead to better economic outcomes. Non-competes cause wages to stagnate and interfere with free enterprise. Please ban non-compete clauses."
Marcia	"I am strongly in favor of banning companies from utilizing non-compete clauses in employment contracts. These clauses limit the ability of workers to find better opportunities and pay by restricting access to jobs where their specific areas of expertise can be best leveraged."
Jerich	"The Non-Compete clause is unethical and should be illegal as well. Non-compete clauses are inherently anti-competitive, as they prevent employees from leaving a company to work for a competitor in the same industry. People should be free to work for who they want to work for - that should be a fundamental worker's right. It should also be a fundamental right for a company to hire who they wish to hire, without being barred by a candidate's Non- Compete Clause. The only thing that a Non-Compete Clause does is damage the economy by stifling competitors from naturally growing by limiting a key resource for company growth: people. In addition to stifling company growth within the industry by limiting the people a company can hire, it also has a chilling effect on the rights of workers. If an employee is employed by a company that has a Non-Compete clause, that employee is less likely to leave the company for a better alternative, even if the company they work for is a hostile work environment."

	<p>They would have to spend a period of up to several years doing some other job for potentially less pay if they were to leave, before they could return to the industry of their expertise. If Employee A wishes to leave Company A to work at Company B, but Company B is in the same industry (for example, cloud computing), Employee A must then work at other companies for a period of up to several years before they are allowed to work at Company B. While there is an argument to be made about Non-compete clauses preventing the sharing of trade secrets, the sharing of trade secrets is already contractually barred and punishable."</p>
Michael	<p>"I strongly support doing away with this unfair and damaging practice."</p>
Dan	<p>"Please consider doing away with non-compete clauses and restrictive covenants. In my circumstance, I am a 36 year old that has dedicated the last 14 years of my life to college, medical school, residency, then fellowship. I just recently signed a contract to join a medical group in a new city and state, and will take my young family with me. The non-compete clause that I was essentially forced to sign puts undue risk on my family should this position not work out due to unforeseen issues. I would hope that the amount of time, sacrifice, and education to make it this far would allow me the opportunity to work and contribute to a community without the added pressure of feeling like I have no alternatives in my employment."</p>
Spencer	<p>"A non-compete clause from a very large hospital group prevented me from being able to practice in child and adolescent psychiatry in a high-needs rural area. It was a disservice to me, to my family, and to the community."</p>
Jakob	<p>"My name is Jakob. I am a relatively young neurologist who, like so many colleagues from the same generation, have experienced the result of market forces over the last 20 years, and thus been thrust into an employed position, rather than a position with part ownership. The majority of us physicians are now employed, rather than practice owners or partners. Therefore, the rules of what it means to be a physician in a particular community have changed since the initial regulations allowing for non-compete agreements among physicians were allowed to take hold, despite medicine not being the initial target for non-compete agreements. In this context, I wholeheartedly support the FTC's non-compete clause rule (NPRM). The historical justification for non-compete agreements was to protect an employer's intellectual property from appropriation. This could include product information, or - these days - software. Now that physicians are officially more often employed rather than practice owners, these same agreements have become far more commonplace, and have become a tool for large healthcare system to intimidate and artificially restrict job mobility, just as they have been used by large corporations for their skilled workers in the technical industries. Now, in the so-called 'tech world,' research demonstrates that limiting non-compete agreements appears to have fostered competition. By extension, this has improved the capacity of the best workers to be attracted to innovate within the best environments for them - something we all benefit from, now, with everything from ChatGPT to smartphones. Moving back to medicine: a more dynamic professional marketplace benefits patients and their physicians. But how is this possible, one may ask? Employers will have to focus more attention on the value proposition for their physicians not just their salaries but also working conditions, peer collaboration, professional development, career mobility options, and</p>

	<p>how they can create value for their patients. Employers that genuinely empower their clinicians will retain them for the long haul. At the same time, physicians motivated to stay within a system actively attempting to improve patient care will ultimately lead to patients receiving better care. Ultimately, I am but one physician. There are many corporations that believe they stand to lose from this rule, and so I understand the lobbying efforts behind limiting the scope (or outright negating) the NPRM are at a fever pitch. This likely includes hospital systems, their parent companies and, indirectly, large insurers - and that, on its own, should give one pause. This is especially true in the United States, which remains the only major Western nation without a universal healthcare system, and with the most expensive care and medication relative to health outcomes. In this context, if the major groups against a proposed regulation are massively wealthy corporations, while those for it are patients and their physicians, where does the typical arc of history likely bend for the just outcome? With regard to the wider world of non-compete agreements in the US, I invite you to read the following excerpts from a recent interview with Evan Starr, an economist at the University of Maryland, who puts into sharp relief the necessity of the FTC's non-compete clause rule far better than I can...The aforementioned excerpts: "[An] argument is that, without non-compete agreements, companies will share less with their employees, stifling innovation. What do you [think]?' 'Non-compete agreements are such a blunt tool to use when more narrowly tailored tools can suffice. For example, firms have nondisclosure agreements, which can prohibit workers from sharing information. They have trade-secret laws. The non-compete agreement is the most blunt of all of these, because it protects things by prohibiting mobility in the first place...' People will say, 'Well, I need to train my employees, and I need to restrict their ability to leave after I train them so that I can recoup my training expenses.'" This idea has been around for a long time, and some states do recognize special training as a legitimate interest for enforcing a non-compete agreement. But here's the issue: If you take a worker who has been trained and the non-compete has been used to justify that training expense, why does the non-compete agreement apply ten years into their tenure, or twenty years into their tenure, well after they've repaid the training expenses? If the non-compete is really about justifying the training expenses, all you're concerned about are those early years, when the worker hasn't repaid them.' 'You just figure out how much you are going to have to spend on training the worker. If you're going to send them to get an M.B.A., for example, you know exactly what that cost is, and then you just have a training-repayment contract...'"</p>
<p>Taylor</p>	<p>"I strongly support the FTC's proposal to ban non-compete clauses. I am a physician and non-compete clauses are often used to limit areas in which physicians can practice after they part ways with a healthcare company. In the current setting of shortage of physicians of all specialties nationwide, non-compete clauses only further limit access to healthcare for many with already-limited access to healthcare. A physician who is affected by a non-compete clause is left to either uproot their family and move to an entirely different state in most instances, or to work in a different field for a year until their non-compete has expired. This is a poor use of all of the taxpayer dollars used to help train this country's physicians, and a missed opportunity to provide healthcare to many who would otherwise go without."</p>

<p>Mark</p>	<p>"I fully support the prompt implementation of this Non-Compete Clause Rule as proposed by the Federal Trade Commission. Non-compete clauses are an affront to the spirit of American free enterprise and contradictory to the intent of anti-trust regulations. They exaggerate and flagrantly abuse the lopsided power differential between employers and employees to, at the individual level and at their worst outcome, effectively incarcerate employees in professional servitude. Non-compete clauses codify an imbalance of power between employers and employees to the detriment of employees, and are tantamount to extortion. Locked out of geographical areas for prohibitive durations following departure, employees seeking alternative employment (including starting their own business) in their chosen profession may be so discouraged by the punitive obstacles a non-compete clause creates that they may feel trapped in their current arrangement. This prevents individual growth and advancement while rewarding employers who abuse, underpay, or otherwise take advantage of their employees. Employees are effectively forced to forfeit at-will terms and surrender power over their own career destiny to employers, administrators, and owners whose motives do not necessarily align with the individual employee's best interests. At the societal level, non-compete clauses primarily inhibit free-flowing competition and market forces. Secondly, but of more significant consequence and far greater concern, non-compete clauses hurt the American citizenry reliant on the professionals burdened by such contractual stipulations: for example, doctors, dentists, therapists, veterinarians, and the patients they care for; accountants, attorneys, financial advisors, and the clients they counsel; architects, engineers, designers, contractors, estimators, inspectors, and the individuals and communities they design and build for; artists, musicians, chefs, caterers, restaurateurs, beauticians, barbers, cosmetologists, stylists, and all the folks whose lives they enhance. Patients, clients, and communities establish deep, trusting, and even fiduciary relationships with individuals across myriad professions that transcend the specific employer. These relationships must be held in high regard and protected, as are other immutable core values upon which American society is built. Non-compete clauses undermine these hallowed relationships. With the specific exception of business owners in the sale of their business, as noted in the proposed rule language, non-compete clauses should be immediately, retroactively, and universally banned. Violators should be held liable for such devastatingly punitive damages that employers are effectively deterred from any further attempts to nefariously strongarm past, present, and future employees with non-compete clauses."</p>
<p>Mark</p>	<p>"Non complete clauses prevented me from practicing in a city that I love and that has a doctor shortage. I used to be an interventional radiologist in Las Vegas, my radiology practice was sold by the partners when I was an associate to a private equity company called Radiology Partners. The quality of the group quickly declined and I left but had to leave the state to continue to practice in order to avoid a non-compete clause."</p>
<p>Tanner</p>	<p>"I am writing to express my strong support for the proposed rule to ban non-compete clauses in employment contracts. As someone who has witnessed the negative impacts of non-compete clauses firsthand, I believe this rule is critical to protecting the rights and opportunities of workers, promoting fair competition, and fostering innovation. As a delivery driver for medication for hospice patients, I have firsthand experience with the frustrations patients and their families face in navigating the healthcare system. Patients often express to me their difficulties in finding and</p>

	<p>accessing quality care, and I have witnessed how non-compete agreements can exacerbate these challenges. For example, when a healthcare provider is bound by a non-compete agreement, it can limit patients' access to the providers they prefer, causing delays in care and frustration for patients and their families. As someone who is on the front lines of patient care, I strongly support the proposed rule that would prevent hospitals from requiring healthcare workers to sign non-compete agreements. I believe it would help to promote fair competition, enhance patient choice, and ultimately improve the quality of care for hospice patients and their families. Research [1][2] has shown that non-compete clauses can limit workers' ability to find new job opportunities, negotiate higher wages and benefits, and pursue career advancement. These clauses can also stifle innovation and competition, ultimately harming consumers. By banning non-compete clauses outright, this proposed rule would help to level the playing field for workers and promote fair competition across all industries. It would allow workers to move freely between jobs, seek out better opportunities, and negotiate higher wages and benefits. This would ultimately lead to better outcomes for both workers and consumers. Opponents of this proposed rule may argue that non-compete clauses are necessary to protect businesses' investments in their employees and prevent them from losing valuable staff members to competitors. However, I believe that these concerns can be addressed through other means, such as offering more competitive wages and benefits or investing in training and development programs for employees. In conclusion, I strongly support the proposed rule to ban non-compete clauses in employment contracts. This rule would protect the rights and opportunities of workers, promote fair competition, and foster innovation."</p>
<p>Jacob</p>	<p>"As a vet student one of my biggest concerns about beginning to practice is potentially having to sign a non compete just to find work. I 100% am against non competes and they are an archaic and predatory practice."</p>
<p>Sara</p>	<p>"The vast majority of physicians would agree that noncompete clauses in the healthcare field are on the whole bad for both physicians and for patients. They discourage market forces that allow physicians to vote with their feet if they don't agree with decisions being made by hospital systems that are to the detriment of quality medical care or clinician career longevity. According to one report, 117,000 physicians left the workforce in 2021, which is roughly 10% of the physician population. In an era where profits are continuously being put above patient care and the physician shortage is amplifying dramatically as physicians leave the field in droves secondary to widespread frustration and burnout, it is important for physicians to be able to speak out about these issues or leave their jobs without fear of retribution or the inability to provide for themselves and their families. Given the growth of large hospital systems, a noncompete clause for a physician often means that leaving a job would require a physician to leave the geographic area in which they practice. This raises several issues of the downstream effects of noncompetes in coercing physicians to accept conditions they are not comfortable with, eliminating checkpoints that market forces allow that ultimately would have led to better systems that served clinicians and patients, and contributing to the physician shortage. Physicians with noncompetes in their contracts are forced with the choice of uprooting themselves and their families each time they want to switch practice environments, and the daunting challenging of reestablishing a reputation and practice in a new location. Employers know this, and use it as leverage when</p>

	<p>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. In a situation where physicians can't relocate geographically due to personal reasons, they are prevented from pursuing opportunities that are a better fit for them personally within their geographic locations (better pay, more flexibility, better hours, etc). When physicians are forced to work at jobs that aren't good fit, disillusionment with the field is growing at a time where clinician burnout is at an all time high. Therefore, many physicians are now electing to stop practicing medicine altogether rather than work at a job they don't enjoy, thus exacerbating the physician shortage and access to care nationally at a time where this is already a public health emergency. As it is currently written, many lawyers have stated that the FTC proposal would not apply to nonprofit organizations. Given that the majority of the hospital systems in the country are classified as nonprofit in name despite the business model being the same as other healthcare entities, this would actively give nonprofit hospital systems an unfair advantage over independent physician practices and for-profit health systems. It is important to note that several of the hospital systems that produce the most in profits and pay their CEOs many millions a year are 'not for profit' in name. Therefore, this rule seems arbitrary, and if the FTC proposal was to have its intended consequence, noncompetes should be eliminated for both not for profit and for profit hospital systems. While it is hard to argue that a single physician leaving a hospital system would significantly affect the bottom line for a large hospital system, it is quite true that a single physician employed by a small independent physician practice could significantly hurt that independent practice by using the practice's resources to build a patient base and reputation, and then opening their own practice across the street. Given that the footprint of an individual practice is smaller than a hospital system, the argument that a physician wanting to leave that practice could still practice in the area without having to uproot their families is much more reasonable. Independent practices are a valuable player in the healthcare ecosystem, and preferred by many patients. Therefore, if a carveout in the FTC proposal is created in healthcare, it should be for independent practices, not for 'not for profit' healthcare systems, and be aimed at keeping independent physician practices viable. Therefore, as grassroots physicians and our supporters, we respectfully submit that noncompete clauses are detrimental to both physicians employed by hospital systems (both for profit and not for profit) as well as patients. Ultimately, noncompete clauses at large healthcare employers are detrimental to our nation's long term ability to maintain access to quality care, and should be outlawed."</p>
<p>Sarah</p>	<p>"I am a physician, trained in pediatrics and fellowship trained in sports medicine. I am applying to and considering offers for my future position at this time. Noncompete clauses are present almost universally in these contracts which is bad for me personally as I may want to find a job which suits my needs better in the same local area without uprooting my family. This is bad for the patients as we all know that increased options leads to better care as choice factors in and the provider which meets the most needs of a patient is the best provider. And it's bad for capitalism as more competition leads to better prices for healthcare consumers. This should not be an issue and should be outlawed. It feels as though non-compete clauses are a</p>

	<p>leftover of bygone times. It allows an employer to have a shameful amount of power over an employee. This needs to change."</p>
Emma	<p>"I am a young adult just entering into the dog grooming industry. Trying to find a job has been harder because everyone wants a non-compete to be signed. I have been offered a 5 year as well as a 2 year, but why would I, someone who needs to build their own clientele to earn money, sign something that would eventually keep me from making that money that I worked for. I don't understand having to not participate in the industry that I went to school for and plan to make a living off of because of non-compete contracts."</p>
Elizabeth B	<p>"I would like to submit comments on the proposed ruling to end non-compete clauses in contracts. My son is currently experiencing the hardship this non-compete clause has created in the pursuit of his career. He has worked for 10 years as a chiropractor. He entered into his contract directly out of his schooling. I believe his employer knowingly used my son's enthusiasm and lack of experience to the employer's advantage when he proposed the contract. This employer has used this clause to impose fear and bind employees without fair compensation; having denied raises as promised etc. Further, the contract stated that if he left his employer he would not be able to work in his field within a 20 mile radius. This is particularly damaging since the geographical area in question lies in the middle of desert area with no communities outside of that 20 mile radius. I believe it is unreasonable to require him to uproot his family. In addition, this clause can be interpreted so broadly skills that vary greatly in the profession are not considered as to whether they actually compete at all. For instance, my son has received specific training for a type of chiropractic not related to his current practice. Further, my son paid for this training on his own and did not use work hours to obtain the certification and training. I believe there is a better way to provide for the needs of employers and the community. it is more than fair for an employer to include protection in contracts for Non-Solicitation. Any proprietary skills, methods, marketing etc. learned in the process of work should certainly be protected by the employer. It is reasonable to expect employees to respect and uphold these boundaries. Certainly the intent of good law is to protect the employer from loss as well as protecting the employee and providing good business practices to benefit all parties of the community. However, this clause can be manipulated to benefit only the employer. I therefore respectfully submit this clause is unreasonable and should be discontinued."</p>
Cade	<p>"I support a ban on non compete agreements"</p>
Tara	<p>"Hello, I am a mental health provider and am currently bound by a non-compete. This non-compete has made it impossible for me to practice within my geographical area. Non-competes are damaging for patients and should be disposed of. They potentially limit the number of patients that are able to be seen by providers within specific meas. This can be very damaging for someone with severe mental health issues and should be considered unethical in my field of practice."</p>

Denia	"Excellent proposed legislation! For too many decades, workers have had to take inferior positions, outside their field, at significantly reduced wages, as non-competes play through. In my opinion, "just compensation" should include the amount of wages that would be lost, during the non-compete timeframe, if employers will still be allowed to use them."
Miles	"I am in agreement with getting rid of the practice of Non-Compete Clauses within employment contracts. I, myself, have been victim to these practices and had to move my entire family after leaving a position. I work in the healthcare industry where these types of non-compete clauses are all over. I have had situations where my employer doesn't want to give me a raise or increase the salary with cost of living so the only way to improve my economic situation is to leave to pursue a different job with another company. I have had to move 4 times in 5 years to be able to make my life better for me and my family. If there was no such non-compete clause within my employment contract I wouldn't have had to move my family to take a better job position. I really hope the FTC will vote to abolish non-compete clauses in order to help the American worker be able to make the best decision for improving their economic position while making life easier to support their families in the areas they desire to live."
Pete	"I support this measure. I am a 1099 worker (non-management, non-white-collar) forced to sign a non-compete in order to keep my job. I am in Utah, which is a right to work state -- meaning that I can be terminated for no reason at any time and am legally unable to find another job in my industry. Thank you for doing this."
Cheri	"I am currently bogged down by a non-compete that is stifling my ability to grow my business. Having a rule like this is vital to business growth and the ability to open up the free market. In my situation, I was an independent contractor with a real estate brokerage. I have since obtained my brokers license and opened up my own brokerage. My previous broker forced a non-compete on all who worked there, stating that we are not allowed to work with any client we had while with them for one year. The problem I am running into, is my clients joined me, not the brokerage. They are loyal to me, and are extremely frustrated and unhappy about the fact that they cannot continue their work with me. When an independent contractor recruits, retains, and builds a relationship with their clients, they should be able to keep those clients when the current company no longer fits their needs or makes changes that stifle their ability to grow. This law would prevent unfair practices being enforced on people by organizations who use non-competes to control and bully their employees and independent contractors, without any accountability on their part to provide the best services and environment for the workers and the clients. I am in full support of this rule and encourage you to pass it quickly. Thank you for your time."
Sarah	"Banning or limiting non-competes is extremely important to protect the freedom of American workers to work where they choose, without having to leave their industry or give up their career. Everything that a business would want to accomplish with a non-compete can be done through non-solicitation, non-disclosure, and confidentiality agreements. There's no excuse for trapping employees in a particular company."
Bethany	"I am working for a company that is going under and is being bought out by another. I have personally seen the non-compete clause being wielded as a weapon to hurt people and keep them from seeking employment at other companies. They are trying

	<p>to bully those with them into signing into the new company using the noncompete they signed with the first. The new company has an even worse (longer and farther distance) than the one before. These do not help the economy either because a lot of the people are just choosing not to work for the 6 to 18 (18!!!! Unreasonably long.) months and they are just not going to be able to buy anything extra or vacation or anything. Some moved in with family til it is done. These need to go!"</p>
Robert	<p>"I am a physician and work for a large, multistate Health Care System, Intermountain Health. They hold us all hostage with our noncompete clauses that they force us to sign. I was able to negotiate mine to 15 miles, normally they require 30. But it still would significantly impact my work location, and it does hold me back from work options I wish to pursue. If the noncompete didn't exist, Intermountain Health Care would have to become significantly more interested in my happiness, and would have to be much more competitive in their compensation and retention efforts. They employ 3000+ physicians in their physician division, and we are all held hostage by this agreement. I look forward to your repealing this legal tactic for them, as do most of the physicians and practitioners in this group. The ability to move competitively would be a godsend to us. thanks again."</p>
Christopher	<p>"Comment Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. I am building a business that I will definitely face the challenge of finding help with non competes who I am not able to lift up with better opportunities for their future. This will empower business owners and workers like myself to build a better economy that works for the people and the businesses. Thank you for your work, and please issue a final rule that bans noncompete agreements."</p>
Colin	<p>"Get rid of non-compete clauses for ALL healthcare professionals, including doctors, nurses, physician assistants, nurse practitioners, etc... They are unethical and compromise competition in the labor market. This favors corporations (ones that make billions each year) and keeps skilled laborers down. Let workers work!"</p>
Lance	<p>"My most recent experience with non-competes and how companies treat employees is along these lines: I was hired remotely at a well known manufacturing company, and about 2 years into me being there we were in hyper-growth mode and got acquired by another company that was PE owned. Within the areas we operate, we have brands that are 100 years old, market share leaders, and legacy product lines that are owned and used regularly by 99% of American households. Within one year of the merger, my company had started letting some employees go that I had worked with, and a select few individuals decided to leave because of the changes. They ultimately landed at companies considered competitors, but a more accurate description would be they now worked in "adjacent" categories (the new companies were in the larger overall category, but their product offerings played in categories where at the time had no presence - only potential future concepts we were looking to explore). After these few individuals left, it was discovered that all of us who were hired on at the original company pre-merger did not have a non compete agreement in place, and immediately we were given ultimatums that we had to sign one or consider working elsewhere (my boss told me if I didn't sign it I would likely be let go). In the non compete agreement the verbiage called out that any eligibility for merit increases, bonuses, etc. would also withheld if I did not sign the agreement, which was simultaneously incredibly broad and covered the entire overall category</p>

	<p>spanning any product type that I had sold during my career. I.e. - it would limit my ability to work PERIOD for 18 months within the area that my expertise and relationships have fostered essentially my whole working career. There was also no explicit difference called out between me electing to leave the company myself and being let go, so I scheduled a call with our head of HR (who also happens to be the head of our Legal department). I raised my concern to this individual that this document raised alarm bells for me, as there is nothing in there that protects me in the event that the company decides to let me go. The Non Compete would still be in force, and I would not be able to work in my area of specialty for almost a year and a half, which was alarming. I was told that Non Competes are extremely hard to enforce, and the only way to realistically "keep" me from going to work for a competitor would be to pay me the new salary the competitor was offering just so I didn't work there. Essentially confirming to me what everyone else needs to know about non-competes - they're smoke and scare tactics to limit employees from opportunities they may have at other companies to ensure let church and turnover. Period. If the concerns regarding non competes really center around intellectual property, information leaks, etc. then my recommendation would be to firm up the other agreements that companies require employees to abide by. But freedom for individuals to elect where they work is necessary to ensure it's a fair market where the value an individual provides is not limited by enforced fear or legal intimidation because of non compete clauses that are one sided. Attachments Screen Shot 2023-02-02 at 5.22.58 PM"</p>
<p>Conner</p>	<p>"This is a rule that should definitely be implemented. Non compete clauses serve only to hamper working people throughout the country, allowing the wealth gap to grow even larger."</p>
<p>Shaida</p>	<p>"Agree that non competes should be banned. I am a doctor who had to fight against a non compete to care for patients and to work in the city I live in."</p>
<p>McKay</p>	<p>"Non-Compete clauses only protect the employer and do nothing to protect the employee. I work in a very specific line of security and I cannot work for any of our competition so I'm limited to applying to jobs where my expertise cannot be fully applied. In this manner I am forced into lower compensation with potential future employers. This only harms me and makes it difficult to leave current employment without changing to a completely different market where my knowledge and skills would not gain me much of anything. I hope my opinion will be considered. Thank you!"</p>
<p>Domini</p>	<p>"Noncompete clauses make it extremely challenging to earn a living in your field of expertise after a voluntary or involuntary termination of employment. A company should not be able to prohibit someone from choosing to work at a different company that may be offering better compensation, culture or benefits. Including a non solicitation clause and keeping company information safe is a completely different subject and should be enforced. As someone who also hires at my firm, I have had to not consider hiring a skilled candidate because they have a noncompete. So biased and unfair to the candidates."</p>

<p>John</p>	<p>"As I retired engineer with a long career in multiple industries I am writing to express my strong support for the Non-Complete Clause rule. There are many ways that an employer can protect legitimate intellectual property interests without restricting the ability of technical staff to seek other employment. In the rare instances where a non-compete agreement is considered consistent with the public interest and enforceable it is essential to protect the worker by requiring the former employer to pay substantial economic compensation during the non- compete period."</p>
<p>STEVEN</p>	<p>"We need to get rid of non-compete clauses now and in the future. Currently, my wife is dealing with a non-compete as a health care worker making it so she can't leave and get better work to suit her needs in the same industry where she lives. It holds workers hostage and should be illegal. Workers are already hound to not share trade secrets and other confidential information but making it so they can't get better work in the same area makes it a hostage situation that leads to worse pay and worse working conditions."</p>
<p>Jay</p>	<p>"I strongly support the proposal to eliminate non-competes. I work in an industry that is hard to get your foot in the door, and relies more on work experience than education. My employer has made it a habit to hire younger individuals such as myself. They assured us that the non-compete agreement was standard practice, and they had never seen it enforced. Over time though, the company offers far less than competitive raises, resulting in pay that is substantially lower than market standard, with poorer working conditions. The non-compete prevents us from working in the entire state for a year in any related field. But it's okay, because at this company "they are never enforced", and we are afforded great experience (true). Fast forward a few years, my coworker finally got the courage to start looking for other jobs, and received an offer from a nearby company at almost 100% more compensation, plus other perks. He brought it up to our management, who immediately called the other company, threatened to sue, and completely burned the bridge for my coworker. My coworker is now stuck perpetually working for a company that doesn't want him anymore, but my employer will retain him for as long as he wants due to the blow to his pride that would occur of one of his employees left for another company. All of the other coworkers, including myself, will either be forced to relocate our families and explore job options out of state, or endure a company that has us trapped into below market compensation, resulting in a lower quality of life for ourselves and our families, reduced ambition and thus productivity, and reduced morale. Non-competes should be banned if we truly believe in a free labor market where employees are rewarded for their efforts, with high- performing companies being able to attract high-performers. As the old Soviet workers used to say...."We pretend to work, and they pretend to pay"."</p>
<p>Shaleen</p>	<p>"I worked for a behavioral health company for 9 years from 2014 to 2021. In 2020 I was given a non-compete agreement. I authorized behavioral health services for this company and I was 100% self taught. I was never trained for my position, I just had to learn it as I went along. I was paid \$16.50 an hour and almost everyone that worked there was underpaid. I ended up leaving this company to work in the same line of business and now I am being sued because they claim that they had provided me with hours of specialized training for my position. This company put non-compete agreements on every single employee no matter what their position was. I am very grateful for my new employer as they have covered the cost of attorney fees because</p>

	otherwise, I would be screwed. Please put a stop to non-competes especially for low wage workers."
Mahika	"Non-competes stifle growth. Companies only need to safeguard their Intellectual property. Ban non-compete agreements that serve no purpose."
Michael	"Non-Compete clauses serve only employers, not employees. They're used as a means of control over employees, effectively chaining them to overbearing employers. Please do away with these ridiculous clauses!"
Scott	"Dear FTC Commissioners, I'm writing with regards to Non-Compete Clause Rulemaking, Matter No.P201200. I strongly encourage you to adopt the rule, with minor modifications as necessary to address any narrow and specific requirements to address the protection of major proprietary information. This rule will protect and enhance the earning potential of American workers, stimulate the economy, incentivize innovation, and level the playing field between employers and employees. Thank you for your service to our country."
JJ	"I am a career technology/software sales rep who continues to get taken advantage of by my employers who force me to sign a non-compete and then continue to lower my earnings year after year because they know I can't progress in the same industry outside our company cause the non compete. Please look out for workers and end non- competes. This is only helping the rich and hurting workers"
Milton	"This rule change would affect so many people working in a positive way. Anyone that has had to sign one of these "non compete" contracts knows how limiting it can be after working for a potentially harmful company. This will protect people working quickly and effectively if implemented properly."
James	"As a podiatrist the non compete agreement I have signed is needlessly restrictive and harmful in finding appropriate employment. I made almost \$400,000 less than what I brought to our practice after taking out business expenses and 10% to build up the practice. If the non compete agreement were outlawed then I would be able to negotiate a fair percentage or create a new practice in my desired location. Instead of paying for the practice owners house remodel I could pay off my student loan debt. On behalf of podiatrists nation wide please remove non competes!"
Rachel	"I am a general pediatrician . My ability to change jobs is severely restricted by my current non-compete clause. I support elimination of non-compete clauses"
David	"I would like to see non compete clause done away with"
Michael	"Non competes stifle innovation and freedom About one in five American workers—approximately 30 million people—are bound by a non-compete clause and are thus restricted from pursuing better employment opportunities. I have seen managers do terrible things to employees, threaten them , barade them - lock them out of working for a YEAR a entry level person making 45k a year being locked out of work for a YEAR legally over going to another company in the same space is so unfair and

	<p>unjust The tech market as a whole was literally built on the foundation of people leaving big companies to seek innovation This is the one of the worst business practices in america and only hurts the economic development of the country"</p>
<p>Pro</p>	<p>"I don't think a company should be able to dictate where a former employee works after they are terminated, voluntary or involuntary. Employees dedicated their time to a company, but those companies don't own them nor should they decide how they earn a living after they are no longer employed for them. I completely understand a sales rep or any other role not stealing or taking clients of that former company, but you should not be banned from working for a competitor or business in the industry you've worked. I've been with my current employer 18 years, but if I decide to leave the company or they let me go, I should be able to use my skill set, knowledge, experience, and expertise to gain employment and bring value to another business. I wouldn't and shouldn't go after my old clients, but I should be able to find new business without the fear of not being able to earn equal, comparable, or better wages elsewhere."</p>