

# Constituent Support for the FTC's Noncompete Rule



## Virginia | Statewide Impact

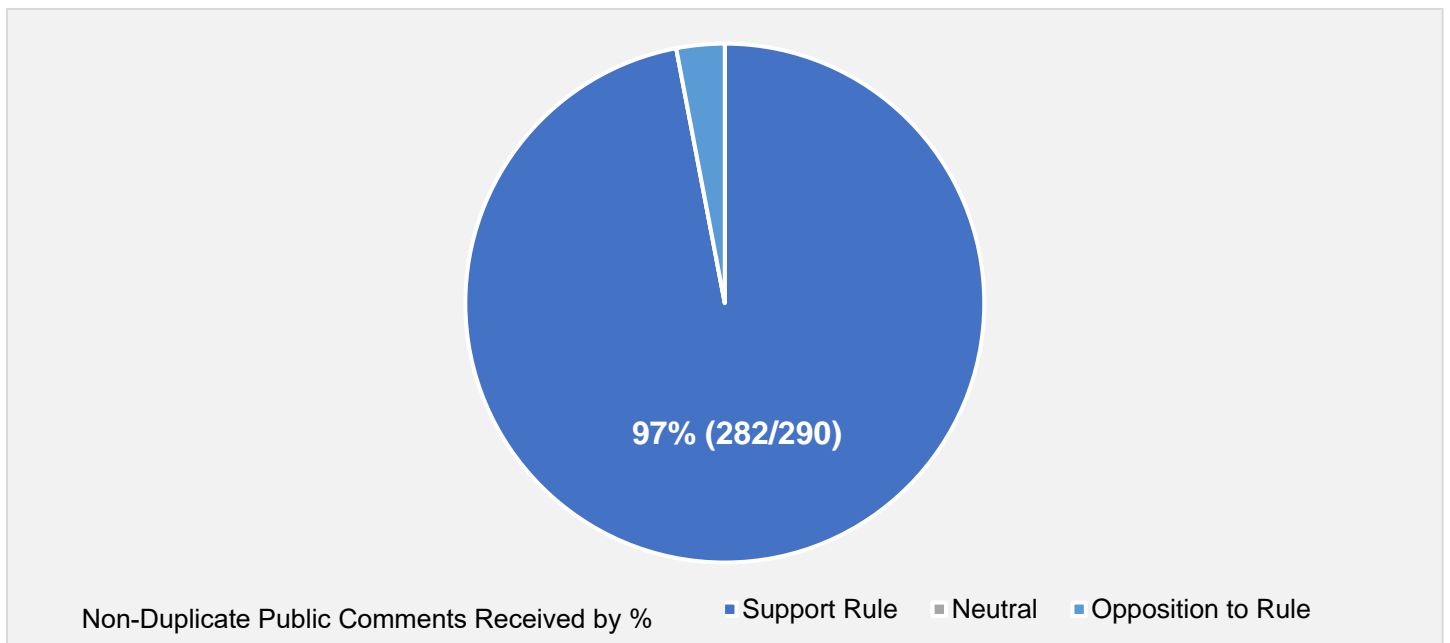


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final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

Virginia Covered Workers	Increase in Total Annual VA Worker Earnings	Increase in Average Annual VA Worker Earnings
<b>3,166,902</b>	<b>\$1,995,480,948</b>	<b>\$630</b>

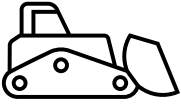
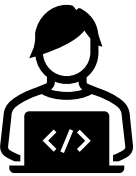
[Estimated Increases in Total Annual and Average Worker Earnings by State \(ftc.gov\)](https://www.ftc.gov)




## Notice of Proposed Rulemaking: 282 of 290 VA Commenters Support



## Support Across Sectors of the Virginia Economy

\*Some comments condensed due to length.

Profession	Comment
	<p>"I have been in the Asphalt business since I was 16 I do sales now and am 53 a non complete basically gives the employer any reason they want to cut pay or other compensation without having to think about recourse from the employee. If I had to stay out of my field for a year I would (lose) everything. How is this fair especially in a blue collar industry"</p> <p style="text-align: right;"><b>-Tom</b></p>
	<p>"<b>I am as software engineer currently subject to a non-compete clause.</b> This discourages me from seeking new jobs with better wages or with better employers. I was wary about accepting a job with a non-compete clause, but it was non-negotiable and I lacked legal counsel to help propose or advocate for changes. I still lack such legal counsel, and have no idea where I might find them. The software industry has every incentive to make these clauses standard; they cost employers nothing, and make it so employees face legal repercussions if they leave seeking better employment. The description of what constitutes a competitor is vague, and seems to contradict the idea of being an at-will employee - a moderately broad interpretation is that you are "free to leave" so long as you do not take another job in your profession for a couple years, a financial burden almost no employees can or should be expected to afford. As such, I am wary to leave my job, despite knowing there are companies offering better financial compensation and intangibles (e.g. work/life balance), for fear of legal retribution. In short, non-compete clauses are unethical and interfere with the functioning of free-market economics, shackling employees to companies and thus dramatically decreasing the pressure those companies feel to improve their employees' experience. In my time at this company, I have not gotten a pay raise despite high inflation and good performance; there hasn't even been a discussion. It would be incorrect to assume had policies would become public knowledge and keep employers at bay, thus providing pressure to change. <b>Employees who feel shackled to the company would not want to sabotage it by spreading ugly truths, thereby hurting profits and increasing the risk of their own salary being cut. So the cycle is self-perpetuating; companies can make more profits by limiting employee freedoms even after their term of employment."</b></p> <p style="text-align: right;"><b>-Christopher</b></p>

	<p>"I almost cried tears of happiness when I saw this potential ban. <b>Non-competes area way to avoid the responsibility employers have of making the work place a desirable place to make a living.</b> A non-compete is dismissal of those obligations. By making me sign a non-compete, it tells me that my employer owns my immediate future. It means they can ignore the issues surrounding why someone would want to work for a competitive company (competitive pay, declining culture, benefits, involuntary change in responsibilities, etc). It's lazy. There a variety of reasons why one would want to leave their employer. These non-competes only address one or two reason why and ignore the other reason rooted in basic humanity. Maybe the boss that hired me left and my new boss is horrible. As a result, my mental health deteriorates due to lack of good leadership and clear expectations for example. I get an offer to work for a competitor for a 30% increase in pay (currently getting barely 2% cost of living raise every year which is not nearly enough to keep up with inflation). So because I signed a non-compete, I'm stuck getting low wages indefinitely unless I take a year break to work in a different industry...The sad thing is, if my company decided they didn't want me anymore, they could just fire me. AND, I STILL can't work for a competitor, even if I'm fired. Until one year has passed from date of firing. So, what is a person to do? Switch industries in the middle of a budding career? Take a pay cut? Spend a bunch of money training in a new industry? <b>I have two kids and (am) kinda in love with what I do, I just do not enjoy my company. Imagine millions of Americans out there who are being jailed by their employers.</b> That's a million people who could develop depression. Will some of these one million people react differently to this work-related depression depending on their chemical makeup? Can it compound with the already dire situations millions of Americans face every day? Do a majority of these millions of people have children? Are children's development and mental well-being heavily reliant on mental well-being of parents?"</p> <p style="text-align: right;"><b>-Taylor</b></p>
	<p>"I strongly support the plan to invalidate all employee non-compete contract clauses. <b>My husband and I are physicians and we have had to move our family four times since leaving medical school in order to fmd adequate and fair employment.</b> Many health care employers are private companies and their priority is profit instead of patient well being. Trying to find a job in which we can fix:us on outcomes instead of profit has taken many years. We have three children and we had to move to new towns, new houses and new schools due to these non compete clauses. We are not trying to steal trade secrets or patients. We simply want to work in a stable environment in which we can focus on caring for our patients. I believe that non compete clauses are very unfair."</p> <p style="text-align: right;"><b>-Mary</b></p>
	<p>"As a True American who loves this country, and believes in the Free Market, I hope and wish the FTC will do the right thing and end non-compete clauses. <b>They are antithetical to the Free Market and as such have no place in the American workforce.</b>"</p> <p style="text-align: right;"><b>-Taylor</b></p>



**"As a yoga instructor who is both self-employed and employed by various studios and clubs, I write in opposition to non-compete clauses in employer-employee contracts. If enforced, non-compete clauses could prevent me from earning an income in my community outside the limited opportunities with one employer.** This would place an intolerable burden upon me and other instructors working under the non-compete clauses of our contracts. Non-compete clauses in my field of fitness instruction give employers unwarranted control over their employee's ability to earn income in our field of training, especially in smaller communities like mine where there may only be one or two studios or clubs where fitness classes are offered. The effects of the sudden shut down of fitness clubs and yoga studios during the pandemic revealed the vulnerability of those in my field when we are held back by non-compete clauses. In order to continue to earn an income during the shutdown, we had to create our own online classes and reach out to find new students unaffiliated with die clubs and studios who had employed us. Many of my friends were unable to meet the challenge, and they turned to the community for financial and survival support during the pandemic As the pandemic conditions revealed, non-compete clauses can put a burden on local communities when those subject to the non-compete clause find themselves unable to earn a living. **Non-compete clauses create an inequitable power dynamic between employee and employer, and they should have no place in our field of fitness instruction which is notoriously underpaid."**

**-Elizabeth**



**"The ability for an employee to ensure they are optimizing their career and earnings potential has been greatly hampered by non-compete clauses especially related to the Defense industrial complex and its largest employers...These employers take advantage of the opportunity to reduce competition within contracted positions.** The federal government is the one who pays the price when a prime or a sub on a contract could afford to pay more to a Subject Matter Expert level employee but because of the non-compete rules between contract competitors they cannot be retained in support of the contract at the wage level that would entice them to stay. This leads to reduced productivity as the support team has to train new employees more often. Ultimately, it is the Tax Payers who fund this chum in contracted positions when one company underbids to win a contract. I have been witness to this repeatedly throughout my career supporting the military as a federal contractor. Talent leaves because they cannot be retained by company A at their wages (most notably when salary increases are not given in line with inflation skill level increases) and company B on the same contract could hire them for retaining their knowledge and skill but the non-compete doesn't allow that. The employee is left to find an alternative employer who treats them in line with their perceived compensation value."

**-Clarissa**



"I am entirely against non-compete clauses. **My son was undergoing testing for food allergies with the goal of desensitizing. There is one allergy clinic in a 25-30 mile radius, as well as it being the only one on our side of bridges, tunnels, and heavy traffic. Our preferred doctor had been required to sign a 12 month non-compete clause. When she left the practice, our whole desensitizing came to a halt** because the owner of the practice is not proficient with food allergies. When the 12 months ended, the pandemic had created horrible circumstances for the doctor to set up her new practice. It's now over 3 years since she left that practice, and the desensitizing will not happen for various reasons. Instead of being able to open her own practice she now works for another, larger clinic for one day a week. If the non-compete clause had not been signed, my son would be finished and on his maintenance dose. The owner of the practice who made her sign was well over 75 years old, but was so petty that he didn't want competition. Get rid of non-compete clauses."

**-Kathie**

**Additional Support from Virginia**

\*Some comments condensed due to length.

Constituent First Name	Comment Highlights
M	<p>"This comment is regarding the Non-Compete Clause Rulemaking, Matter No. P201200. <b>As a single mother who has returned to the workforce after years of caring for my child with a disability</b>, I am at a serious disadvantage due to my employer's noncompete clause. That clause prevents me from improving my economic situation and advancing my career, by prohibiting me from seeking employment with clients who experience my work and are willing to hire me. I have had to refuse offer of employment because of this clause. My clients are my only chance to advance my career. Yet, these are exactly the same people I am prohibited from seeking employment with, by the non-compete clause. That clause has kept me stuck with my employer for years, and counting. I strongly support the elimination of the non-compete clause. Thank you for the opportunity to comment on this critical rule."</p>
Chirine	<p>"Please eliminate the nine compete clause. It is impacting patients health."</p>
Sara	<p>"I think Non-compete clauses are quite inhibiting to employees. My non-compete is a 10 mile radius for one year to work in any like <b>physical therapy clinic</b>, referring physician or create a business of my own that would be in competition of my current physical therapy clinic. This is super inhibiting to the employee where my company does not fully value or support my interests and instead I am stuck in a job that is not supporting me. I think they limit an employee from growth opportunities that exist. By taking a year off this would hurt my family but it would also hurt the patients I see as I work as a specialist and there are only 5 other therapists in the northern VA region that treat die patients I do. It is quite a</p>

	disservice to the public when health care professionals can not switch to work for companies that would support specialists."
Syed	"Considering the shortage of physicians particularly in rural areas it is important for a willing physician to continue providing health care to the community irrespective of the employer. The reality is, patients will seek treatment from a clinician he or she feels comfortable. Preventing a physician to serve a community due to non compete clause is unfair for the patients and families. I strongly oppose non-compete clause in the contract."
Emily	"I would fully and entirely support this. It does not even seem legal for non-compete agreements to exist. What happened to the free market? I'm a doctor and it was hard for me to find a job without a non-compete clause in the city. It was important for me to avoid these, because in a city everything is close and the clause typically describes a radius. These exist SOLELY to favor the organization rather than the worker. They allow organizations to undervalue their workers."
Yamin	"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 feel that noncomplete agreements for standard level workers are examples of corporate overreach and an attempt to take have excess control over their employees. I strongly believe that banning these noncompete agreements will help ordinary Americans.. Thank You."
Almotasembellah	"It is modem day slavery for <b>clinicians</b> where health care system blackmail to stay unhappy in a job or leave the whole area where your family has all their relations, schools and activities and were you belt a life for yourself and your family. It defies the basics of American principles of free market and competition and encourages monopoly. Most health care system in US are not for profit with CEO's earning millions of dollars and all of them should be included."
Ashely	"I am an <b>emergency medicine physician</b> . Non-competes are a danger to patient care. While this is great for a company trying to make money this is terrible for patient healthcare. An example in Florida: A friend and fellow emergency physician saw that a company was under staffing an emergency department and people were dying in the waiting room. When the doctor tried to bring this up and have the staffing fixed the medical staffing company fired her. These medical staffing companies have one goal: money. Their only responsibility is a fiduciary responsibility to shareholders. They do not care about patients. Because of the common corporate requirement to sign away due process in physician contracts there were no repercussions for her firing. The physician was fired and was forced to leave an area where she's been living in serving the community for over 30 years due to the non-compete in her contract. When physicians see dangerous practices being performed by companies they need to be able to speak out against these issues without fear of repercussions. They cannot do that if they do not have due process and if they have a noncompete for the area that they live, especially in a time where corporate medicine is taking over the hiring and firing positions and other medical practitioners. The sole purpose of a noncompete agreement is to be able to



	control medical providers. There's no other purpose to it. This does not serve our communities and should be disallowed."
Cindy	"I am a <b>physician</b> , and there are absolutely NO good reasons to have non-compete clauses apply to physicians. In the medical field non-compete clauses are used in the same way as in other industries: to prevent physicians from leaving bad jobs. I currently have a physician friend with four children who now has to drive 50 miles to her clinic job because she left a poorly managed private-equity owned hospital-based clinic. Without the non-compete clause she would be able to spend time with her family because she could have worked as a physician closer to home. There should be no physician "carve out" in this rule to exempt physicians from the non-compete clause rule."
Sherry	"Banning noncompetes is essential for those employees who are only experienced in one type of field of work. My husband has worked in the <b>asphalt industry</b> for over 35 years and is very educated in that field. For him to have a noncompete which bans him from all asphalt companies creates a heavy burden to try to find another job in another trade making the salary he needs to support his family for the duration of the non compete. IT's understandable to have some type of legal contract for ex-employees to not give away company "secrets" or details on how a company bids and gets work or sells products. Forcing an employee to stop working in a certain trade that they have done for many years for the terms of a noncompete can be financially devastating."
Arham	"This is an incredibly important rule and I strongly support it as a college student seeking tech internships. Many companies have extensive non competes that are unreasonable and unfair."
Julie	"Please adopt this proposed ban on non-competes as a final regulation. Non-competes are harmful to employees, employers, and the economy. No worker should ever be forced to move or give up his or her livelihood for any amount of time in order to take or leave a job. While an employer may argue that this is "voluntary" and "contractual," the imbalance of power between employer and employee often makes it a contract of adhesion. Employers are also harmed by non-competes as non-competes limit healthy chum in the workforce that brings new ideas into a company. The economy suffers as worker pay is limited by these agreements. This is a long overdue regulatory action that aligns with the spirit of liberty for all Americans. Thank you."
Rebecca	"Iain a <b>small animal veterinarian</b> that works full-time. I am also the mother of three small children and my financial contribution to my family is significantly more than my husband's due to the nature of my profession and additional schooling. My current non-compete clause prevents me from easily finding a more suitable place of employment as it consists of a 18 month, 10 mile radius if I were to terminate my contract. In a middle sized town this negatively impacts my ability to leave the currently toxic work environment, as well as to find a financial situation that would be better as it would require me to drive an extra 30 minutes each way. My husband is a high school teacher- he leaves for work at 6:30am so I get all 3 kids ready for school prior to leaving for work. Adding 30 minutes to my already 20 minute commute if I were to leave my current job and

	<p>have to work outside of my noncompete would therefore mean we would need to hire someone to get children off to school in the mornings. Noncompete clauses prohibit employees to find jobs that either could provide a higher salary or better benefits or a better fit. A noncompete clause preventing an employee from easily providing for their family puts them in a situation where they are not happy with their work place and contributes to mental health concerns. Veterinarians have one of the highest suicide rates of professionals and part of this is lack of job satisfaction and limiting a person from finding a more satisfactory position due to noncompete clauses is part of that. I believe preventing someone from providing for their family financially by limiting where they can work and contribute to society is unconstitutional."</p>
Glenn	<p>"Thank you for this proposed rule. It is long overdue."</p>
Sam	<p>"I support the proposed ban on the use of noncompete clauses. As a <b>veterinarian</b> who has both owned a private practice and worked at private and corporate practices, I have seen these issues from both sides. I believe that these clauses are often strong-armed from applicants at the time of negotiation or signing and most do not contemplate that not all jobs will pan out as planned. Some work environments become abusive or toxic. Some employers fail to provide benefits and salary that is well deserved. Some employers refuse to invest in modern equipment or upgrade the work practices as information and technology evolve which handcuffs employees who want to advance in their careers. Having these noncompetes gives the employer an unfair advantage with respect to future contract negotiations and may by their very nature force an employee to work at a job that is either not suited to their style of medicine or personality. Some employees may be forced to submit to a very negative work environment because they can not afford to move the entire family and have their children change schools etc.. I have always believed that an employer that pays a fair wage and treats employees well will always be able to find and keep employees."</p>
Joseph	<p>"I whole heartily agree with dissolving the non-compete basis. It restricts the employee from having the freedom to choose. It reduces accountability and competition in the market. How can companies be accountable to their employees if they at the same time restrict the ability of the employee to earn a higher income at a protentional competitive company. People have talents, skills and abilities, these should be able to be marketed freely in the marketplace. Employers should compete to offer the best compensation package and the best workplace environment to keep and retain employees. I am impacted and my income has been limited. I am not able to be promoted and I have reached my highest income bracket. My performance is exceptional. I am under a non-compete. Should I just stay with my employer and put my head down and work hard with the hope that I can achieve more and support not just my family, but my community and this country? Or should I risk leaving, take my skills and abilities on my own or to a competitor and risk litigation because of a non-compete? I am also a person who is protected by the American with disabilities act. I am stuck, I support dissolution of enforceability of the non-compete. Free</p>



	market capitalism is the way to grow our county and also allow higher earnings for employees."
Connor	"This is great! Thank you for pushing this change, you will be helping workers like me all around the US find better jobs, be able to move more freely between jobs, and increase pay. Thank you!"
Ronald	"I am a <b>physician</b> . Non-competes have no place in medicine - especially for specialties such as Anesthesia, ER etc where the patients don't choose their own physician. Non-competes are used solely to control physicians, to decrease their employment options and to depress their wages. Physicians don't have trade secrets. Non-competes should be completely banned for physicians - and for all professions for that matter. They serve only as a method of control. Nothing more. They are extremely harmful and totally unjustified. I'm very glad that the FTC is looking into them. They should have been banned long ago."
Dylan	"Please ban non-competes. Workers should be able to work whomever they want whenever they want."
Thomas	"As a physician that has needed to transplant my family multiple times because of a non-compete clause in Virginia, I support 100% any legislation to reform this practice as it not only puts a inappropriate burden on the individual (and their family if applicable) but also stifles competition."
Brian	"Physicians need to be included, they are already forced to work because of crippling student debt they should at least be able to leave their place of work without having to move their family"
Clifford	"Dear Chair Lina Khan, Non-competes are a toxic barrier that companies use to stifle future competition. Startups need protection; established companies do not - their market presence is already an advantage. Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, Clifford Berg Reston, VA 20191"
Cynthia	"Please ban non compete clauses in medical contracts. These lock <b>physicians</b> into situations that can be abusive or hostile, and force physicians to move hours away to change jobs. This is disruptive to their patient population as well as to the doctor and their family. Particularly egregious are non competes that include all entities owned by the corporation, and that last any longer than a few months. The only reason for this is to trap physicians in poor situations, and to ensure revenue flow that should belong to the physician remains with the corporation"
Jeremy	"I have been a <b>physician in practice</b> for 10 years. Non-compete clauses make health care workers live in constant fear of what would happen if we lost our jobs. For example, if for some reason, I no longer worked for my current hospital, my non-compete clause would force me to relocate my entire family including school-aged children, just so I could continue to practice medicine. After all the years I put into school and training and the debt I incurred and the hours that I keep taking care of patients, the inability for me to change jobs without packing up and leaving the area is very unfair."

<p>Brendan</p>	<p>"As a <b>veterinarian</b>, I have been severely distressed by the restriction placed on my family by non compete contracts. These are so rampant in veterinary businesses now due to corporate buyouts of practices, that simply refusing to sign one is not an option. They serve only to further the profits of these corporations. I felt trapped in a job that was very stressful and combative. In order to leave the non compete radius I've had to drive 45 minutes further away from my home everyday. These non competes harm veterinarians, and practices who are unable to recruit and continue to work with disgruntled trapped employees. Businesses should work to retain employees like us through training, pay, work environment, growth and gratitude. Non competes are simply traps. Importantly, this severely stifles competition for workers and drives up costs to pet owners. My understanding is there is no historical legal precedent for non competes the way they're applied today. They should be eliminated retroactively. Thank you for taking the time to consider this important issue and our opinions."</p>
<p>Ahmed</p>	<p>"I strongly support this proposal. As an <b>experienced specialist in human language technology</b>, there are only so many companies that can afford or make use of my talents. Since I am also an entrepreneur and I am always building something, I find non-competes detrimental not only on my ability to contract with companies that insist on a non-compete, foreclosing my ability to contract with someone in my field after I have completed my work with a contractor, but also my ability to create and innovate. We already have NDAs and Patent laws to protect companies from unfair disclosure of proprietary information or the infringement on intellectual property. Noncompetes serve no purpose and only result in unnecessary worker hardship."</p>
<p>Justin</p>	<p>"I am in favor of banning none-compete. This would benefit the working class greatly."</p>
<p>Rachel</p>	<p>"I strongly support the ban on non-compete clauses. I am an <b>OBGYN in private practice</b> in Virginia and my employer would not remove or modify the non-compete clause of the contract, which states I cannot function as an OBGYN in the area for 2 years. Without threats of litigation I cannot work as an OBGYN hospitalist in a city 30 minutes away, which is not competing with the practice. The next closest hospital system or private practice location is over an hour away. I have spent nearly half a million dollars to become educated to practice as an OBGYN. Based on the noncompete I must either spend countless hours on the road away from my family while spending more money on gas, new tires, etc., or uproot my family (and lose their jobs) &amp; move away from friends and relatives to a new city. Please consider passing this ban to allow workers to change employers without having to sacrifice either their homes, their occupation, or their wellbeing."</p>
<p>Michael</p>	<p>"Onerous non-compete clauses are common in my field (veterinary medicine), with little ability to negotiate for fair terms especially as hospitals are purchased by large corporations. Rather than protect businesses, these clauses restrict licensed professionals from seeking employment within what is usually a large radius. In states that ban non-compete clauses, there is little evidence that the free movement of employees produces a burden on employers that is any different from what is seen in states that allow these clauses. I believe that a ban</p>

	of non-complete clauses is the only ethical way forward for our labor force because the restriction on our freedom to work only hurts workers and consumers."
Suneetha	"Please include <b>physicians</b> as a trade that will benefit from removal of noncompete clause. The individual physician is often at the rim and Mercy of heavily lobbied corporate healthcare institutions that enforce punitive practices that virtually make it impossible for physicians to earn livelihood and forced to endure employment in sub optimal and disadvantage of conditions"
Michael	"I fully support the proposed rule to ban non-compete clauses. I am a pediatric hospital medicine physician. Non-compete clauses are extremely common in my profession. Some limit working for another provider in die same city, other limit any outside work anywhere. I pose no risk to any employer by working for another employer in my spare time. My patients do not come to the hospital because I work there, they come because they prefer that hospital for various reasons. The non-compete only serves the purpose of limiting where I can work and therefore makes me obligated to only work for one hospital system. This leads to limited availability of physicians, mid-level providers, and other staff. It also has forced myself and many of my colleagues to avoid working full time. We are better off working per diem for several different employers to avoid non-compete clauses. This means we don't get benefits and must purchase our own insurance, fund our own retirement, etc. This also means we must travel to other cities away from our family to work. This rule is long overdue and should be implemented as soon as possible."
Pat	"I firmly believe that getting rid of the non-complete clause would benefit the work force and the individuals capacity for earning I'm a <b>DoD contractor</b> , working part- time, who feels limited in my employment opportunities, because I have to sign a non-compete clause saying I won't work for another government or state agency until at least one year after I terminate my employment in my current position."
James	"I am a <b>physician</b> and these clauses take advantage of us. I have worked >13 years in training where I have been subjected to countless being taken advantage of with low pay and paying for basic amenities. These clauses allow hospitals to low ball physicians and treat them poorly since are committed by these ridiculous non competes. I want to be able to live in the city my family is in and work somewhere I am valued for my commitment to patients. By not allowing non competes, it will force administration to pay fair wages, treat the work force as not expendable, and allow physicians the freedom to find the best job for them. Physicians are taken advantage of for years and the most trained people in the hospital. They sacrifice decades and should not be punished or taken advantage of."
Heather	"Non-compete agreements should be completely abolished. Not only does it effect specialty trained/skilled medical providers to earn a living, but it negatively hinders the patient-provider relationship."
Heather Callahan	"non competes are unfair, especially for medical providers. it infringes on the provider-patient relationship, as well as goes against public interest, in addition to negatively impacting a professional's right to earn a living."

Jeremy	<p>"Please end do not compete rules. I am a physician and if I left my position I would have to move out of my area to get another job. It is not a fair situation for employed physicians."</p>
D	<p>"Non-compete clauses are cruel and predatory, they benefit nobody and harm everyone. If you believe in a free and fair market you should be opposed to a non-compete clause, and if you believe in worker's rights or regulations you should be opposed to non-compete clauses. They hurt businesses by restricting the workers they can hire, they hurt workers by restricting their negotiating power, and they hurt innocent bystanders when people are forced to move for their jobs. Banning Non-compete clauses should have happened decades ago, but better late than never."</p>
Mary	<p>"Noncompete clauses preclude me from assisting in helping to alleviate the severe staffing shortage in my area of <b>anesthesia care</b> providers. As a result my fellow citizens, neighbors and community members often suffer prolonged scheduling times or cancellations due to the lack of resources to provide for their care. My noncompete limits me to working ONLY in my facility and not locally to assist my community. Noncompetes are deleterious not just to the providers but also to the community at large."</p>
Jay	<p>"I have two perspectives on non-competes. I worked for a company that did not require non-competes for any of our positions. Very often when trying to hire for skilled positions candidates that we were hiring were subjected to non-competes. This limited their ability to move to companies that paid better wages, offered better benefits and retirement opportunities. If you treat your associates well, pay them well and provide them with upward mobility, then they have no need to look elsewhere, which is why we never chose the route of non-competes. Now, where I am currently in my career, <b>I was let go by said company after a 31 year career. Simply, a new manager had a difference of opinion and wanted to bring in his own team. In order for me to receive my 2022 bonus and severance package, the company forced me into signing a 1 year non-compete.</b> This greatly limits my potential at finding a job and supporting my family. They walked away from me, I didn't walk from them, so holding me hostage for 1 year without being able to work in the industry is unfair, unjustified and overreaching, so I am carefully watching how this plays out and would greatly support eliminating this old policy."</p>
Daniel	<p>"As a routine rule, the use of noncompete clauses in the practice of medicine should be banned. Physicians and other providers should want to stay at practices for positive reasons such as the positive experience of treating patients with any practice and/or the reimbursement received by employment in a practice or hospital. If at any time the physician or provider wishes to leave that practice and continue to practice in that same area that should be their right. It is very difficult, if not impossible to start private practices in the current era with electronic medical records, and the burden of human capital management. I personally have had a negative experience as a result of noncompete clauses, where I was influenced by the promise of a partnership in a practice, only to not be offered a partnership when employed. I was forced to leave the area and the patients that I was treated. Unfortunately, I was not the first and may not be the last to encounter this dilemma. Please ban non-competes. Let healthy</p>

	<p>competition be the norm. This will hopefully end un fair employment practices within the practice of medicine"</p>
<p>Caroline</p>	<p>"Non-compete restrictions area form of indenture. They MUST be made against the law as a matter of public policy. In historic usage, an indenture was an agreement to bind someone as a laborer. Those agreements usually included a benefit such as training which are typically absent from modern employment agreements. Those subject to an indenture had little control over employment. Adequate employment is essential to survival in the contemporary United States, and I hope that is not the type of arrangement we want as the basis for our employment arrangements. In the old days, non-compete agreements were enforceable only against uniquely situated senior executives. When I first heard about widespread non- compete agreements, I dismissed such suggestions as unenforceable. Now it seems that some court and or politician has made the extremely imprudent decision that these provisions are enforceable. How does an individual employee harm an employer by working for a competitor? I can think of only two ways: by receiving improved compensation, thereby potentially increasing the going cost of labor in the marketplace and/or by going to a competitor that takes advantage of the employee's unique skills and abilities to make the marketplace more competitive. It would seem that both are desirable outcomes, not undesirable ones.... for any but the former employer. When further considering non-compete agreements, we must think about the possible conditions which precipitate a desire for an employee to change jobs: an employee may be under-compensated. They may be subject to poor treatment in the workplace, including being subject to conditions that are unsafe. They may be subject to discrimination or harassment. Is it public policy that such employees should not be allowed to leave without being sued? Additionally, it is critical that employees be allowed to find work within a reasonable distance of their homes. Moving is not a realistic choice for many individuals or families for a variety of reasons. Perhaps work does not provide sufficient income to fund a move to a new region and new living quarters. Perhaps the employee has family members with special needs who cannot reasonably relocate. Maybe family members are dependent upon the employee for care. The unfortunate reality is that many if not most Americans live excruciatingly close to the poverty line. The necessity of moving or taking a job at a lower rate of pay may be enough to push them into that abyss with potentially dire implications for entire families We cannot permit private employers to ransom the right to work because they do not wish to pay competitive wages or maintain a workplace that attracts workers. This is anti-competitive, anti "free market" and not the sort of society any of us wishes to inhabit."</p>
<p>Jill</p>	<p>"Due to an enforceable noncompete in Virginia, Carilion hospital systems successfully dismantled a large neurology practice then enforced its noncompete until the majority of neurologists left the Roanoke valley. Today, we have approximately 1/2 of the neurologists we need and Carilion will still not relax its noncompete clause. The new neurologists coming in were trained by Carilion so that we are not bringing in new thoughts or outside training and wisdom. This recycled local training deprived patients of valuable resources all in the name of</p>



	<p>protecting a multi-million dollar a year profit giant. Please outlaw noncompetes so that we can return to a healthy medical system in our underserved area. Thank you!"</p>
<p>Dereck</p>	<p>"Good afternoon, To whom this may concern. I was recently subject to a cease and desist from a prior employer regarding <b>insurance sales</b>. I left on good terms and at one point looked to come back to the organization when I was advised that they could not afford to bring me back onboard due to the change in housing industry and the impact it had on insurance sales. I worked closely with the vice president in which they advised once they could do so, they would reach out. It was at that time, that I realized my options were limited, and having been in the industry 10 years, had the knowledge to do so on my own. I was vetted by a big name company and asked to join as an Agency Owner at which point I successfully onboarded. Because my "business" operates within 50 miles of their location, I have been told that I must stop all business and prove that I am not doing something that impacts their bottom line. 1, one man, against a company of 60-100 employees. In a market that is not saturated in the available Loan Officers, Real Estate Agents, Title companies and more to have access to in the entire state, I...one man, am supposedly going to cause harm to their financial stability. I write this comment to you to say that I was left demoralized, left with a feeling of being insufficient, and have done something wrong even though I did nothing of the sort. I write to say that this is an unfair practice, and in a world of constant evolution and the hope of change, this form of engagement for employees should be removed entirely. 1 am simply trying to provide for myself and wife and have no ill intentions on taking business away from anyone. My only goal is to provide a service that is sought out by everyone and to try to legally enforce that I must move 50 miles away, or to not engage in something that is similar to what someone else does is imposturous and takes away from anyone who is looking at entrepreneurship or simply working for another organization who may have their best interest."</p>
<p>Laurel</p>	<p>"I am writing to support getting rid of non competes/ restrictive covenants. I am a <b>physician</b>, currently very happily employed by the department of veterans affairs taking care of our nation's veterans. At my current job as a federal employee I do not have a non compete but also have no plans on leaving. However prior to my current position, I was employed in private practice and the restrictive covenants I had at my previous employer and the non competes I was presented with when I was interviewing (as high as 60 miles for 2 years from a major state academic hospital) were prohibitive. I would have to move my entire family/husband/child to an entirely new city in order to be gainfully employed. I am a doctor- I don't carry trade secrets only the training my undergraduate, medical school, and residency provided. It is unreasonable for employers to prevent employees from leaving (by preventing the ability to obtain a similar position elsewhere). I am in full support of removing non competes. Respectfully, Laurel Cununings, MD FAAD"</p>
<p>M</p>	<p>"Non-competes stifle competition in the economy and must be done away with."</p>



<p>Matt</p>	<p>"Please ban non compete agreements! They can make it so hard to find another job. Even if there are places where you can work, finding out what positions and companies are ok can be a huge burden on job seekers. it's already hard enough finding a job that fits my skills, provides the benefits I need and is in a suitable location. 1 don't need more restrictions, especially when they only benefit the employers while I'm out of work."</p>
<p>Clayton</p>	<p>"As a <b>business owner</b>, and often an prospective employee (with partner companies) I've seen non-competes proliferate from the C-suite down to workers at Jimmy Johns (sandwich workers)! They are unfair, hurtful, and punitive. I often see companies punitively enforce these from some 'lack of loyalty' litmus test. But if you believe in the freedom of the market then noncompetes are nonsensical. Furthermore, IF you were insist someone not work in a given industry for a period of time... then pay them at their market value to sit out (like a college coach). Non-solicitation agreements are fine. And trade secrets must be respected. However noncompetes do nothing to on those ends. Did you even know that lawyers, most major firms, don't have non-competes because they know it's just an invitation to incur expensive litigation. Do what is right after all these decades of being anti-worker. End non-competes and you know what? You'll find it's actually pro-business. The only businesses that truly want non-competes can't ... compete."</p>
<p>Jennifer</p>	<p>"Any congressional leader in support of the abolishment of non compete clauses stands firm for individual rights and freedoms. We are not slaves. We are professionals and rather than imposing harsh rules against competent individuals companies should seek patents rights for their scientific advancement."</p>
<p>Anand</p>	<p>"See attached file(s) Attachments Anand Desai comment supporting FTC anti noncompete rule and discussing career deterrence disengagement bankruptcy term contracts acquihires and federal employment criteria"</p>
<p>Luis</p>	<p>"I fully support removal of non-competes clauses. This sometimes causes individuals to have to move great distances in order to continue working within their own profession. That should be illegal!"</p>
<p>Marsha</p>	<p>"Noncompete clauses benefit no one except for People at the top of big corporations. <b>My son has been greatly mistreated by his</b> employer, who at the last minute decided to use a non-compete agreement to punish him for trying to leave to make a better life for his family. But it seems according to the law we have little to no recourse. There needs to be a rule to protect employees."</p>
<p>Nicole</p>	<p>"Non-Compete Clause Rulemaking, Matter No. P201200" 1 am a physician who has been placed in the uncomfortable position of dealing with a noncompete clause when I left my last employer. I should have the freedom to work where I want to. After all, I am not a piece of property. The better question is why I left in the first place. Profits are always priority which is precisely the problem. I am in entire agreement with their removal."</p>
<p>Jean</p>	<p>"Non-compete should be eliminated. All physicians agree! California is great in this regard. Thank you for doing this."</p>

<p>Laura</p>	<p>"I support the banning of non-compete clauses. If companies wish to maintain competent workers, they should do so by offering the best wages and benefits rather than by the coercive use of a non-compete. Competition is key to innovation. If a company cannot compete with those that offer the possibility of better living conditions for workers (without whom the company would not survive), then that company should either make itself competitive or dissolve."</p>
<p>Melinda</p>	<p>"Please do this! I have lost thousands in income due to non competes. This would change my families lives in so many ways. My job is client based so all my clients are going to my boss and she has made comments to drive business away and my hands are tied. I truly need this to help my family."</p>
<p>Kim</p>	<p>"Posted in another Dear Federal Trade Commission, I am writing to urge you to ban non-compete clauses for all employees, including physicians. As you know, non-compete clauses restrict an employee's ability to work for a competitor for a certain period of time after leaving a job. While these clauses may be useful in protecting a company's proprietary information, they can have a significant negative impact on employees and the public. In particular, non-compete clauses for <b>physicians</b> can have a devastating effect on patient care. If a physician is prohibited from treating patients within a certain geographic area, it can limit access to healthcare for individuals in need. This is especially concerning in rural areas, where there may be only a few physicians available to treat a large population. Additionally, non-compete clauses can limit career opportunities for physicians and discourage them from seeking employment in certain areas. This can exacerbate physician shortages and reduce access to healthcare for patients. Therefore, I strongly urge you to include physicians in any ban on non-compete clauses. It is crucial that we prioritize patient care and ensure that individuals have access to the healthcare services they need. By prohibiting non-compete clauses for physicians, we can help to increase access to healthcare and improve the overall quality of care. Thank you for your attention to this important matter."</p>
<p>Jim</p>	<p>"I strongly support the proposed rule. Given the other protections available to employers, non-compete clauses are an unreasonable restraint on workers' ability to pursue alternate employment."</p>
<p>David</p>	<p>Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. I have personally been impacted and know many colleagues who have been personally impacted, despite being line-level employees with no sensitive knowledge or any meaningful business impact. Employment power is still heavily skewed to the employer, and there is no meaningful mechanism to negotiate non-competes, or even to be aware of them prior to accepting an offer of employment. I have tried multiple times to request a full copy of employment agreement before accepting an offer, and most companies are unwilling to do this. Further, even though most non-competes are overly broad and likely not enforceable, the average citizen does not have the legal fund to tither determine this or defend themselves. All an employer needs to do is send a cease and desist letter to the new employer, and the new employer can simply rescind an offer just to play it safe. The employee has no meaningful recourse. Non competes continue to enforce the skewed power</p>

	dynamic between employer and employee--limiting or banning this practice would help to even the playing field between corporation and individual."
Victor	"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth!"
Freddy	"I work in the insurance industry and have a very niche client base. During 5 years, I had single handily sold over a million dollars in revenue to my company. They never gave me a raise, they never gave me an annual commissions, and when I asked for this - their response was to fire me. I was able to get a job with a much more reputable organization- but due to my non-compete/non-solicit agreement - they have threatened both me and my clients that can no longer work with me. They have since ceased providing any service for these clients and they all want to leave- but unfortunately to the agreement that they made me sign - they can not come to me for 2 years. My client base is very limited and now I am either forced to learn a new trade or be without having these clients. I took a large pay cut without these clients and have 3 children, one with special needs."
Victoria	"In the fullest pursuit of fostering a competition between businesses to promote financial growth, labor rights, and innovation, the FTC should go forward with die removal non-compete clause. The FTC should continue its legacy and purpose of striking down unfair labor practices and allow laborers die flexibility and peace of mind that they can leave a company to find better pay and business standards without fear of retribution from former employers that would stifle an individuals financial and personal prosperity."
Christopher	"As an <a href="#">anesthesiologist</a> , I have been contractually bound by non-compete contract clauses which would force me to move to a different area if I ever wanted to change jobs. Yet, I have no private patients. I have no proprietary knowledge of my corporate employer's business secrets, and my corporate employer has no knowledge of practicing medicine. The only purpose of my non-compete clause is to create a local monopoly and keep wages down and working conditions poor. Non-compete clauses are generally contrary to free-`Arlen forces, but especially for those of us in medicine who are not stealing customers. In addition, while there is a nationwide shortage of anesthesiologists, non-competes are against the public interest."
Elizabeth	"They should be banned and illegal."
Grace	"Please ban non-competes. Sincerely a pediatrician"

Jeffrey	"Non-compete clauses in physician contracts place profits ahead of patient care and provider wellness and should be ended."
James	"I am a <b>physician</b> working for Medstar health. They standardized my contract and introduced a non compete clause after I had been working for them for 10 years. I had little choice but to except the change in contract. Five years later when they decreased my salary by 16%, I left. I could not leave the area for personal reasons. The only option I could find is 1.25 hours away. This impacts my patients as well. They now have to travel further to get the care they need. Please abolish the non compete"
Janelle	"Would help the medical community with its staffing shortages due to locums and travelers, and equalize pay within geographic areas over time."
Jenny	"Non-Compete clauses area detriment to both <b>healthcare workers</b> and those in their care. If a healthcare worker sees an unmet need in their own community they are often hampered from innovating by starting something new because if they leave their employment they often cannot work in their own community. This causes some healthcare workers to feel trapped because they do not wish to move nor can they remain in their community without employment Eliminating these clauses also encourages a spirit of cooperation between healthcare offices and institutions and collaboration leads to better patient care. When healthcare workers are free to innovate in communities they know and love, the patients' needs are better met and patient satisfaction is higher."
Kathleen	" I appreciate the opportunity to comment on the Federal Trade Commission's Proposed Rule regarding non-compete clauses. Non-compete clauses keep workers stuck in jobs they wish to leave; this Rule is immensely important to those workers Training repayment agreements (known as TRAPs) also keep workers stuck in jobs they wish to leave, and should be banned along with non-compete clauses. I am writing to share my experience with a TRAP. <b>I am an airline pilot, and I was forced to sign a TRAP with Ameriflight, one of the largest cargo companies in the US.</b> The company flies outdated, retro-fitted-for-cargo, multiengine turboprop airplanes to final "outstations" for UPS, FedEx, and DHL. Outstations are remote cities near the larger hubs where the larger jets fly in. I flew cargo from San Juan, PR to many of the islands along the archipelago of islands stretching to the SE, including St. Croix, St. Thomas, St. Marten, Dominica, Guadeloupe, Martinique, Antigua, St. Kitt's, and more. I worked long days, flying alone (all operations were single pilot), and had to wait for hours on tarmac ramps, waiting for personnel to load and unload. It was grueling work, and as the Pandemic eased and travel re-opened, a major opportunity for career advancement into flying passenger jets came along. I decided to take it, knowing I'd be forced to pay back \$20,000 to Ameriflight. I have been making monthly payments on my debt to Ameriflight since I departed in Nov. 2021. I have several more years to go. I am the class representative for a lawsuit against Ameriflight challenging the legality of their TRAP, and I spoke out against Ameriflight and was featured in an article written by Dave Jamison of the Buffington Post ( <a href="https://www.hufThost.com/entry/ameriflight-pilot-training-repayment-provisions_n_63a2214ee4b04414304bc464">https://www.hufThost.com/entry/ameriflight-pilot-training-repayment-provisions_n_63a2214ee4b04414304bc464</a> ). I received an

	<p>incredible amount of support from labor advocates, but also a shocking amount of "retributive justice" from the aviation community in the form of online "doxxing," and threats of blacklisting at aviation companies. I had one person comment to me that I "will never have another job in aviation again." Thankfully, at my current airline, I am a union member, and my airline and union supports my efforts to defend pilots' rights and represent my numerous colleagues that Ameriflight has bound into debt. As the aviation industry rapidly shifted to a "pilot's market," Ameriflight ended its use of TRAPs for new hire pilots. The truth was that pilots have many options when it comes to career progression now. However, they are keeping those of us who left before they made that choice trapped in our debts. They want to punish us for seeking better lives, better pay, better working conditions, and thus leaving their employ. I hope my efforts are able to right this wrong against me and my colleagues, but you are in a position to stop this forever. I have put myself out on the line to stand up for what is right, and I hope the FTC is willing to take the same kind of stand against labor injustice as I am. Thank you for considering my experience, Kate Fredericks"</p>
<p>RL</p>	<p>"As a <b>worker</b> at a senior level this practice is horrible for workers. Companies have employees sign it even in right to work states. They require the signature or won't hire a potential employee. It is exploitation. Their argument is that no is forced to sign it, they can work elsewhere. Not really true. It is one of the last pieces of paper a new/potential employee is asked to sign prior to employment. It isn't discussed prior to that. They know it isn't legal in right to work states and say their lawyers will just litigate employees into the dirt if they try to 'violate' the truly illegal document. It is abhorrent. Many agreements are for two or more years after leaving a company! It is so harmful to workers ability to make a living. Make. Ore many. My current employer won't pay money after a lay-off unless we re-sign the agreement! Horrible unfair labor practice."</p>
<p>George</p>	<p>"My current job as an <b>employed physician</b> has a one year noncompete that has a radius that includes all major hospitals within a 1 hour drive from my home. I arrived at this job a mid-career surgeon. The practice did nothing to develop my career; they provided no training nor advertising. They pay me a salary that is significantly lower than what I earn for them. What right do they have to restrict my ability to work? If I wish to leave, they should not be able to force me to choose between a 1.5 hour commute and moving my family. These laws restrict competition and seek to entrench power in the hands of already extremely powerful hospitals."</p>
<p>Donna</p>	<p>"Please ban companies from using these non compete clauses for rank and file workers. It is tremendously unreasonable for a company to prohibit a middle manager or line worker from bettering their salary and working life by getting hired at a competitor. It's a form of price fixing. In the past, at least companies were promising some levels of job security and pension benefit for loyalty and restrictive employment rules. Now, there is no reward for staying with a company; only punishment and legal action if you try to improve your salary and benefits. It is time to give regular people a little power and control and stop giving all the power to companies."</p>



<p>Shannon</p>	<p>"PLEASE ban non competes! As a <b>nurse anesthetist</b>, I have been threatened with enforcement of a non compete in 50 mile radius for 2 years. It has forced me to travel to a job in a different city over an hour away and has put a huge burden on myself and my family. These non competes make no sense in my industry and have no place in it. They are used a bully tactic by big business to threaten and force employees to stay despite poor working conditions. I am extremely pleased that the FTC has recognized die huge imposition that these unnecessary clauses place on working Americans, especially in healthcare. Thank you."</p>
<p>Paul</p>	<p>"Dear Federal Trade Commission, I am writing to express my concerns regarding franchisor/franchisee non-compete clauses, which have the potential to stifle new business formation, reduce earnings of franchisees, and have other negative effects on competitive conditions. As a I tome Instead franchisee owning two franchises and employing 150 individuals in Virginia, I have experienced firsthand how these clauses can be exploitative and coercive. I bought an existing I income Instead franchise around two years ago. This business has been in existence for 25+ years and has employed 1000's of people during that time. I purchased the business with the use of a \$4M SBA loan. As part of purchasing this business, I was forced to sign a non-compete with the Franchisor. A week after purchasing the business, the Franchisor was purchased by a venture capital backed company, Honor. Since then, the Franchisor has been making considerable changes to our business model, franchise agreements, and franchise standards. Some of these include shortening the franchise tens to only 5 years, introducing performance standards which will increase royalties for most people by 40%, introducing a technology fee without supplying new technology, and are requiring monthly financial statements. They are also pushing franchises to change business models where they would shift employment of my current employees to the franchisor, would contract with my clients directly, and relegate me to new business development. They have created an uproar within the Franchise network in addition to a tremendous amount of uncertainty. Because of the non-competition in my Franchise agreement, I have no choice but to accept the changes, sell my business or close my doors. Because of the uncertainty they have created it is extremely hard to sell my business. I cannot close my door, or I would face financial ruin by defaulting on my SBA loan. I cannot operate my business independent of the Franchise and I cannot open a competing business anywhere in the United States. The Franchisor knows they have this leverage and are using it to force change that hurts me and benefits them. What makes matters worse is that when I signed my franchise agreement, it was a "take it or leave it" situation, and the same will be true when I renew. I However, if I walk away, I will lose a significant portion of my net worth, which is tied up in my business. Additionally, the non-compete provisions restrict my ability to continue my business or start a similar one at the end of my franchise term. These terms are drafted by my franchisor's attorneys and are completely non-negotiable. I would like to purchase additional Home Instead franchises. I have capital ready to deploy and potential acquisitions identified. However, because of the uncertainty associated with the actions of the franchisor and the hook up the non-compete, I have decided not to pursue the acquisitions until the situation resolves itself. I</p>



	<p>strongly believe that these non-compete clauses are exploitative and coercive, and that franchisees lack bargaining power in the context of their relationship with franchisors. I urge the FTC to take action to protect franchisees from the negative effects of these clauses, which can stifle innovation, reduce earnings, and harm competitive conditions. Thank you for your attention to this matter."</p>
Stephanie	<p>"<b>Medical non-competes are unfair and unjust.</b> Jobs change, leadership within organizations change, and physicians just have the ability to seek employment in the same area that they have set up their lives. I stayed in a challenging work situation longer than I should have because of a non-compete. I have seen families torn apart from one parents having to move away for two years due to job issues. There are enough patients to go around such that competition should not be a main driver to keep non-compete clauses. Please eliminate them!"</p>
Ceresa	<p>Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. I don't think there is anything wrong with businesses wanting to protect themselves, but not when it's at the expense of employees can pursue their own careers. Instead, what I propose is the enforcement of non solicitation agreements to protect both employers and employees. I recently moved from a state that does not enforce noncompete agreements (NY) to one that does (VA). As a <b>licensed psychotherapist</b>, I have not been able to continue seeing my long time private clients remotely from New York and establish myself in Virginia because all employers here forbid it, even though there is no competition. So I have to choose between giving up my clients or not working in Virginia, despite moving here with the hopes of planting roots and starting my practice. I had hoped to both keep my clients and find a place to work while I prepare my practice. Noncompetes are forcing me to choose between businesses in different states that have no bearing on another. I truly appreciate the work you are doing with this and ask that you please issue a final rule that bans noncompete agreements so we are all working on a fair playing field. Sincerely, Ceres/"</p>
Mary	<p>"I support a federal ban on noncompetes. We're currently in a <b>physician</b> shortage. Non-competes are an undue burden and lead to physicians either stopping the practice of medicine completely or leaving their communities either temporarily or permanently. Both of these outcomes only worsen this shortage and directly impact the health of the American people"</p>
Brenna	<p>"I wholeheartedly support prohibiting companies from requiring or enforcing non-compete clauses in their contracts. While I understand businesses' desire to protect intellectual property (in other words, profits), non-competes have extremely detrimental impacts on workers across the country. These contracts trap workers in low-paying, abusive, or otherwise unfulfilling jobs by preventing them from freely seeking employment elsewhere, which is a basic tenet of our economic system and necessary for capitalism to function. Further, employers (in essence) rent the talent and labor of their employees—they do not own it in perpetuity. That is, non-compete contracts not only harm our economy, but they should not be allowed on principle, as they give employers ownership over deciding where individuals apply their own personal labor. This is morally wrong and should not be permitted."</p>

Mary	"I support the removal of non-compete clause rules."
Keith	"I have been in the same industry since 1983. My previous employer was acquired by a private equity firm, and I was asked to sign a noncompete agreement in order to stay employed. I did not agree to this and was let go. A previous competitor heard about this and offered a position in their firm without a noncompete by phone. When I walked in to meet them for the first time, they said before I got in to their office, that I needed to sign a noncompete agreement. Luckily I had other offers without that agreement. The comment from the first offering company was that it was not enforceable so I should just sign it. I said that I would only sign it if I knew that this was a great company and that it was an ideal workplace. A former colleague of mine was told to sign a noncompete before she could get her paycheck. Our government needs to regulate this. I understand that many employees jump ship for more money. I look for ethics and good morale. I was with my previous employer for over 10 years before they were acquired. It was a giant red flag to me that they wanted such an agreement in place as part of my job offer."
Eric	"Non compete restrictions represent a critical infringement of an individual's right to earn a living. They should be fully banned. Adequate protection of proprietary information is provided for under current law and potential civil penalties."
Joseph	"I am a strong supporter of the abolishment of non-compete provisions. It is an obsolete provision that serves only vindictive employers. Many control-hungry employers use this clause to keep their finger on previous employees and limit their options as a form of spite. This provision was never intended to limit one's ability to work and provide services to their community. It was intended to prevent the direct and intentional use of trade secrets to the advantage of others and to prevent "stealing" clients. Instead, it is being used as a revengeful and inappropriate disciplinary tool against those that leave hostile work environments. Please pass this rule and remove this form of punishment against hard-working, honest people."
Yaoming	"I am supporting elimination of noncompete clause in physician contracts."
Darren	"I am a <b>subspecialty physician employed by a large academic center that requires ALL its physicians to sign non compete agreements</b> . My non compete agreement happens to extend to a neighboring rural community where my subspecialty services are (badly) needed. I have tried for years to convince the administration to allow me to offer services to these patients under the academic institutions umbrella. These pleas have fallen on deaf ears. I would love to start a clinic to offer quality sub specialty services to these patients in a rural community but cannot because it falls within the zone of my NCA. Thus, in my case, a NCA is directly reducing patients timely access to quality healthcare that my employer refuses to provide OR allow me to provide. This is an example of how the consumer (in this case patients) suffers as a result of these

	agreements. Please move forward with die rule change. You will see access to healthcare increase across the board."
Laura	"Individuals should be allowed to work wherever they choose. Having non-competes in place hinders autonomy and creativity, not to mention innovation. There are those who are working in hostile environments and cannot leave to transition to a better environment due to a non-compete. The notion of non-compete laws are outdated and non democratic. Please reverse this and remove non-compete rules."
David	"I support the non-compete clause change."
Saul	"I strongly advocate for banning non-compete clauses. The US Chamber of Commerce argues that "Attempting to ban noncompete clauses ... ignores the fact that, when appropriately used, noncompete agreements are an important tool in fostering innovation and preserving competition." That's the point. The Chamber ignores the fact that they are rarely used "appropriately." Instead, they are used widely to stifle innovation and competition in completely inappropriate contexts - they have become a defacto expectation for most jobs. Businesses have clearly demonstrated that they cannot be trusted to apply noncompete clauses "appropriately." Please ban them and help American workers compete for jobs they are qualified for."
Rumaisa	"There should be no noncompete for physicians"
Steve	"I'm a <b>veterinarian</b> newly leaving residency from an academic institution, and every place I looked to find a job carried a non-compete clause with it. I'm preferentially making the move to the NYC metro area to be around family, and there aren't a ton of open options for me to exist in that area (maybe 3-4 hospitals that have the capacity to support a veterinary ophthalmologist). I ended up signing a contract that has a 2-year non-compete clause that prevents me from working in the entirety of NYC if I leave the practice, which kind of locks me out from being able to have a job around my family if my new job doesn't work out. After going through residency and all of this schooling, it's unfortunate that my skills and expertise is limited by someone trying to predatorily protect their business interests rather than consider the life events that surround picking a particular practice or geographic region of the country."
Linda	"Non compete clauses are management's way of keeping workers from being able to change jobs. Workplaces do not have national secrets - most employees especially frontline employees have very little knowledge that would benefit a rival company. These non compete clauses should be illegal in almost all cases."
Yolanda	"As a <b>physician</b> and constituent, I would like to support the Federal Trade Commission's (FTC) proposed rule to ban noncompete agreements in physician employment contracts. Noncompete agreements in health care impede patient access to care and disrupt care continuity, deter clinicians from advocating for

	<p>patient and workplace safety, limit clinicians' ability to choose their employer, and stifle competition. Noncompete agreements also contribute to burnout and can worsen mental health by forcing clinicians to remain in unsustainable work environments. Despite well-documented clinician shortages, many health care employers still intentionally restrict physician mobility and workforce participation via noncompete agreements. Now more than ever, our nation's health care workers need Congress' support. I therefore wholeheartedly support the FTC's proposed rule to protect patients' access to their physicians and ensure physicians can freely practice medicine in their communities. Warmest regards, Dr. Yolanda Harold"</p>
Raafiah	"INCLUDE PHYSICIANS."
James	"Non-compete clauses are inherently anti-competitive business practices and serve to limit practice options and harm local communities. When my last hospital practice shut down, the non-compete would not permit me to work in any county that had a hospital belonging to the health system that formerly employed me. As a result I had to move my family out of state, depriving the local community of a subspecialist physician."
Robert	"The ability for workers to find employment must be without ANY restrictions. Period."
Erin	"Non compete clauses are such a burden to people in industries such as groomers and hair stylists. They hold you hostage to your employer even if the work environment is abusive/dangerous. These industries should be able to further their careers and protect themselves by not being held prisoner to their current employer by a non compete clause. It creates toxic work environments when an employee is forced to continue working at a location they no longer wish to or risk not being able to find employment within a drivable distance of their home due to a non compete"
Betsy	"It's hard to put roots down and become a part of a community when you know that if you change jobs, you'll have to leave the area. It's especially hard when you have a family, a house, community involvement such as in church. Non-compete agreements really limit where you can work, and unfortunately there are lots of reasons you might want to change employers but stay in your local area. Sometimes you take a job as an associate vet and find it's not as good a fit as you thought. I think non-compete agreements should not be allowed. One person shouldn't be able to "own" the business in a 5 mile or whatever mile radius around them to prevent competition. It's up to them to offer top quality service so they don't lose business when an employee leaves. Employees have a right to work where they want and where it best suits their livelihood."
Jason	"As a <b>veterinarian</b> , I've signed seven non-compete agreements over my career. Unfortunately, it is difficult to obtain employment without one. Twice, I've had to move my family long distances when no longer agreeing with management strategies of previous offices (rural areas often have a larger radius for non-competes). While the goal of the non-compete may be to protect a business'

	market share, I'm not sure that should outweigh the damage the forced agreements have on stifling competition and limiting mobility. It's my belief that labor markets would be better off without them."
Joshua	"This is fantastic and should have been enacted years ago. The IT industry is riddled with horrifically broad noncompete clauses and needs to be regulated, as they are clearly incapable of self regulating."
Kimberly	"I support this proposal."
Zachary	"Non-competes in the healthcare world area tragedy for both patients and healthcare providers. As a physician, I already see the burden of an overworked and understaffed system, which will only worsen in the coming years. Non-competes lead to dissatisfaction, burnout, and ultimate exodus from the healthcare industry. I find them unethical and I strongly support ending all non-compete clauses."
Matthew	"Restrictive covenants for physicians lock physicians into employment models, particularly with hospitals and large corporate entities that raise the cost of care and as a result the cost of health insurance for everyone in the country. These increased insurance costs are passed down to consumers. Thus removing the ability for physicians to leave hospital employment would indirectly serve to decrease the costs of goods and services across the United States. The hospital lobby has moved to block physicians from being included in this non-compete rule, which would serve their interests at the costs of consumers through out the country. Thank you for your time. Matthew D. Holland MD"
Dirk	"I strongly support the proposed rule to ban non-compete agreements. Non-compete agreements lower job mobility and decrease market competition while virtually never serving legitimate business interests."
Cecil	"As a <b>physician and constituent</b> , I am writing to ask you to support the Federal Trade Commission's (FTC) proposed rule to ban noncompete agreements in physician employment contracts. Noncompete agreements in health care impede patient access to care and disrupt care continuity, deter clinicians from advocating for patient and workplace safety, limit clinicians' ability to choose their employer, and stifle competition. Noncompete agreements also contribute to burnout and can worsen mental health by forcing clinicians to remain in unsustainable work environments. Despite well-documented clinician shortages, many health care employers still intentionally restrict physician mobility and workforce participation via noncompete agreements. Now more than ever, our nation's health care workers need Congress' support. Please support the FTC's proposed rule to protect patients' access to their physicians and ensure physicians can freely practice medicine in their communities."
James	"See attached file(s) Attachments Eliminate non- competes"



<p>Timothy</p>	<p>"As a party to a non-compete agreement with my employer, I fully support a ban on them. They are completely one-sided and hurt employees who are merely trying to make a living."</p>
<p>Nadia</p>	<p>"As a <b>physician</b>, I strongly support the removal of non compete clauses and strongly oppose the AHA's assertions on this topic. Physicians should absolutely not be exempt from this legislation and removing them would only be a further slap in the face to doctors in the interests of corporate medicine and hospital administrators who continue to harm our healthcare system and drive burnout, depression, and suicide in healthcare workers."</p>
<p>Sa</p>	<p>"The issue is non-compete is the most restrictive tool to suffocate employees by essentially taking them hostage. If a place of work provides a reasonable amount of good will that benefits both parties, then there should be no need to force a non-compete. That only happens when an employer knows the work conditions that will be implemented are as such to stifle the employee. The U.S. federal government should protect employees by breaking the chain on non-compete."</p>
<p>John</p>	<p>"I strongly support this proposed rule. <b>Working in a technical field, I</b> have been subjected to non-compete agreements my entire thirty-year professional career. This has served to slow both my career progression and salary growth. As I work in a very small niche of the tech sector, there are only a small handful of companies that do what I do. Because of this, the effect of a non-compete agreement is absolutely stifling I have very little freedom of movement, and if I do try to move, I have to leave die general confines of my field which is very difficult to find another position before I can then move back into my normal career path. This is unacceptable in 2023 when tech companies have merged once, twice, or more, leaving very few employers with an outsized amount of control over my personal career and life—especially when in America those companies control my access to healthcare tbr my family and me. There is a fallacy that employers won't want to contribute training to employees without non-compete agreements. In my thirty years of working for government contractors and computer security companies, I've found that there is often little to no training available regardless. They make the claim removal of non-competes will affect training, but in reality, it really doesn't exist anyway because it is an "overhead expense" that they don't want to incur. Often the ONLY way to get some kind of training or education is in the act of changing companies, wherein you might have the opportunity to go through their onboarding internal training programs should they have them. In practice, the companies who truly provide training but worry that the employee will leave with their newfound skills simply institute a payback program on a sliding scale. If the employee leaves within a year of the training taking place, they pay a prorated amount of the training back to the employer upon departure. To suggest that a non-compete is needed to prevent employees leaving after training is not only heavy-handed but also obtuse. Often these non-competes go hand in hand with non-disclosure and non-solicitation agreements. Employers purposely conflate these topics to make employees believe that the non-compete is there to protect the company along with the other two. This is simply not the case. While the latter two do, in fact, protect the company, the first is strictly to suppress competition for recruiting and to drive down salaries, benefits, ownership options, and more. I firmly believe that if non-competes were removed</p>



	from our society, we would have tremendous career growth in the technical sector and others that artificially stifle competition for human resources."
Jane	"I completely support banning non compete clauses. Workers have to sign them to be employed and companies can then keep working conditions poor and pay low because workers can not leave. It is a form of feudalism and has no place in our country. It hurts tax revenue by keeping wages low. It hurts families with the stress of a lack of options for higher pay or better working conditions. It gives the labor of a person to the control of a corporation indefinitely. Now can this be legal?"
Jessica	"I support ending non-compete agreements. As a <b>physician assistant</b> , I am limited from working within a five mile radius of my current practice if I leave. I would have to commute further daily if I wanted to leave my current job, or move somewhere else. This non-compete clause restricts me from providing patient care. Patient access to providers is an issue which causes some patients to go without healthcare. Please support this bill."
Edward	"Support the FTC ban on "non-compete" agreements. They had some legitimacy in the past, but have grown into a kind of modern slavery. Freedom to change employers should be a fundamental right."
Amber	"I think implementing a non-compete clause is allowing businesses to hold a monopoly on a person's ability to work. It should be banned. Everyone has a right to work and if a competitor is willing to pay more for a person's abilities and skills than the person should be able to better themselves and their families."
Claudia	" <b>Physicians</b> should absolutely be entitled to the new FTC non-compete rule. They should not be exempt from this needed worker protection as it greatly limits their ability to negotiate their contracts and instead offers large hospital systems an unprecedented advantage over physicians in the marketplace. There is a large increase in physician burnout and allowing the market place to be more free would allow physicians more freedom and flexibility. Additionally, the last time an exemption of this nature was granted by the lobbying from the American Hospital Association (Jung v AAMC 2004) resulted in decades of delay for improving resident physicians' ability for fair wages and benefits; this is still an active struggle today. Please do not make the same mistake again for physicians of today and the future."
Richard	"How does allowing non compete agreements benefit the consumer/ average citizen in any way, shape or form? Ensuring consumer options are limited by agreeing not to compete with one another serves only to open an avenue for price gouging and nothing more."
Scott	"I signed a <b>non-compete in the auto wholesale industry</b> - the Auto Auction World. I started the Riclunond Auto Auctions digital section which allowed dealers to sell vehicles to other dealers. I begin this in 2019 and we named it CAR-RAC. I grew CAR-RAC to the number one seller on two of three platforms ( OVE and SmartAuction ) in the United States. I made over \$200,000 per year. The owner believed I was making too much money and hired someone to do it for much less. This is someone I trained. I hired over 12 sales reps throughout the country, trained them and managed them. All of this was done according to

	<p>our business plan. They called me in and told me I was making too much money and offered me about \$140,000 per year. I declined and asked to be released from my non-compete. They refused and now I am doing outside sales for a construction company. My non compete is for 24 months. There are companies in the auto auction industry that want to hire me but can not because of die amount of money it would take to tight the non compete. I am in Virginia. So in short, my non compete is keeping me from obtaining a job I am an expert in because I had a non compete and they fired me for making too much money on the pay plan they offered me in this same non compete. it is WRONG by any judgement. I can be reached at. I am retired law enforcement and would be MORE then happy to testify in court in this FTC court case. I have never been arrested used drugs or anything else and believe I would be an expert would be an expert witness. Let me know how I can help. Thank you - Scott Johnson -"</p>
<p>John</p>	<p>"As an <b>emergency physician</b> and a member of the leadership team for a small democratic physician group, we have found that non-competes are used by large corporate medicine groups (CMG's) to maintain contracts with health systems and decrease competition by groups such as ours. We have approached health systems about obtaining new opportunities for our physician group but learned that the health systems are concerned that the CMG's will enforce the non-competes over their employed physicians making it impossible to transition to another group. We do not use non-competes for our group as we don't believe in them and do not want to restrict our physicians. We believe that happy physicians provide the best care for patients, so encumbering a physician with a non-compete and requiring them to stay at a hospital they don't want to work at will create a worse outcome for patients. Please consider removing non-competes which decreases competition and, ultimately the quality of patient care."</p>
<p>Steven</p>	<p>"My name is Steve... and I live in Harrisonburg, VA. Please strike down noncompete clauses from businesses. Here is a personal reason why this is so important. The church I am afflicted with has been supporting an undocumented refugee from Nicaragua for almost two years now. She has a 6th grade education and a very disabled daughter. They both walked many miles and paid coyotes to drive them to safety. She would like to cook for a restaurant once she gets a green card, SS# and work permit. Even then she does not have a driver's license and no car so transportation will be an issue also. If and when she is employed as a cook in this area, is it very possible that at some point, for different reasons, she will decide to seek a different restaurant to cook for. If that new restaurant chargers her with violating the competition agreement, she could be out on the streets again. Any rules that would permit charges like this to be filed against her must be struck down now. Thank you in advance for your help. Oh, I forgot to mention that she has two strikes against her because of racism: different original language and country of origin."</p>
<p>John</p>	<p>"Non-compete agreements are banning my family and I think they should be removed, or at least enforced on a industry by industry basis. I side with the SDPA in that removing non-compete agreements for medical providers is appropriate and should be enacted to improve the livelihoods of physician assistants and their families now."</p>

Carmen

" Families that can't afford children will not have them. Noncompetes keep wages artificially low and stifle competition. They make it difficult for skilled workers to change careers if they are written in an overly broad manner. Ultimately in my experience bosses have used non competes to keep their skilled work's pay shamefully low and to prevent them from doing side work or starting new businesses in the same way those businesses owner were able to in their own careers. Most business owners are not even realistically compelled to follow or read local law on these issues and impose whatever they like on those desperate for work. Non competes enable tyrannical employers the power to destroy work's livelihoods through threats of job loss, lost hrs., loss of health insurance, loss of future career prospects, loss of potential lifetime earnings, loss of freedom and agency in their work and in their lives. They enable employers to literally plagiarize a worker's work products and erase their existence in the eyes of clients for shit compensation. None competes function like being jumped into a gang the only means of escape from a bad job situation is to be jumped out. Leaving or being fired with a non compete sometimes leaves workers unable to work locally in their field through no fault of their own. Some people arc prematurely forced out of the workforce all together because they cannot re-enter their industry after a profit motivated layoff A worker under a 1-5 year non compete after leaving is forced into an employment gap that other potential employers will view as a scarlet letter. If a worker resists signing these agreements even when they are banned in their resident state a worker risks injuring their small business tyrant's small baby ego and getting on his list and being cut lose because you dared point out to him he is doing something at best unethical and at worst illegal. That business owner may even throw a tantrum and accuse you of trying to steal his clientele and beg you not to talk to an employment lawyer while simultaneously threatening you with the prospect of speaking to a lawyer himself. Non competes enable this toxic work culture of disrespect power imbalance between older owners and younger workers. They fuel environments of fear, anxiety, hopelessness, verbal and financial abuses, trauma and suicide. Workers do kill themselves when laid off see the research. Laying off a low wage worker subject to a non compete is a public health threat. FTC give some power and profits back to the workers and we might just consider producing a future generation to keep buying products and doing work otherwise good luck with developing those citizens consumer robots. Really I don't know how else you will keep this economy going if you continue to allow profiteers and sociopaths to exploit humanity as if we were machines pushing us into burnout levels of inhuman efficiency for a cheaply as possible often before our brains haven even matured. The purpose of good governance is to keep the people from starvation and serfdom. The people must be free to maneuver a fast paced job market to evolve a leisure economy of rest , health and collective struggle. Don't give the greedy means to enslave your children in cancerous profit drive growth and auto exploitation. Nobody is hired by a company for life these days. Nobody is offered honest loyalty by their employer and so no loyalty should be coerced from workers! Do a little to dismantle wage slavery holding the whole of humanity in a cycle of boom and bust flushing more cash to those already shamefully fat and greedily feasts on this Anthropocene extinction. Original Comment In my career and industry noncompetes are used to intimidate skilled

	<p>workers from leaving low paying jobs or accepting work in their field outside their full time jobs, which often do not pay wages that match increases in worker productivity or meet the rising standard of living. Anything like non-competes that suppress wage growth directly contributes to the decline in population and dissolution of America's social fabric. Families that can't afford children will not have them. Noncompetes keep wages artificially low and stifle competition. They make it difficult for skilled workers to change careers if they are written in an overly broad manner... Don't give the greedy means to enslave your children in cancerous profit drive growth and auto exploitation. Nobody is hired by a company for life these days. Nobody is offered honest loyalty by their employer and so no loyalty should be coerced from workers! Do a little to dismantle wage slavery holding the whole of humanity in a cycle of boom and bust flushing more cash to those already shamefully fat and greedily feasts on this Anthropocene extinction."</p>
<p>J</p>	<p>"Thank you for pursuing the elimination of Non-compete Clauses from business. These clauses prevent employees from leaving their company and force them to accept conditions that are often less than desirable. These clauses also prevent employees from achieving their full career advancement and corresponding financial benefits. They also reduce the growth curve of the industry as a whole. These clauses are only beneficial to the elite few who control businesses. Please eliminate Non-compete Clauses from business."</p>
<p>Page</p>	<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 <b>workers</b>, future new business owners, and people like me all across the country. Noncompete clauses are self-harm, please stop making American workers bleed. Thank you for your work, and please issue a final rule that bans noncompete agreements."</p>
<p>BARBARA</p>	<p>"As an individual citizen, I heartily approve of removing non-compete clauses. These clauses logically go against innovation by preventing many startups and go against workers freedom of choice. Kudos to the FTC for tackling this issue."</p>
<p>Amanda</p>	<p>"To whom it may concern I am a clinically active physician. In the course of my 25 year career, I have spent all of that time subject to noncompete clauses. These noncompetes have been as much as a year, and have encompassed as little as a 10 mile radius and as much as an entire state and the counties nearest to that state. In each and every contract, the radius and duration of the noncompete was explicitly chosen to prevent me working for a competitor healthcare company. The organizations that I have worked for have included a major university, community health clinics and large hospice organizations owned by private equity across four different states. I feel that rather than serve my interests in forwarding my career and my salary, these noncompetes have reduced my opportunities and restricted my ability to earn a better wage. I recently had an employer hand me a new contract with a noncompete of two years rather than a year in the middle of tense negotiations over the salary. The intent was to clearly punish me for asking for additional pay and on call compensation. While health care organizations may say that they put resources into the development of a physician's practice, I can say that the value they derive from my work is far greater than any career development I have ever been</p>

	<p>offered. There may be some health care organizations that say that physicians are a valued workforce and therefore restricting their ability to work for a competing organization helps to protect their business. As a physician I was laid off from my job in 2018 and told that I could be replaced by a nurse practitioner. Clearly I could be and was replaced by a lesser trained clinician. In summation, noncompetes are one of the tools that restrict physicians from finding better paying and more humane positions."</p>
David	<p>"Noncompetes, restrict employees, ability to grow in profession, Forcing them to stay in a job where they're not growing or not fitting in is inefficient and counterproductive to our economy. Companies effectively trap the employees, and do not have to treat them well or respond to any of their concerns. Noncompetes should not be allowed in America ."</p>
Kevin	<p>"Non compete clauses are anti-worker. Ban them."</p>
Shiv	<p>"If I owned a healthcare business my two favorite laws would be the ones that say I cannot have any nearby competitors (certificate of need) and that my employees cannot leave to go work for the competition without incurring significant pain by having to sit out of the workforce for an extended period or relocate somewhere else entirely and thus not compete with me (restrictive covenant or non-compete clause). I am close to the end of my career so these laws are not going to materially impact me going forward but they have throughout the 30 years I have been practicing medicine. The coupling of a noncompete clause with CONs that exist in many states, allows healthcare companies to be mediocre and to take advantage of their employees. Both should go away. Not only do I 100% support NPRM, but I highly recommend the FTC take a long hard look at CON laws as well and consider outlawing them. CON laws in particular, by freeing healthcare companies from competition, allows them to perennially underperforming and underinvest in the healthcare of their patients while lining the pockets of their executives. The quality of healthcare would improve if both went away. I live in Virginia that has a very restrictive COPN (in Virginia it is titled "Certificate of Public Need" rather than Certificate of Need) regulation. Sadly, if an outstanding healthcare organization, such as Mayo Clinic, wished to open a hospital in Virginia and thereby improve the quality of healthcare and improve choices for the citizens of Virginia, it is unlikely that Mayo could successfully get approval to do so due to COPN. The public is largely unaware that these regulations exist but would almost certainly want them to go away if they became aware."</p>
Arsalan	<p>"I am a <b>primary care physician</b> who has provided care in urban, suburban and rural arms. I would like to highlight the negative impact to patients because of noncompetes limiting primary and specialty care. Hospitals leverage noncompetes to lock physicians out of a geographic locations which adversely impacts patient care and continuity of care. Noncompetes traditionally are used where an employee could steal trade secrets. In medicine the physician brings the IP in the form of their medical training not the other way around. Noncompetes also allow hospitals to force conformity to hospital protocols which do not always align with what physicians think is best for the patient. When these</p>

discrepancies occur hospitals can fire a physician and still prevent them from practicing in that community again removing an important patient advocate from the system. Physician noncompetes adversely impact not just earning potential but also cost CMS money on a macro and micro scale. Hospitals and PE backed entities aggregate to limit systems in a geography then salary bands for physician roles quickly become narrower adversely impacting physicians. But as these systems grow larger they also negotiate higher rates and push billing practices that can be adverse to consumers and payors such as Medicaid and CMS. When physicians dissent they are often reprimanded and can be threatened with termination if they persist. They also allow hospitals to push volume based expectations that limit quality of care in order to drive FFS revenue. (More visits to deal with the same number of problems). The presence of noncompetes gives hospitals leverage to underpay physicians while driving up costs for Medicare and CMS. (One may look at the expanded use of trauma codes which are not susceptible to PA/UM review rules and the rate of trauma code utilization by HCA hospitals over the last 15-20 years. Once you segregate by either or both admitting and/or driving diagnosis the use of this code has gone up based upon hospital protocols of when to call a trauma code driving up costs to both CMS and patients). I strongly believe noncompetes should be eliminated as they are negatively impacting our patients and communities. Given the growth of large hospital systems, a noncompete clause for a physician often means that leaving a job would require a physician to leave the geographic area in which they practice. This raises several issues of the downstream effects of noncompetes in coercing physicians to accept conditions they are not comfortable with, eliminating checkpoints that market forces allow that ultimately would have led to better systems that served clinicians and patients, and contributing to the physician shortage. Physicians with noncompetes in their contracts are forced with the choice of uprooting themselves and their families each time they want to switch practice environments, and the daunting challenging of reestablishing a reputation and practice in a new location. Employers know this, and use it as leverage when physicians speak out against situations that are detrimental to patient care, inappropriate or illegal actions by their employers, or unreasonable/unsustainable working conditions. This can effectively hold physicians hostage at unfavorable working conditions for decades, while employers evade market forces that would necessitate change. It is hard to make the argument that a single physician leaving a large hospital system would significantly threaten the hospital system's business model. If many physicians want to leave simultaneously, this could affect a hospital system; however one would be forced to examine what the hospital system was doing wrong that so many physicians wanted to leave en block and not be a part of that hospital's mission. Arguably, this is exactly where market forces should come to play. and ultimately lead to hospital systems that better serve the needs of clinicians and patients. In a situation where physicians can't relocate geographically due to personal reasons, they are prevented from pursuing opportunities that are a better fit for them personally within their geographic locations (better pay, more flexibility, better hours, etc). When physicians are forced to work at jobs that aren't good fit, disillusionment with the field is growing at a time where clinician burnout is at an all time high. Therefore, many physicians are now electing to stop practicing medicine altogether rather than



	work at a job they don't enjoy, thus exacerbating the physician shortage and access to care nationally at a time where this is already a public health emergency."
Michael	"Non-compete clauses are modern-day indentured servitude. Ban them."
Morgan	"I would really love for non-competes to go away. I have had to pass up many jobs due to being limited by contracts my jobs have imposed upon me. Then that meant I either had to move far away or look in other cities for a new job and have a longer commute."
Shannon	"I support banning non compete clauses. It absolutely hinders my ability as a physician to find a higher paying opportunity in the jobs I'm looking at since I have used a recruiting firm in the past."
Sven	"Non-competes actively (harm) industries and employees by preventing competition and depriving employees from being able to sell their most valuable commodity, their labor. In the vast majority of cases non-competes are unenforceable and serve only to have a chilling effect on employee movement and depressing wages. After 10 years as a software engineer I've never personally seen them used legally. And only used to threaten employees."
Frances	"Get rid of the non-competes!!"
Ingrid	"I work in a <b>niche scientific field</b> that requires years of training Because of the non compete agreement that was a mandatory part of my contract, I will have to move to a different field to get a job even though there are other companies hiring in my field. Without experience outside of this small field it is very difficult for me to get a job that uses my current skill set. It creates a massive barrier that keeps me from being able to change jobs."
Rohit	"Non-compete clauses for physicians and health care professionals do not make sense. The practice of medicine is based on publicly available data and standards of care, not industry secrets. They are used by hospitals to control physician autonomy and ultimately lead to worsening patient access to care. Highly recommend doing away with non- compete clauses."
Wyatt	"I've signed Non-Competes for 60% of the jobs I've had simply because of my skillset. No employer has the right to chain their employees to a non- compete in a free market ."
Mudit	"Not fair to families especially kids. The whole is forced to move far away from their friends, loved ones. Businesses have too much power, and employees have to continue working even though they are miserable-low output, could lead to mental health issues. Moreover, this goes against the liberal values and freedom of choice that our nation is built upon."

Karthic	<p>"I believe non compete clause is used in a hostile manner to control the movement of employees and hold corporations hostage thereby increasing die expense particularly in healthcare. The private equity companies use their employed physicians as slaves and hold their contracted hospitals hostage. The working conditions are dismal and when physicians question the unsafe conditions for their patients the private equity companies tire them. So we also create unsafe conditions for our patients."</p>
Joe	<p>"I work in the corrugated box business for DS Smith. They have moved into the box market 6 to 8 years ago and had everyone in sales and lower management sign a non-compete. This document is so restrictive that you can't say anything negative about the copy and if I shared it with you I would have a problem with DS Smith. This is slavery and keeping me hostage, if I walk away from the company I have to leave the industry for 12 months before I can Perdue another position with a mother corrugated box company."</p>
Robert	<p>"I am all for the ban on non-competes. I have been the victim of one for 3 years now, waiting out a 5-year non-compete. The employer is continually threatening me by claiming that every client on earth is his, and everything I do is competitive. I'm in the field of <b>decision-making and human reasoning</b> so you can see how broad that is, and applicable anywhere, anytime and with anyone. Such employers bank on the fact they have more money to fund lawyers, and know the unemployed individual will only be able to finance so much lawyer time before they have to throw in the towel. That is unfair because it makes justice based on who has more money, rather than who is in the right. This is an unfair practice that is prevalent in today's society. As the notice for opposition statement read, it absolutely restricts creativity and innovation when those experts cannot continue their craft for others, under threat of legal action. Employers should treat their people better if they don't want them to compete against them. Their disservice to their employees should not prevent a more progressive employer from reading the talents of those mistreated by former employers. Because of this constant oversight by my previous employer I keep copious notes, maintain email/text paper trails and transcribe conversations in order to justify the facts. Because there is a wide gap between what the employer says versus what they do. There is also a wide gap between what they say and what they write, as they have selective memory when it comes to evidence. So the burden falls on the unemployed employee to keep such records in the event legal action is taken against them. Ifs hard enough looking for work under these conditions, but having to spend valuable time building a legal case as you go, is another unnecessary burden for the employee. More people than ever are leaving their workplaces today as they feel they are not psychologically safe. They work in toxic work environments, as described above. They should have the freedom to find work environments where their talents are appreciated and not tolerated."</p>
Jennifer	<p>"I strongly support the ban on noncompete clauses. It is OUTRAGEOUS that companies want to control our lives even after we no longer work for them (especially when they already pay so badly). How can we be free if companies can dictate what we do and where we work for years?? We don't belong to them -- we just work for them at low pay."</p>

dereje	"Thank you so very much for finally realizing the harms of this wicked and stifling non compete provision. It is a prison both with and without walls and has been a source of agony to workers and their families unfairly. I believe it is a remnant of the slave days and truly appreciate the proposal to do away with it. Many many will breath a huge sigh of relief, the labour market will be more competitive and as a result will benefit the economy at large. Thank You"
dave	"The very notion of a non-compete clause is antithetical to free market capitalism. Trade secrets are one thing, hobbled former employees are another. Block non-compete."
Malcolm	"Long overdue! Excellent for labor."
Nikola	"As a <b>physician</b> I strongly support banning all noncompetes in the medical field. It will allow physicians to freely move about the marketplace and will encourage systems to improve their environments for employee wellness and patient safety"
Catherine	"Noncompete clauses are a grossly unfair way that physicians are regulated after dedicating their lives and substantial amount of money to training These are illegal and should've been banned years ago."
dwright	"I support the Federal government by the FTC to end non-compete clauses in any contract as this will restore the free exercise to work ,create and thrive in a country which professes to give equal opportunity for all its citizens. This non-compete rule should be abolished .Law still will be on the books to prevent or allow for litigation for stealing patent or other intellectual or real property. Although now in retirement, I suffered under this yoke while employed by medical groups or hospital systems. The only relief was to get fired. Eventually, after that-one is free to serve people more personally and with more enthusiasm even though one will often work longer and harder but the rewards are more than monetary. I believe this is so for many professions and businesses. The intended consequences of lapsing this yoke on employees is it will unleash more creativity, more innovation, more efficiency, more satisfaction, more competition for Americans. There is also the possibility of lower costs in some sectors. The struggle for independent owners who are not wealthy will be securing adequate capital to get started and survive the first year. This is one reason regulatory burdens which are not essential should be reduced or eliminated in conjunction with follow up or monitoring of the effects of abolishing the non-compete rule."
Erin	"I wholeheartedly agree that something needs to be done about the rampant use of non competes and how they affect employees. It's one thing to have an agreement not to poach employees or trade secrets but another to basically say "you can't use your expertise anywhere that is remotely close to this company's line of business." It's especially unfair to employees who may have been laid off who do not have another job lined up or end up taking pay cuts so they aren't in violation of a non compete. I'm so glad the FTC is taking this seriously and looking to make changes on the federal level."

<p>Lisa</p>	<p>"Please do not place limits on which categories of workers are covered by this rule. I am sure business is lobbying to carve out top executives from the ban on non-competes but this would be unfair. ALL employees should be free to make a living in their chosen field - from top executives to lower-level salaried workers. If companies are concerned about trade secrets, there are NDAs which protect them. All non-compete provisions do is harm workers and stifle competition. This is a chance for the government to address inequities and unfair behavior posed by unfettered capitalist enterprises."</p>
<p>Marilyn</p>	<p>"Non-compete clauses are preventing delivery of good medical care and access to care. For example, mental health services are desperately needed in my city. The wait time for an appointment can be 6 weeks to 6 months, which is dangerous. However, if an employed psychiatrist leaves their current job, many will have to practice 25 to 50 employees away! This abandons their current patients and leaves a huge gap in needed medical services. Removal of non compete clauses will help small doctors offices/ or individual doctors tremendously. In many cities they are shut out because of big business corporate medicine. We need good doctors to have autonomy over their personal lives ( like where they live) and their practice of medicine. Non-competes are stifling this and our medical system is deteriorating. Think of your own experiences with doctors and hospitals. It seems everyone has a story to share about subpar care and burnt out callous physicians or extenders. Non competes are contributing to this. Most importantly removing noncompetes will increase access to care! Currently if a doctor does not like the office structure or the way care is delivered at their practice they have to uproot their entire lives and move to a new city or state. This is unreasonable and malicious on a personal level. If noncompetes were void and a doctor wanted to offer care in a different way (home care/more telehealth/ alternative therapies) they could continue to care liar the current patient burden in their current city and offer and alternative to the large dominant medical system. Competition drives down cost and often increases innovation."</p>
<p>Doug</p>	<p>"I strongly support the proposed rule eliminating non-compete clauses in contracts. Iain a <b>retired engineer</b> but my comments apply to all employment. I believe such clauses harm the labor market by restricting freedom to change jobs, which both reduces pay and can prevent people from striking out to form new enterprises that would otherwise bring improvements which benefit society. I see no benefit to these clauses except for the rare situation where proprietary information essential to the business would be jeopardized, and these situations can be dealt with by other means.0"</p>
<p>William</p>	<p>"I would very strongly support in favor the FTC proposal to ban noncompete clauses. It is a burden for both low-wage earners and also for professionals. Myself I am a physician and about 12 years ago our independent practice affiliated with a community hospital system. Our referral network was and still is exclusively based upon the work of myself and the other employees at our offices. We kept our previous organizational name and the name and brand of the community hospital system we affiliated with does not add a single thing to our quality, efficiency, or level of business activity. Our initial contract did not include a noncompete clause, that after two years it was added to our contracts and we therefore currently are told that if we wish to work for a competitor, or</p>

	<p>even if we chose to work fully independent from any other organization or hospital system that we cannot work within a 25 mile radius of the affiliated hospital system, which itself has locations over a 70 mile radius. Therefore effectively I would have to leave this area or stop working for two years before I could continue to practice as a physician in our current location. Noncompete clauses almost completely benefit employers who already have a strong power advantage over workers due to their greater size, legal team, and monetary power. I very strongly favor a ban on noncompete clauses across all types of business and across all Categories of workers. I applaud the proposal by the FTC' to enact such a ban. I hope you will soon proceed with doing so and I hope you have great success in the endeavor."</p>
Brian	<p>"I fully support banning non competes, they only help large companies and hurt employees especially during layoffs. Many are very unreasonable as well, such as preventing an employee working in an entire industry, even if fired and not quitting."</p>
Padma	<p>""Non-Compete Clause Rulemaking, Matter No. P201200". Like to see non compete clause go away"</p>
Chinmaya	<p>"Please get rid of Non- compete in medical field for <b>physicians</b> and surgeons!! Help to support themselves and the families in the long run to prevent bum out."</p>
Diana	<p>"I've read the proposed Non-Compete rule change and I support the changes. My husband too young to retire yet has 30+ years with the company has a non-compete clause to which is bound. He desires to leave the company where all his years of experience were gained due to mis-management. His company was once a leader in his industry but has been bought and sold several times to the point the job is unrecognizable and accounts are leaving in droves not to mention the experienced workers. He feels he could strike out on his own with the contacts he has nurtured over the years. His non-compete prevents that from being realized so the clause prevent workers from seeking better opportunities."</p>
Monica	<p>"I support the rule. A person should not be bound by the Employers contracts who try to exploit the employees while on the job and after they leave too. Freedom of choice for the hard working American should be the way!!!!"</p>
Olivia	<p>"I am a <b>physical therapist</b> by profession that lives in a small city. I have a 10mile radius non-compete if I leave or get laid off for any reason. A 10 mile radius for the city I live in is the majority of the area, making it so I will have to move if I want to change jobs. I am a young professional (31) and this fear of the non-compete prevents me from speaking up against practices with my workplace that I find unethical. This is especially because I want to start a family in the near future and do not want to be forced to move if I want to change jobs. I feel trapped and in healthcare I find non-competes to be ridiculous. We are trying to provide healthcare services to the population in the best manner possible, and are being prevented from doing so effectively by our employer due to fear of retaliation that comes from the non-compete uprooting our lives. It makes me wonder if going into healthcare was a good idea at all, which breaks my heart because I love what I do."</p>



Daniel	<p>"Each time a non-compete is enforced against a practicing physician, it likely disrupts sacred Doctor- Patient relationships. Which likely also leads to unnecessary additional visits and costs for the patient and the system. If organizations are truly patient centered , why would they do this? Furthermore, burnout is a huge problem in all of healthcare Banning non-competes will ultimately force organizations to compete on better treatment of their workforce, whether that be medical leaders, physicians, nurses, or maintenance staff. Finally, healthcare is on fire in the US consuming 20% of the GDP each year. Inflation on Medicare alone is \$200 million dollars a day. If capitalism is the best way to fix healthcare then don't we need to encourage innovation with cross-pollination? One good way to do this is to end non-competes for everyone except perhaps at the very highest levels — President and CEO. There is so much money floating around healthcare I would not make a cut off at a particular salary level. If we believe that competition is good, then barriers to increased competition should be removed wherever and whenever possible."</p>
Jonathan	<p>"I completely support the Non-Compete Clause Rule. I have been subjected to NCCs on multiple occasions, and always on the first day of work at a new job as part of a series of papers I must sign as a condition of employment. Neither employer gave me advance notice of the NCCs, so I had little choice but to sign the NCC or resign from the new job on Day One. This is grossly unfair to workers."</p>
Jane	<p>"Non-compete clauses limit physicians from getting new jobs without moving and limit patients from staying with die physicians they want to see. They are bad for business."</p>
Elyse	<p>"As a <b>senior-level employee in a Fortune 50 company</b>, I fully support making non-compete agreements illegal. Allowing non-compete agreements to occur is anti-capitalistic, in addition to stifling job opportunities. Non-competes prohibit Americans from being able to make the best employment decisions for themselves and their family--including not taking a job due to its non-compete terms, staying in a job they'd like to leave due to the non-compete they're under, or having to pivot industries/roles to a lower-paying position (or even remaining unemployed!) just to ensure that they aren't in violation of their non- compete. This lack of competition hurts individuals, but it also hurts the companies themselves when they can't find enough talent available in the US. Allowing non-competes promotes outsourcing and insourcing over the individual American, and therefore the American economy."</p>
Lee	<p>"Non-compete contracts are harmful across the board. Iain a <b>veterinarian</b> who does not have a non-compete written into my contract, and an employer that believes everyone has the right to work where they are most content. I have seen so many young veterinarians forced from a geographic area they love because of unfair non-compete distances and rules written into their contracts. Yes, we need to be better educating our veterinary students about what to look for in their contracts, but in the meantime, let's just get rid of the non-competes and take that burden off of their shoulders."</p>

Nikita	"BAN non compete clause for employed <b>physicians</b> nationally. Non compete clauses disrupt physician well-being and lead to burnout apart from disrupting patient care and poor outcomes for patients due to fragmentation of patient care/reducing access for patients due to physician need to relocate due to NON-COMPETE CLAUSES."
Laura	"Non competes end up causing hostile working arrangements. People sign them because they are told that there's no other option (if you area physician this is probably true) . The beneficiary of the noncompete basically can hold in to an employee outside of the rights of the employee . They can make the physician stay in a situation under duress - unless that MD can move out of the area . There are plenty of situations where moving is not possible. Now it's unsafe for patients - the situation is untenable . All because the owner wants to protect his/her money . Free enterprise doesn't apply when noncompetes are legal"
Garrett	"I strongly support banning non-competes. I am deeply concerned about my loved ones stuck with abusive employees and are underpaid due to non-competes."
Karen	"I urge the adoption of a rule to address the problem of non-compete clauses on a national level, since interstate commerce is so important to the United States. In our family, we have experienced a tragedy that resulted from the devastating effects of one of these clauses on a young man who should have had his productive professional life ahead of him, and now he is in the grave. It's time to put an end to this unnecessary stricture on individual employees."
Cass	"As a writer and theatre professional, I strongly support the ban on non-compete clauses. Too many in these industries are kept at low incomes because they cannot pursue multiple contracts simultaneously."
Salman	"Please please ban the non compete clause. I am a highly specialized <b>vascular specialist</b> who worked in the DC metropolitan area. Because of my specialization, I have to work and provide medical services in a metro area where tertiary care centers are present. When I was forced to leave my practice in the DC area, I had to travel to another city almost two hours away. These non competes are unfair and monopolistic. They provide advantages to large corporations and are anticompetitive. As specialist, I was also unable to provide highly specialized services to patients who relied on me and depended on me."
Karen	"I support making non- compete clauses illegal and unenforceable. I am a <b>nurse</b> and have lived most of life in an rural and underserved area. I have seen corporations place non-compete restrictions upon nurses which in essence binds them to that one employer without incurring a very burdensome drive to escape the area of exclusion. I have seen doctors likewise restricted and forced to leave the area, face litigation, or suffer years of unemployment. It is an effort to simply control employees and restrict competition."
Patty	"Please overturn these restrictive covenants that empower companies and handcuff employees."

Abhijeet	<p>"As a <b>doctor</b>, I believe that removing non-compete clauses for physicians is a necessary step to ensure that patients have access to the best medical care possible. These clauses can limit a physician's ability to practice medicine in their chosen field and geographic location, often causing a strain on patients' access to care and leaving physicians with few options. Removing these clauses will allow physicians to practice where they feel they can best serve their patients, which is essential to improving overall healthcare outcomes. It will also foster competition in the medical industry, which can lead to better care, more innovation, and ultimately, better patient outcomes. Additionally, removing non-compete clauses will provide more freedom and flexibility for physicians to pursue their professional and personal goals, which can contribute to a healthier work-life balance and a better quality of life overall. Overall, I strongly support the removal of non-compete clauses for physicians, as it is a step towards creating a more patient-centered healthcare system that prioritizes access to care and quality outcomes for all."</p>
Lori	<p>"Non-competes have always been detrimental for patient care/access, especially in underserved communities. Competition generally provides better product for consumers, at the very least it provides options. Forcing doctors to uproot and leave a community they have already established a relationship with creates unneeded obstacles for patients."</p>
BAOCHAN	<p>"I am writing to express strong support for this proposed rule with two small modifications: 1) no exemption for tax-exempt hospitals and 2) no salary caps. Healthcare in the US has changed drastically in the last few decades and has been taken over by corporations. Physicians routinely graduate with over 8250k in loans. Non-compete clauses for physicians are now rampant. It takes more than 6 months to license and credential a physician. Having non-compete clauses apply to physicians essentially requires the physician to move his or her entire family in order to earn a living if the original job does not work out. Healthcare workers are retiring early in droves due to pandemic related and increased regulatory stresses. There is projected to be a massive shortage of physicians. The ones that are graduating are retiring early. Outlawing non-competes is one way to restore free market conditions to the physician employment market and to relieve one stress on the dwindling number of practicing physicians."</p>
Dai	<p>"The non compete is so onerous and extensive geographically that after the company leaves the locality the providers are locked out of the local market and has to either leave his or her family to get work or up root their lives to restart in another areas out side the non compete geographic radius despite the company longer having a physical presence at the practice location. Why are providers being punished when a company loses its contract with the client hospital or clinic or surgery center? This is inhumane and immoral. This infringes on basic human rights and freedom."</p>
Logan	<p>"Full support to remove the ability for companies to enforce non compete clauses."</p>

Michelle	<p>"I strongly support banning con-compete agreements and oppose the proposition from the AHA that physicians should be excluded from this. While physicians are higher income earners, that does not mean they should be exempt from having rights as workers. Physicians should still have the ability to leave a job where they are treated poorly without having to uproot their families, and current non compete agreements make that impossible. Non compete agreements give hospital corporations an excessive advantage over employees, including employed physicians."</p>
A.	<p>"Large corporations frequently buy out privately-owned small business in the <b>optometry</b>. During the acquisition process they acquire employees, particularly doctors and include overly broad non-compete agreements as part of the new contract. As they do so, they will not specify which practice location that agreement is specific to and they will have multiple practice locations around a multi-state region. That makes it almost impossible to take a job anywhere in the region without relocating home and your children. They do it not only full-time doctors but also part-time doctors who do not have an established patient base. Also, 10 miles of non-compete in an urban city that is densely populated means something very different than 10 miles in a sparely populated rural area, but that is not considered by the corporate entity, nor do they negotiate the mileage. In addition, they have deep pockets and will not hesitate to prosecute even minor contract violation of this nature. Meanwhile the employee is stuck with high legal fees that they cannot cover and no job because of the non-compete clause. I fully support ending die non-compete clause rule that has gotten out of hand and is totally abused by large corporations. Non-Compete Clause Rulemaking, Matter No. P201200"</p>
Douglas	<p>"Non-competes are anti-competitive and should be made invalid."</p>
s	<p>"This ban would help me and my family out in a major way. The agreement I was required to sign in order to obtain employment prevents me from moving to a competing firm. While I understand the basic principal of retaining employees, this rule has created an avenue for greed and does not hold the employer responsible to provide cost of living increases or other promotions. I'm being forced to work for them be I want to stay with the Customer. The greatest stress of my work life is dealing with my so called employer. They do not contact me nor return phone calls or emails. This firm is horrible and I want a way out. Adding a ban on the Non Compete would allow me to improve my work life, reduce stress, have a raise not seen in years, and countless other advantages. I am in talks with a lawyer in hopes of finding a way out."</p>
Pranav	<p>"Comment: Ias a <b>physician</b> strongly support the ban on non compete clause as proposed by the FTC. This ban is essential for a physician to practice medicine as it should be practiced in the interest of the patients rather than of the corporations and hospitals. The opposition to this ban is motivated by the greed and need of the hospital groups to dominate the market and control die physicians. Non-profit hospitals should not be exempt from this ban. Sincerely, Pranav Parikh, MD"</p>

Rosalind	"Non-compete clause rule should be banded. People should have the right to leave one job and go to another in the same field."
amber	"Noncompete agreements have prevented me from freely switching jobs, depriving me of higher wages and better working conditions. Noncompete agreements should be illegal."
Arjun	"I fully support the FTC proposed new rule against the non-compete contracts. This practice is pervasive in the medical industry. Hospital administration wants to create silos with non-compete clause so that physicians have to keep working at the same place or move out of the area if they <b>are</b> to quit the job. It increases the cost eventually when there is no independent physician left in the area once all the practices are bought by the single healthcare institution in the small towns."
William	"I believe the FTC should ban all non compete causes. California is a prime example of a state with a non compete law on the books for decades. That law has not stop the growth of Silicon Valley."
solmaz	"Non-compete clauses cause undue harm to both patients and physicians. Often times, physicians are forced to relocate if they leave their current place of practice due to a non-compete. This leaves patients struggling to find new providers. As there is a shortage in healthcare overall, many patients will then have to wait weeks to months to establish care with a new physician. This is especially bad for patient's who need close follow-up or who have complicated medical history. Please do away with non-competes so that physicians can do what they are trained to do and love to do--provide quality care to patient's long term."
Cesar	"Dear FTC, I am writing to express my strong support for the proposed rule to ban non-compete clauses. As a practicing <b>physician</b> , I have seen firsthand the negative effects these clauses can have on the healthcare industry. Non-compete clauses are detrimental to healthy competition. By preventing physicians from practicing in certain geographic areas or with certain competitors, these clauses limit the ability of physicians to choose the best possible work environment for themselves and their patients. This stifles competition, resulting in a less competitive healthcare market that is less able to innovate and provide the best possible care for patients. Non-compete clauses also give employers unfair leverage in contract negotiations. Employers can use the threat of a non-compete clause to force physicians into accepting unfavorable terms, such as low salaries or poor working conditions. This can result in physicians feeling trapped in their current positions, unable to seek better opportunities elsewhere. Non-compete clauses can also result in physicians being forced to relocate their families, disrupting their children's education and their own personal lives. This can have a negative impact on physician morale and wellbeing, leading to decreased job satisfaction and higher turnover. Non-compete clauses can also disrupt continuity of care by preventing physicians from providing care to the same patients over time. This can be especially detrimental in specialty care, where continuity of care is essential for maintaining the best possible outcomes. Additionally, non-compete clauses can



	<p>limit patient access to specialty care by preventing physicians from practicing in certain areas. For all these reasons, I strongly urge the FTC to enact a ban on non-compete clauses. This ban would ensure that physicians can freely compete in the healthcare market and that patients have access to the best possible care. Sincerely, Cesar Plazas-Guzman, MID."</p>
Orion	<p>"I definitely support the FTC's ban on non-compete clauses. The concept of a non-compete clause was unsettling when I first came across it and the more I've conic to learn the more it sounds like a gross abuse of power. The simplest way I've found to put it in perspective is to imagine the opposite, a non-compete for an employer that requires them not to hire anyone of your qualifications for a specified period after you no longer work there. It's ridiculous, and should be treated as such."</p>
Susan	<p>"Non- compete clauses create real problems in my industry, where I may work through any number of agencies with the same final client, and in which a new agency might seek to prohibit me from working with someone with whom I already have an established working relationship! In short, they are not helpful to anyone and should be disallowed."</p>
Shivaani	<p>"<b>Physicians</b> should absolutely be entitled to the new FTC non-compete rule. They should not be exempt from this needed worker protection as it greatly limits their ability to negotiate their contracts and instead offers large hospital systems an unprecedented advantage over physicians in the marketplace. There is a large increase in physician burnout and allowing the market place to be more free would allow physicians more freedom and flexibility. Additionally, the last time an exemption of this nature was granted by the lobbying from the American Hospital Association (Jung v AAMC 2004) resulted in decades of delay for improving resident physicians' ability for fair wages and benefits; this is still an active struggle today. Please do not make the same mistake again for physicians of today and the future."</p>
Jason	<p>"As a <b>physician</b> who has been subject to geography based employment non-compete clauses, I strongly agree with the proposed Non-Compete Clause Rule. My experience is that the non-compete clauses do suppress wages, decrease competition and limit the free movement of employees. In my personal experience, they're used the just that purpose to limit competition and restrict employee options."</p>
M.	<p>"End Noncompete AND Nondisclosure Both of these legal handcuffs need to be declared illegal and unenforceable, including any preexisting ones. Freedom to work and freedom of speech are the essence of America."</p>
James	<p>"Non compete contracts are anti-capitalism and anti worker. They are too close to indentured servitude, company stores and scrip for the moderm age and should be abolished."</p>
Qwist	<p>"The non compete rule is unfair especially for physicians in healthcare. It gives employers unfettered power in controlling employees. I knew a colleague who when he changed hospitals had to fir 2 years stop practicing pulmonary medicine because of the non compete unnecessarily depriving patients of his much needed skill! and potentially leading to harm as patients who could have benefited from him could not . During covid when non competes were not</p>

	enforced we saw how the medical establishment was able to help patient care and in a sense reduce the burden on each other with a free flow between hospitals. And in a sense having a federal standard fir contracts but banning non competes in the name of equity helps us all"
Prithviraj	"Non compete should be abolished."
Satheesh	"I support the rule for removing die noncompete clause"
Brandon	"Dear Chair Lina Khan, Banning non-competes helps lubricate the facilitation of trading labor for money. As a <b>young electrical engineer</b> , it is important that I have the ability to take my skills elsewhere that could be potentially offering me more money for more innovative work. As someone vying for a role in the nuclear fusion space, it is clear to see how not being restricted by a non-compete could really allow me to both get a better / higher paying job but also a job that has the potential to improve the lives of many here in the US and elsewhere. Thank you for reading my comment. Sincerely, Brandon Reasoner Fairfax, VA"
Lowell	"I was very excited to see this Ryle come from the FTC, thank you. My brother is a <b>signals engineer in</b> Nebraska he worked for a company in Omaha but married a woman in Lincoln. He constantly had to drive 40 mins everyday to Omaha and wanted to switch jobs. He found one for more pay and closer to home he let his employer know he was leaving and they stopped him with the noncompete clause. He was forced to drop the offer and he ended up working for the state in in an engineering position. I'm liberal but I think even a conservative wouldn't like this outcome. He was lucky to find another Job that would allow him to work close to his expertise."
Heather	"I am a <b>solo gynecologist</b> in rural Virginia and am witnessing the withdrawal of physicians from my area. Most physicians are closed to new patients and bringing in new physicians can be daunting when no competes inhibit physician movement. Please remove ALL noncompetes (including those of hospitals as NO ONE in medicine is nonprofit-- JUST LOOK at the CEO salaries and bonus structures). The lives in my community depend on physician mobility. Please vote to stop non compete clauses and let the patients have choice and access to great healthcare again! Sincerely Dr Heather Reese"
Heather	"Non compete clauses are restraint of trade amongst our medical communities giving patients long waiting periods to reach the most crucial specialists. Our local 'nonprofit hospital' pays its Executives more than 90% of its physicians and those of us in private practice make less than \$200000 a year working 60-120 hours a week with ER call...These are only "nonprofit" in the eyes of the IRS and their restraint of trade of those independent community physicians must be stopped. Please abolish the "non compete clause" for physicians and allow us to take care of our patients without having to be forced into employment by a hospital system or abandon our patients in this restraint of trade. Sincerely Dr Heather Reese Independent solo OBGYN"

Lori	<p>"I am writing to express my strongest support for the proposed ban against non-compete clauses for employees. I am sure that a well-organized group of employers will rally to try to dissuade the FTC from imposing this ban. They will be well funded, articulate and flood the FTC with reasons why this will be bad for businesses. I am writing as an affected employee and hope to be a voice to help advocate for all of us adversely affected by non compete clauses. The bottom line is that non-compete clauses are devastating for workers and allow employers the right to hold employees hostage in their jobs with little recourse to advocate for fair working conditions. I am a veterinarian, where noncompete clauses are the norm. The justification for this is that as a veterinarian, you are so valuable to the practice that if you leave and clients follow you, your employer will be irrevocably harmed. The non competes are often in place for 1-3 years post departure from the job, and typically are enforced within a 30-mile radius of the veterinary hospital. For me and many of my colleagues, this has had devastating life consequences. My first job as a veterinarian was in a practice that was extremely poor managed. Bottom line, it was not a good job for many reasons. Unfortunately, my spouse and I had bought a new home when I took die job and he managed to find a great job for himself in the area. Therefore, moving out of the area was not an option for us. I ended up spending 5 years at this practice until the situation became untenable. Despite my length of service to this company, they would not release me from my noncompete. To keep my husband in his position, I took a job 120 miles away and lived away from home during the week for 3 years as this was die length of my non-compete. I only came home on weekends and the amount of life I lost during this time is unretrievable. I finally moved back home and have since taken jobs as a veterinarian only in a "relief" position as I am extremely reluctant to sign another non-compete with any other practice. I never want to be in a position where I cannot leave my job, no matter how bad it may be. There are many downsides, however, to only working as a relief veterinarian. I no longer have any benefits (fortunately have health insurance from my spouse). I pay for my own disability, and must set up my own retirement fund, without the benefit of any employer match. There is no paid vacation or sick time. Despite that, I am willing to sacrifice all of this to not be bound to another employer. I have long worried why certain fields of business have been able to "get away" with binding employees to their jobs. This is America, where competition and free enterprise have made this country. If an employer treats their employee well, then the employee would be very reluctant to leave. A non-compete gives an employer little motivation to focus on a mutually satisfactory relationship with die employee. This proposal would revolutionize my life and the life of so many bound employees. I sincerely hope this is not another proposal from the government that ends up going nowhere or takes decades to finally come to fruition. Many of us cannot afford to give away decades more of our work life. Attachments NON COMPETE"</p>
Marla	<p>"Non-compete clauses strike at the heart of what it means to be an American. We value freedom, innovation, and independence. Non-compete clauses are a form of corporate bullying that crushes creativity, innovation, and free and growing markets. Ossified, monopolistic economies that crush worker innovation do not last. Growing, creative economies with plenty of healthy competition are what we need in America. How can we continue to shine and maintain our place</p>

	<p>in the world without unimpeded creativity and new business growth? Non-competes are the most un-American aspect of the modern American economy and we need to ditch them now!"</p>
<p>Jeanne</p>	<p>"I am an <b>optometrist</b> who had been working my entire career in a small city in Virginia. My practice demographic was primarily older patients that required management of chronic conditions treated with medications and regular follow-up. I established wonderful relationships with my patients and had planned to never leave this area. After I sold my practice, I began work for an ophthalmology group one mile away which allowed me to continue to care for my patients at the new location. My employment agreement included a non-compete of 25 miles, which was non-negotiable. I accepted the position so I could continue to practice in my small city and had no intention of ever leaving the area. This allowed me to continue to care for my existing patients. Then, without warning, my new employer informed me that I would be transferred to another office 70 miles away!! This transfer was not negotiable; I was required to accept working at the new location or resign and comply with the 25 mile non-compete. The sole reason I accepted that position was so that I could maintain my presence in the community with which I had long established as a primary eye care provider. To say I almost begged not to be transferred was an understatement. My commute to work went from 10 miles to 70 miles each way, 2.5 hours and I began to experience back and knee pain from the drive. My employer refused to negotiate and again, my only option was to resign and be forced to seek employment outside of my non-compete. I asked if they would waive the non-compete, but they refused and stated they would enforce it to the fullest extent of the law. As a result, I had no option but to resign and accept employment with another practice outside of my non-compete in another city at a reduced salary. Enforcement of the non-compete was unfair and unreasonable because I'm not a surgeon and would have posed no legitimate competition with this employer, but they would not acquiesce. This forced non-compete was NOT in the best interest of the health of my patients. I had no intention of changing employment, but the 70 mile commute one way to work was unreasonable. My patients were left without their longtime doctor and had to search for care with another provider, ultimately interrupting their established care. Additionally, I was prohibited from contacting my patients to provide them with my new location. I hope that the FTC is successful in banning non-competes for the well-being of patients and their dedicated health care providers."</p>
<p>Tim</p>	<p>"Thank you for taking on this issue. As you develop the rule, I strongly encourage you to consider variable compensated employees (bonus, commissions, etc.) if the final rule includes a minimum salary to be excluded from non-competes. For example, a worker selling cell phones who makes a base salary of 535,000 but has an uncapped bonus potential could be argued that they are a "high income earner" even though the earnings are not realized. Situations like this are common for sales professionals. I can easily imagine business arguing this fact as a potential loophole to the rule. Non-compete clauses are an unfair anti-competitive practice which stifles worker choices, development, and income. I'm currently under a non-compete and cannot get another job in my industry in a similar job duty for two years after I separate</p>

	<p>employment. This has hurt my family because after starting my job the offered benefits are not competitive. The health insurance for example, for my family of 4 would cost half of my monthly salary. Moreover, the retirement match benefits are well below industry standard. With my experience I can easily find another job that offers better benefits, but I cannot out of fear of being sued. The non-compete is an opportunity killer. In order to avoid potential litigation, I have to stay out of the industry for two years. I have worked in insurance as a sales agent for the past 10 years. This has been my only professional job and my career of choice. Staying out of the industry for two years would bankrupt my family. The only reason the business uses this non-compete it to stifle competition and prevent workers from finding better paying jobs and telling their former co-workers about it. Thanks again for looking out for the right of workers."</p>
<p>James</p>	<p>"I am in COMPELTE FAVOR of a ban on non-competes. <b>The family owned business I had worked at for 15 years was purchased by a large corporation.</b> While working for the family, no employee was ever required to sign a non-compete or non-solicitation agreement. Many of the employees had been there as long or longer than me. The company enjoyed great success in the market and had its best year in its 30 year history immediately prior to the sale. I was presented with a non-compete/non-solicitation agreement by the new corporation and given one week to sign it or lose my job. I have a family of four that is dependent on my income and health insurance, which is purchased through the company. We have two competitors in our market. One is owned by the same corporation that we are now owned by and the other by another large corporation that requires signing a non-compete as a condition of employment. After 15 years of experience in my industry, I was left with the choice of signing a non-compete, moving my family 70 miles away from our location to not be affected by the non-compete. immediately starting my own business with virtually no time to prepare, or starting over at a job in a new industry. I signed the non-compete begrudgingly. I am now the manager of our location for this corporation. My pay has stagnated over the past three years in spite of extreme inflation and continued growth of both the top and bottom line for the corporation. When we were a family owned business, my pay increased every single year I was there as the performance of the company improved. I am compensated enough that it is very difficult to leave my current job to start over in a new industry but extremely disappointed that the corporation has virtually no incentive to increase my pay given my inability to look for work in my industry in our market. I would likely have started my own business in the same industry had I been given more than a week to contemplate my future without losing my entire income. Unfortunately, that option is off the table without relocating. Iam now living the unfortunate outcome of two large corporations controlling an entire industry in a geographic area. Customers are not aware, but we arc not allowed to compete with our "sister" company for work in our market. The customer suffers from this. Both competing corporations are incentivized to keep prices high because there is an abundance of work and only two corporations now servicing it. Gaining experience at the company will only benefit you so much because the corporation only seeks to keep you just happy enough that you won't leave for another industry. It is ALMOST impossible to hire someone with industry experience because you would have to hire from out of your geographic area to</p>



	<p>find someone not bound by a non-compete. I'd like to further clarify the ALMOST comment from above based on a particularly disturbing experience I recently had. For whatever reason, our competing corporation had to redo one of their employee's non-compete due an error in it. He did not want to sign it. He approached me looking for a new job. We agreed on a compensation package and it was approved by my direct manager. Then a high level manager heard about it and shut it down, not wanting to start a "hiring war" in other markets. I'm not sure how they would start a hiring war with this corporation given the degree to which everyone is bound by non-competes, but it gave a true sense of how friendly everyone is with the competition at the top of the corporate ladder while those at the bottom bear the brunt of it. We were presented with an opportunity to better our branch location while in turn getting a key employee from our main competitor. He had an opportunity to better his compensation package but ended up being turned away at the last minute and staying with the current company. It had all the characteristics of collusion. The corporation I work for was even smart enough to keep all the conversations about it to phone calls, even after I would email. They have no problem communicating via email about everything else, but it was very obvious they wanted none of this in writing. A ban on non-competes should not be a partisan issue. It should not have income limits beyond perhaps the most extreme cases of say C-suite employees. Low wage earners may represent the extreme abuse of non-compete practices, but employees at all levels of various industries are being trapped in their jobs while top level managers with huge compensation packages and shareholders reap the benefits. In a era of corporate buyouts and mergers, these practices will only get worse. Make employers work to keep their employees. Income disparity is extreme despite record corporate profits. It is time to give SOME power back to the people."</p>
M	<p>"This rule is a gift! I was talking to someone today that I'm trying to start a business with and one of our major concern was our contracts with our current employer. If this change is not implemented we'll have to limit our plans to go with our ideas for at least TWO YEARS!! It will also take a good number of targeted clients off our plates because our clause in our contracts were too vague.. PLEASE PLEASE PLEASE MAKE THIS HAPPEN ASAP"</p>
Angela	<p>"This practice should be illegal already."</p>
IRFAN	<p>"Non compete law is a modern day slavery, keep professionals under control make them dependent on plantation or companies, so individuals will not be able to thrive despite all the qualifications."</p>
Ahmed	<p>"Non-compete clauses for physicians only harm the patients they serve. Physicians hold no trade secrets and they should have the right to work and continue serving their patients without the unreasonable non-compete restrictions"</p>
merell	<p>"Physicians should be (able) to work where they want and be able to change jobs should a better opportunity presents itself. This is one of the tenants of the American Dream. We as a nation grew and continue to thrive due to small</p>

	<p>businesses. Small physician practices are also small business that should be supported . As it is currently written, many lawyers have stated that the FTC proposal would not apply to nonprofit organizations. Given that the majority of the hospital systems in the country are classified as nonprofit in name despite the business model being the same as other healthcare entities, this would actively give nonprofit hospital systems an unfair advantage over independent physician practices and for-profit health systems. It is important to note that several of the hospital systems that produce the most in profits and pay their CEOs many millions a year are 'not for profit' in name. Therefore, this rule seems arbitrary, and if the FTC proposal was to have its intended consequence, noncompetes should to be eliminated for both not for profit and for profit hospital systems. While it is hard to argue that a single physician leaving a hospital system would significantly affect the bottom line for a large hospital system, it is quite true that a single physician employed by a small independent physician practice could significantly hurt that independent practice by using the practice's resources to 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 area 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."</p>
<p>Kurt</p>	<p>"Please do not exclude physicians from the non-compete rules. Hospital systems use those to handcuff physicians and ultimately harm patients. The corporate hospital groups are lobbying very hard to have physicians excluded because they know non-competes allow the hospital systems to treat us worse and pay us less. I've been a physician for more than 10 years and the only people who have benefitted from a non-compete are the hospital systems. They're harmful to patients and they're harmful to physicians."</p>
<p>Jane</p>	<p>"I fully support the NPRM on the non-compete clause rule. The FTC study reveals how damaging non-compete clauses are to all workers, not just those bound by a non-compete clause. Non- compete clauses are antithetical to the principles of a free market and capitalism. The only way a non-compete clause could ever be fair to a worker, and society, is if the employer is required to pay the employee full salary and benefits after a worker has left employment, for the entire duration of non-compete time required by any non-compete clause."</p>
<p>Aaron</p>	<p>"Non compete clauses ultimately hurt the community and the physicians and their families. Doctors move on average 2-3 times during training, then move to take their first job. If the job is not the right fit, the physician and their family should be able to stay in the geographic area and serve the community at need. instead, bigger hospitals require up to two years of a non complete which is not sustainable to travel towards of 25 miles each way for that long. This hurts young doctors, their families and ultimately the patients."</p>

Linda	<p>"I'm a <b>retired senior citizen</b>, and I'm writing to support the proposed ban and limit on non-compete clauses. As discussed below, I support the FTC's proposed ban on these non-compete clauses. We have too much inflation and price pressures to allow these clauses to encourage excess profits and high prices that hurt consumers. These clauses hold workers' wages down, stifle innovation, and harm working people Banning or limiting these clauses will contribute to making it easier for workers to earn what they're worth! It also will encourage innovation and the promotion of more efficient ways of doing business. I do recognize that prohibiting these clauses has to be circumscribed by employers' rights to protect legitimate trade secrets, but those protections usually don't require an overall prohibition on competition. It also no longer makes sense to have geographic non-compete zones, because so much business now is done online and through the internet. Next,"</p>
Lisa	<p>"I support a federal ban on noncompetes. We're currently in a <b>physician</b> shortage. Non-competes are an undue burden and lead to physicians either stopping the practice of medicine completely or leaving their communities either temporarily or permanently. Both of these outcomes only worsen this shortage and directly impact the health of the American people."</p>
Owen	<p>"I support this."</p>
Virginia	<p>"Physicians and advanced practice providers and other healthcare professionals should not have to be subject to noncompete agreements it drives down competition."</p>
Meenu	<p>"Many of are currently suffering because of non-competes! I and my colleagues are paid \$70/hr working nights/ weekends, harassed.. non-compete is 25 Miles covering 3 states!!! We work for a renowned not for profit hospital! The CEO and C-suit make high 7 figures! I made 90k last year.. Please, please let non-competes for physicians go away.. ESPECIALLY hospitals.. not for profit hospitals are only on paper.. They make millions and pay their execs millions.. Physicians should not be subject to non-compete clauses because it can limit patients' access to healthcare, reduce competition, and negatively impact physician autonomy and career opportunities. Firstly, non-compete clauses limit patients' access to healthcare, particularly in areas where there are already limited healthcare providers. This is because physicians may be prevented from practicing in the same geographic area, which can lead to longer wait times, reduced quality of care, and potentially higher healthcare costs for patients. Secondly, non-compete clauses can reduce competition among healthcare providers, which can lead to higher prices and lower quality of care. This is because patients may have fewer options to choose from, which can result in less pressure on healthcare providers to compete on the basis of quality, price, or innovation. Finally, non-compete clauses can also negatively impact physician autonomy and career opportunities. For example, a physician may be prevented from leaving a particular healthcare organization or hospital to start their own practice or work for a competitor. This can limit a physician's ability to grow their career, gain new experiences, or pursue different professional opportunities. In summary, non-compete clauses can negatively impact patient access to</p>

	healthcare, reduce competition, subject physicians to predatory and abusive employment situations (which I have personally suffered under) as well as limit physician autonomy and career opportunities."
Anshu	"Competition is a vital part of our economy. Just as monopolies of producers hurt consumers, monopolies of employers hurt employees. Employers need to be able to compete to secure the best talent."
Alan	" <b>I was a student-teacher in 2014. I took a job as a delivery driver at Jimmy John's to make ends meet.</b> After I was hired, I was handed a stack of paperwork that had to be completed prior to my first shift. In addition to the W-4, the stack contained a non-compete agreement that prohibited me from working at any establishment that made more than 10% of their revenue selling sandwiches for two years after I left Jimmy John's. I asked the franchise owner about it. He said that he personally thought it was "stupid" but that "corporate" was requiring all new employees to sign the agreement as a condition of employment. In other words, I could either sign or walk. I didn't have much of a choice at the time. I needed the money and I signed it. It was a bit of a gamble though. Had I not found a teaching job for the following fall, I would either have to work at the one and only Jimmy John's in my hometown or risk violating the NCA if I took nearly any job in the food service industry. Luckily I was hired by one of our local school districts. Later I heard that this particular NCA earned Jimmy John's a couple of class action lawsuits and they dropped the requirement. But I often wonder how many smaller companies (or even bigger ones when times are tough) get away with exactly this sort of thing. I sincerely hope that this regulation passes. It's hard enough to find a job without having to worry about a team of lawyers coming after you in the event you find one."
Ameet	"I am largely in support of this rule. Non-competes have been draconian with no checks & balances on large employers"
James	"I ask the FTC to please follow the lead of many states in prohibiting noncompete clauses. Noncompete clauses empower businesses to suppress wages. There is no measure of wealth distribution in the US that could be construed to suggest businesses have insufficient economic power and workers have too much. To the contrary, in this epoch of wealth inequality not seen since the robber barons, empowering all American workers to seek the highest value for their skills, unfettered, is a straightforward if small step towards rebalancing the power of businesses and labor. It would make good a fundamental assumption in capitalist theory that parties will act in their rational self-interest, which currently many workers cannot. And its value and practicality have already been demonstrated in many states. I worked in a business supplying technology and materiel considered critical for national defense. I was labeled an expert in the field by my DoD customers and commended multiple times for solving logistical and technical problems with protective equipment during the previous two wars. <b>I lead development contracts from the DoD</b> to advance the state-of-the-art in warfighter protection, which set multiple records for figures of merit within my business, and which our program manager volunteered was the most exciting technology she had ever managed. When my business decided to

	<p>discontinue that technology and transfer me, my noncompete agreement prevented me from continuing to support the DoD. I was removed from consideration at another firm in the third round of interviews because of my noncompete agreement - - again, for a technology my business had decided to not pursue and had transferred me out of. So, instead of having the opportunity to advance my career into management in the service of protecting warfighters, I had to exit that industry and move laterally, into a different industry that cannot value 20 years of my expertise, and which will not further the defense of my country. If the FTC had nationalized a prohibition on noncompete clauses two years ago, this would not have happened, and I would have had the opportunity to advance my career, improve my family's economic fortune, and continue to contribute to our nation's defense."</p>
<p>Amy</p>	<p>"I am a <b>medical oncologist</b>. I strongly feel that non-compete clauses hurt patients as it limits access to care. Myself, and numerous physician friends, experience the same trap- our employers beholden us to non-compete clauses which restrict us from joining or creating new physician groups which we feel would better focus on patient care. We are thus forced to move our families (and often our physician spouses) to new areas just to have a more favorable physician led practice. In addition, by staying in our current employment situation, our salaries are limited. The employer knows that it is difficult to uproot a family and are thus able to keep physician salaries lower than they would be otherwise in the market."</p>
<p>George</p>	<p>"I am writing in favor of a no-compete clause ban. It is an anti-competitive and more dangerous to our patients and workers than a monopoly. In my industry (health care) - no compete clauses are the rule instead of the exception. These are typically used to prevent employees from leaving jobs by basically making them leave town for 1-3y after leaving an employer. As a doctor that had to do this due to poor working conditions. I am well versed to offer advice. First, I made money for the health system that employed me year one on. They never invested in training me or any other activity. I knew no intellectual property and they still require the document. I was paid below market value from day 1, but working for a safety net hospital was worth the 30% pay cut. When the hospital started putting patients at risk and delayed their care with me, I tried to fix it internally. After hitting leadership roadblocks, I realized I couldn't responsibly work there any more and made plans to leave. I feel an duty to not support a system not focused on patients. My wife and kids loved our city, but due to the no-compete and threats of suits if I left and worked within the same city, the no-compete made me leave town for a year. Fortunately, I was able to find a job 1.25h away for the year, but to say it is not a hardship for me and my family would be a lie. The only reason for the no compete is to keep the profit i generate in a specific system. Please make this illegal. It is worse than monopolies of old because of the distribution more are affected and with smaller numbers at each employer there are rarely organized labor to fight had employers for working conditions, pay, benefits and in healthcare - patient safety"</p>



Abby	<p>"In a capitalist economy, based on die notion that a free market will elevate superior corporations through fair competition, non-compete clauses by definition disallow the competition that is the bedrock of the economy and essential for the continued success of the nation. The result is that inferior companies may reduce competition artificially, forcing the hand of consumers and employees alike, violating the principles of the free market and ensuring that the less qualified company wins, by cheating. This reinforces a landscape of monopolies who increasingly control entire markets, plunging the United States ever deeper into corporatism. That non-compete clauses ever were tolerated within a free market system is the real marvel. Get rid of them!"</p>
Donna	<p>"I currently work as an <b>independent contractor</b> (consultant) and my employer has put a noncompete clause in my contract. I cannot work for any facility directly; if I hear of a new facility that would like to contract for my skills, my contract states I must take that information to my employer. It's shocking that this can be imposed on an "independent" contractor and limits my opportunities and income."</p>
John	<p>"Non compete clauses adversely affect salespeople in tech field. We posses no secrets but we are forbidden from working with about 40 competitors at my workplace which keeps me from growing beyond where my company sees me at."</p>
Kelly	<p>"I am writing in support of the proposed action to ban non-compete clauses. These clauses prevent a fair employment market and impose an undue burden on workers by making them unable to seek alternative employment. If a small business cannot afford to pay workers the same wage as a nearby competitor, and therefore cannot retain employees, that is a problem with the business and its revenue model, not a problem to be solved by preventing employees from leaving by threatening their livelihoods. I encourage the Commission to enact this proposed rule."</p>
Raymond	<p>"I strongly support the banning of non-compete agreements. These agreements are akin to slavery in that they prohibit workers from leaving their current employer and then find work with another employer in their area of expertise."</p>
Raymond	<p>"I strongly support the banning of non-compete agreements. These agreements are akin to slavery in that they prohibit workers from leaving their current employer and then find work with another employer in their area of expertise."</p>
J	<p>"Completely agree with ban of non-competes between franchisors and franchisees. Unless the person wasn't integral part of the development, formula or something significant, there is no need for a non-compete. You cannot ban general practices or techniques learned on the job unless they are proprietary and are specific to that one task. Please get rid it!"</p>
Darlene	<p>"I fully support the FTC's proposal to eliminate non-complete clauses. As a physician, I have heard and seen the damage these clauses can have on patient care. I have known physicians who have been forced to practice elsewhere for 1-2 years before returning to their home town to continue practicing. As an example, a dermatologist who had practiced in our city for over a decade year had to go to another city the a year before returning to our city to work— yet there was already a 6-month wait for patients to see ANY dermatologist in town. I</p>

	<p>perform complex breast reconstruction surgeries and worked at the largest non-profit health care system in Texas. I and was not allowed to perform these surgeries at the competing hospital in town, which forced patients with "the wrong" insurance to drive 1.5 hours away to receive their breast cancer reconstruction. Yet, I was not allowed to leave and open up a private practice in town to allow me to operate at both places as that would break my non-compete clause. I know plenty of physicians who are completely burned out because they have no option but to comply with the nearly unobtainable demands from whatever organization they are employed. A myriad of studies have demonstrated the ever increasing level of physician burnout. While this is obviously a concern fur physicians, it's a much larger one for patients! Patient care is compromised when a physician is burned out or too distracted to focus solely on the patient before them. I know large corporations will fight this and try to make arguments about the need for this. Yet, I question how a corporation's control of employee talent does not resemble a monopoly. Plus pass this proposal for the sake of patients and citizens everywhere in the US! Thank you."</p>
<p>JC</p>	<p>"Non-competes are bad for healthcare for everyone"</p>
<p>marie</p>	<p>"Please get rid of non compute. As a physician, these are terrible for physicians especially now when small practices are dying and physicians are employed by big hospital systems or venture capital companies. It was different when it was all small practices. No Non Compete!!!"</p>
<p>Keith</p>	<p>"The proposed rule to eliminate the non-compete clause is long overdue. This clause, in the form of a restrictive covenant, has perverted the landscape in contract negotiations for healthcare professionals for generations, hurting not only the providers themselves but also the communities that they serve. This is especially true in rural are-as, where patients may have limited options in selecting or even locating a healthcare provider. In my area of Southwest Virginia, most healthcare professionals are employed by one of two corporate entities. Because of the non-compete clause in nearly every one of our contracts, if one of us has a dispute with our employer which cannot be resolved and leads us to sever our ties with the organization, we are obligated to leave the area for a year or more, because the non-compete clause prohibits us from either joining the competitor or opening our own practice. Not only does this uproot the provider and his/her family, it leaves all of the provider's patients scrambling to find a new doctor. In a medically underserved area, that limits access to care and places patients' health and lives at risk, when they can't get their blood pressure or blood sugar levels monitored or get their prescriptions refilled. I myself am overdue for routine dental care, because my dentist was forced to leave his practice after he was unable to resolve a disagreement with the private equity firm that had purchased a majority stake in his dental practice. The non-compete clause should be directed to the dustbin of history - all the more so as U.S. life expectancy has started to decline, because it impedes access to healthcare, especially in underserved populations.'</p>

Mary Jean	"Please eliminate (ban) non-compete clauses from the workplace. They are being abused by employers and harming American workers. The New York Times Opinion video about how NCCs have negatively impacted Americans was heartbreaking to watch. Please help the little guy"."
Barry	"Non-compete clauses are not right. Because of them, workers who would want to leave their job and enter the job market are restrained from doing so. This is a gross disservice and needs to be changed immediately!"
David	"I haven't been directly affected by this issue, but I can't even imagine the plight of a poor worker who must leave their occupation entirely ,just for the sake of a corporation's monopoly."
Maeve	"The current environment of non-compete clauses in employment contracts places undue restraint on employees. It allows employers to use threatening language to scare employees from continuing in the fields and careers they have trained in for years. As a medical healthcare professional, with a doctoral level degree, it seems absurd that my current employer can prohibit me from working in the geographic area of 'the United States" for a term of 2 years after fulfilling my contract. This limits my ability to financially provide for myself. Beyond the crippling restrictions, it limits the progress that can be made in my specific field of study, all because my employer sees any former employee as a threat. Our economy would only benefit by freeing the workforce from restricting clauses and encourage employers to keep up with market demand in order to maintain their employees."
Jennifer	"This proposed rule prohibiting non-compete clauses is a very positive step to improve economic conditions for workers and to foster a competitive marketplace. I fully support this rule."
Nick	"Non-Compete Clause Rulemaking, Matter No. P201200 This proposed rule would benefit workers nationwide and is an excellent way to level the playing field for skilled employees looking to take those skills and improve their pay, as well as open the possibilities of new small businesses. I wholly support and endorse this proposed rule."
Benjamin	"My name is Benjamin...and (I) reside in tappahannock, va. I am currently in a lawsuit being sued by my former employer because i quit after 13 years of employment in the marine construction field because i was a salary employee and i was being used and mistreated and talked to in an unfit way. I was being made to work 70 plus hours a week, late evenings and weekends and some holidays. The more i did the more they threw on my shoulders. I did not recieve any overtime compensation and i had zero benefits. All i got was a paycheck. Very little at that because i supposedly was just over the low wage employee threshold by \$2000. Pathetic. Currently i am being forced to shell out THOUSANDS of dollars in attorneys fees to protect myself so i can move on with my life and earn an honest legal living. ABSOLUTELY RIDICULOUS. The selfish neglect of my former employer and the mere fact that he has to actually earn his own money now is the reason he is after me. I was forced to use my own cell phone for business purposes as well as my own email. Now i am crouching and hiding to perform jobs under the radar so i can earn a living and provide for my family. Non competes are unjust and unfair. its absolutely ridiculous i have to pay

	<p>an attorney so i can better myself and my career to be happy. I was absolutely miserable working there and overwhelmed and exhausted. On top of all that to be talked to and treated like a slave and to have the non compete always thrown in my face was absolutely humiliating and depressing Thinking i could not ever leave a company because i couldn't work for someone else in a field that i have worked in for 20 years and the only thing i have ever done was entirely ridiculous. Please pass this law so i can move on with my life and earn an honest living doing what i know and what i love and pay my taxes without the burden of a selfish narcissistic animal suing me because he cannot use me any longer and has to actually work for once. PLEASE PASS THIS LAW ASAP. FOR CHRIST SAKE THIS IS AMERICA where is the FREEDOM?"</p>
Adrian	<p>"This allows employers to treat their employees like because they can't leave! If they leave it is a burden on them and their family to drive a ridiculous commute to find other employment! Please do away with non competes!! Original Comment This allows employers to treat their employees like shit because they can't leave! If they leave it is a burden on them and their family to drive a ridiculous commute to find other employment! Please do away with non competes!!"</p>
Adrian	<p>"PASS THIS NOW!!! Ban non-compete clauses!!"</p>
James Blair	<p>"I will say that this non-compete rule has affected not only me but my family. having relocated several times to be able to work. Please get rid of this rule. I am 64 years old now and I am tired of moving around."</p>
Kurian	<p>"I feel that the ability for <b>physicians</b> to not be bound by non-competes will enable better access for patients to getting the health care they deserve. Physician non-compete clauses create an undue burden on physicians and favor their employers in way that prevents free market enterprise of all stakeholders. Large private equity and hospital chains will use onerous non-compete clauses to create a one sided scale that in the short term may benefit physicians financially but ultimately create a situation wherein physicians will be disenfranchised and will leave areas in search of better opportunities which will leave patients without access to healthcare. Physicians are already burdened with large medical school debt and expenses and non-competes create a serfdom which those without means are stuck and ultimately lead to a physicians' burnout. The opposite argument is that employers spend money to recruit and give doctors an opportunity to practice medicine. True in the short term but in the long term this only restricts a patient's ability to seek care with the physicians of their choice. And with the conglomeration of medicine as a whole patients are left with less choice. As a practicing physician and surgeon and one who have staled 2 practices in my career, I feel the free market should dictate how physicians practice not restrictive non-competes. If large corporations want to retain physicians who are the lynchpin of medicine then they would all agree non-competes clauses are not necessary. However their argument against abolishing it, is a testament to the fact that without physicians linked to non-competes their business model fails, and one in which physicians are truly at the top of the medical profession."</p>

Nicola	<p>"Non-compete clauses are a drag on workers' mobility and therefore harm the economy. They need to be banned."</p>
Robert	<p>"I fully support the FTC actions to prohibit any and all non-compete clauses or provisions by employers. They harm employees because the vast majority of employees have no leverage or bargaining power over these clauses at the time you are a new hire and, in many cases for new entrants to the workforce who need a job. In many cases, these clauses indirectly force you to stay in a job you really don't like but your talents and skills are most valuable salary- wise to work for another entity that may, would, could fall within the non-compete clause. Most employees do not have the financial resources to risk their employer seeking judicial monetary action against the employee for an alleged breach by the employee no matter however unfounded the employer's allegation of a breach. Not only is the specific employee harmed but other companies across the U.S. might benefit from hiring this employee and that hurts the economy of the community, state, and nation. In some ways it seems that a non-compete clause enables employers to monopolize talented employees by locking them in their current job upon pain of financial harm if they leave but staying working in that line or field of business. Employers have other appropriate remedies where they believe that a former employee is misusing proprietary information or trade secrets of a former employer. Yes, it is harder and more expensive for the former employee to pursue this alternate approach but it is not unconscionable like the non- compete clause forced upon a new employee with no leverage, bargaining power, or perhaps even a realization of what the non-compete clause really means. I am a 70 year old executive who, in my long, has mentored many young graduates about the ways of interviewing and joining the work force. They are vulnerable to buried terms in an employment contract, especially if they are excited about getting their first real job. This is true even if they have multiple college degrees and you would think they would know better. I am sorry but they don't in so many cases. (As an aside, I have never asked anyone to sign a non-compete clause for another reason---you really do not want to supervise an unhappy employee.) Thank you all on the Commission to tackling this seriously harmful business practice. Good luck with this effort"</p>
Paul	<p>"I am an <b>emergency physician and Chief Financial Officer of a small physician owned group</b>. Personally, restrictions on my ability to practice my trade infringe upon my freedoms of work. Such restrictions are physical gag orders to prevent me from benefiting from my years of training and experience. Particularly for hospital cases physicians, there are already mechanisms for control of practice based on hospital privileging processes. As a CFO, non-competes are blatantly anti- competitive. We deal with hospitals who would like to hire our group to provide services as the larger national groups with whom they contract provide substandard care. My product is superior and the hospitals want to hire us. Non-competes restrict the ability to transition these contracts as the hospitals fear the existing contract holder will attempt to enforce a non-compete and not allow good physicians already working at a hospital. Replacing a good physician is a difficult task and preventing good physicians from practicing their trade at a particular hospital raises a significant barrier to change</p>



	<p>and competition. The larger group should simply provide a superior product and compete on a level playing field with me. The threat alone of preventing a current physician at a current hospital from working for my group vs the existing group creates a stranglehold which decreases competition, decrease quality of service, and holds hospitals hostage to changing contracts within their own hospital. The question has to be asked for those who advocate for non-competes, "why can you not provide a service that is superior to the core such that physician non-competes should be unnecessary?" The only legitimate answer is to stifle competition and obviate the need to innovate or treat employed physicians fairly."</p>
Kate	<p>"Non compete clauses limit the ability of workers to have freedom to leave their job. Non competes standard in the medical field often say a company can terminate your position for no reason and leave you unable to work for 2 years within 20 to 25 miles of a facility. I would have to sell my home and leave my city. This is often applied to multiple locations if an employer has multiple sites of employment. Workers should have the freedom to leave a position without violating their ability to provide for themselves and their families This forces people to stay in positions for lower salaries and less benefits. The medical field is already devoid of benefits. It is standard to have no PTO and salaries have not increased for years Eliminating non competes will allow people to have the same advantages that other people enjoy. Please give us the freedom we deserve so we can have the basic decision of where we want to work. We are people, not commodities hospitals or corporations should be able to control and bully."</p>
Venu	<p>"As a <b>practicing subspecialty physician</b>, I have faced direct issues and loss of compensation and employment opportunities due to contractual non-compete language/clause. This specifically impacted patient care as I am a stroke and vascular disease specialist and could not practice where I live (Virginia) and have had to seek employment opportunities out of state which are onerous to my family and challenging to establish a new clinical practice. It seems quite unreasonable to limit my ability to provide subspecialized and needed care directly where I live and for my community in order to facilitate anti- competitive practices of an employer especially when there is no demonstrable impact to their business. The FTC's proposal to eliminate non-compete clauses will directly empower physicians to practice freely to improve working conditions, decrease burnout, and expand services to more patients in many markets."</p>
Gavin	<p>"I agree with doing away with non competes. I think they unnecessarily restrictive and frequently leave workers stuck in a bad situation because they cannot afford to leave their job."</p>
Aarthi	<p>"I support a federal ban on noncompetes. We're currently in a physician shortage. Non-competes are an undue burden and lead to <b>physicians</b> either stopping the practice of medicine completely or leaving their communities either temporarily or permanently. Both of these outcomes only worsen this shortage and directly impact the health of the American people. Noncompete clauses often force physicians to leave long term patients Our patients deserve better continuity of care."</p>

Srikrishna	<p><b>"Hospital and private equity based noncompetes</b> are detrimental to patients and healthcare access. This is a serious issue and may help with the growing shortage of providers nationwide"</p>
Steven	<p>"I wholeheartedly support the FTC's ban on non-compete clauses. In exchange for some alleged, ephemeral benefit to the company they work for, these clauses hold workers' wages down, stifle innovation and productivity, and harm working people economically, intellectually, and psychologically. With my son being self-employed, and his older sister in Spirit, several of my cousins, nieces, and nephews work for technology companies, that I strongly suspect forced them to sign Non-Compete Clauses. This new FTC policy will make it much easier for workers to earn what they're worth, and at jobs that are just perfect for them!"</p>
M	<p>"I strongly support this rule. Non competes are used inappropriately in medicine where they keep wages low and decrease mobility."</p>
Robert	<p>"It's obvious that large corporations are starting to conic into the medical market and change it even further. Those changes may be for the better or the worse however, complete control over a physician is unacceptable. The corporations are apparently setting themselves up to and trap us and prevent us from having a livelihood outside of their control. Eliminating the noncompete clause or minimizing its impact is critical to allow a physician, the freedom to actually work and maintain a livelihood. The corporations are trying to drive us out of markets that often encompass millions of patients. They literally have pushed positions out of the entire state in which these corporations dominate. That's unacceptable from anyone's standard. Freedom to make a living within a reasonable distance of their own home is necessary."</p>
Pierre	<p>"Been in industrial sales and sales management for 36 years. Previous company 30 years, current company 5.5 years. Current company came to me last year and forced me to sign a non-compete. If you don't sign you can be released. Non-competes are a way for employers to "control" you, impede your ability to have the ability to move to a better position, better opportunity, better working conditions. Non competes are basically extortion and a tool employers use to box you in - kill non-competes. They are unfair!"</p>
Pierre	<p>"Non-compete agreements should be ILLEGAL! Only protects employers and not the employee. If a company wants to guarantee an employee a financial security package upon exit then the employee has some financial relief. Otherwise, the employer is in full control. And, don't give me the answer your severance will equal one-week for every year. I left a company after 30 years for a better opportunity for me and my family. My new employer after being here 5 years now made me sign a non compete guarantee one week for each year - that's called GREED! Non competes should be made illegal."</p>
John	<p>"It is an onerous burden on an employee to move from an area to earn a living in their field of practice if they terminate employment and in many cases if they are terminated or contract not renewed. In the field of medicine, an argument in favor of a non-compete clause could be that the move into an area as well as die cost of setting up the practice and becoming recognized in a region is sustained by</p>

	<p>the practice or system. However, these clauses continue despite the a prolonged duration of employment or upon acquisition of a practice by a third party despite the employee having been well established in the community and region. It is my opinion that the application of non-compete clauses should be assiduously curtailed. This practice is anti-competitive. Moreover, it provides undue and unfair control over employees in all manner of professions."</p>
Curtis	<p>"Non compete clauses benefit companies only and restrict the employee from better pay and benefits. Companies should compete for good employees instead of holding them hostage."</p>
Bruce	<p>"Non-compete clauses can depress earnings. They also discourage entrepreneurship."</p>
Lauren	<p>"Physician noncompetes harm patients and doctors alike. They decrease access to care and keep doctors stuck in bad jobs without the opportunity to leave. This increases burnout and forced doctors to retire/reduce work which is a problem for patients. If you want the best care from the best physicians for you and your family, eliminate noncompetes."</p>
Zachary	<p>"I fully support getting rid of non compete clauses. I am a <b>physician</b>"</p>
Carl	<p>"As a <b>physician</b>, I have been dealing with and observing the effects of restrictive covenants all of my professional life (now about 30 years). I have watched as physicians have become employed en masse by hospitals, and watched those hospitals essentially force their employed physicians to sign covenants that would actually force them to leave town should they want to leave their employment with the hospital system. These physicians have built up a practice with their own hard work, and have kids and families that have put down roots in the community. They have essentially been made prisoners to their positions with the given hospital. As stated, this obviously stifles wages for the physicians, as the covenant essentially erases competition from other local hospitals. This form of enslavement needs to be curtailed or stopped. On the other hand, private practices also have restrictive covenants that inhibit physicians from leaving their group, and indeed some are written so that even if the physician is "asked" to resign, they cannot open a practice in a nearby area, usually for a period of 2 years. I have witnessed people taking temporary jobs for two years then moving back to the area, and have also witnessed lawsuits and court battles when physicians tried to ignore the restrictive covenant and go into practice nearby. I believe that restrictive covenants should be illegal, null, and void. I think that non- solicitation agreements could be allowed for short periods of time (one year?) to give the affected business/practice time to hire a replacement for the lost employee or make other arrangements, but after that, free competition should be allowed. So, free physicians to practice where and when they want to!! Patients will benefit. Physicians will be happier. Hospitals, who control a vast majority of the dollars now, will be a little less powerful. It will be a better competitive marketplace, as your many studies point out. Sincerely, C. Wei, M.D."</p>

Deanna	<p>"This is an absolutely wonderful law change. I was astounded to learn that Sheetz gas station has a non compete clause for employees. These causes, which people sign thankful they are getting a job, limits their ability to increase their income potential. Corporation executives make outrageous salaries while workers have to work extra hours if allowed or have multiple jobs and no life. No wonder we have a mental health and substance use crisis and so much homelessness. Thank you for finding a root cause fur lack of prosperity for the entire country, a fundamental right in the constitution. The market will balance out earnings as competitors will be forced to treat employees with respect or lose staff. Terrible employers should go out of business IMHO"</p>
Kermit	<p>"Outlaw non-competes!"</p>
Veronica	<p>"Held me back from employment although my position of 5.7 years ended through no fault of my own. These are unfair to the worker!!"</p>
Justin	<p>"I am writing to express my strong belief that non-compete clauses should be abolished in employment contracts. These clauses are detrimental to both employees and the economy as a whole. First, non-compete clauses limit the mobility and career advancement opportunities of employees. They prevent individuals from seeking better job opportunities and earning potential, and can even discourage them from leaving a job they are unhappy with. This can lead to employees feeling trapped in their current roles, resulting in lower job satisfaction and productivity. Furthermore, non-compete clauses can stifle innovation and competition by preventing employees from bringing their skills and knowledge to new companies and industries. This can slow down the pace of technological and economic progress, and can even lead to a stagnation of ideas and practices. In light of these negative effects, it is clear that non-compete clauses should be abolished. They limit the freedom and opportunities of employees and hinder economic growth. I urge you to consider the impact of non-compete clauses and take action to end their use in employment contracts."</p>
Jessica	<p>"Please get rid of non-compete clauses, these have kept me from practicing <b>primary care</b> in my underserved hometown (Harrisonburg, VA) because of corporate greed."</p>
Emma	<p>"Today those who are early in their career stay at their jobs for roughly 2.75 years prior to switching companies Changing jobs allows those who are early in their career to seek higher paying jobs and role promotions more easily. As a young physician at 30 years old lam now searching for my first job after residency alongside thousands of my peers graduating from residency or fellowship this year. At this point in our lives, many of us are looking to buy a house, start a family and look forward to positively contributing to our community's health. However, when reviewing job contracts every single one includes a non-compete clause. This creates an exceptionally daunting task of finding a job that I am happy with immediately following graduation, that pays a competitive salary and offers benefits that are supportive for myself and family. If this first job turns out to not be a great fit, I will face either a long commute to a</p>

	<p>different site that is outside of the bounds of my non-compete clause or worse moving altogether. Additional commuting means less time with family, worse work-life balance and additional negative environmental impacts on the community. If we are forced to move, I will be uprooting myself and family from our community, forced to sell our home after a shorter than ideal amount of time and stripped of any additional work or volunteer opportunities I have been able to engage in within this community. With burnout at an all time high among physicians, elimination of non-compete clauses will give physicians the opportunity to seek other roles in their current communities instead of being faced with the hard choice of moving or leaving clinical care altogether. Elimination of the non-compete clause will empower physicians at any point in their career to find roles that better align with their desired role, negotiate for improved wages and safe working conditions."</p>
<p>Bruce</p>	<p><b>"I am in favor of the ban for non-executive employees and for blue collar industries. My son was coerced into a ten year employment agreement that was totally worded in favor of the Company.</b> Six years into the agreement he left die company and is being sued by the Company for violating die agreement. This is a Company that installs docks and seawalls. There is a dispute as to whether he is considered a low wage employee or not. The Company has deep pockets and is trying to punish my son by making him incur large legal fees to fight the suit. Totally ridiculous."</p>
<p>robert</p>	<p>"I feel non-profits should NOT be excluded from this. most non-profit companies are using this title in order not to pay taxes. their executives are highly compensated and profits are a real goal in these companies. non-profit is a title that needs to be eliminated. thank you"</p>