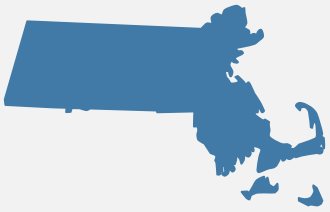
Constituent Support for the FTC's Noncompete Rule

FEDERAL TRADE COMMISSION

Massachusetts | Statewide Impact

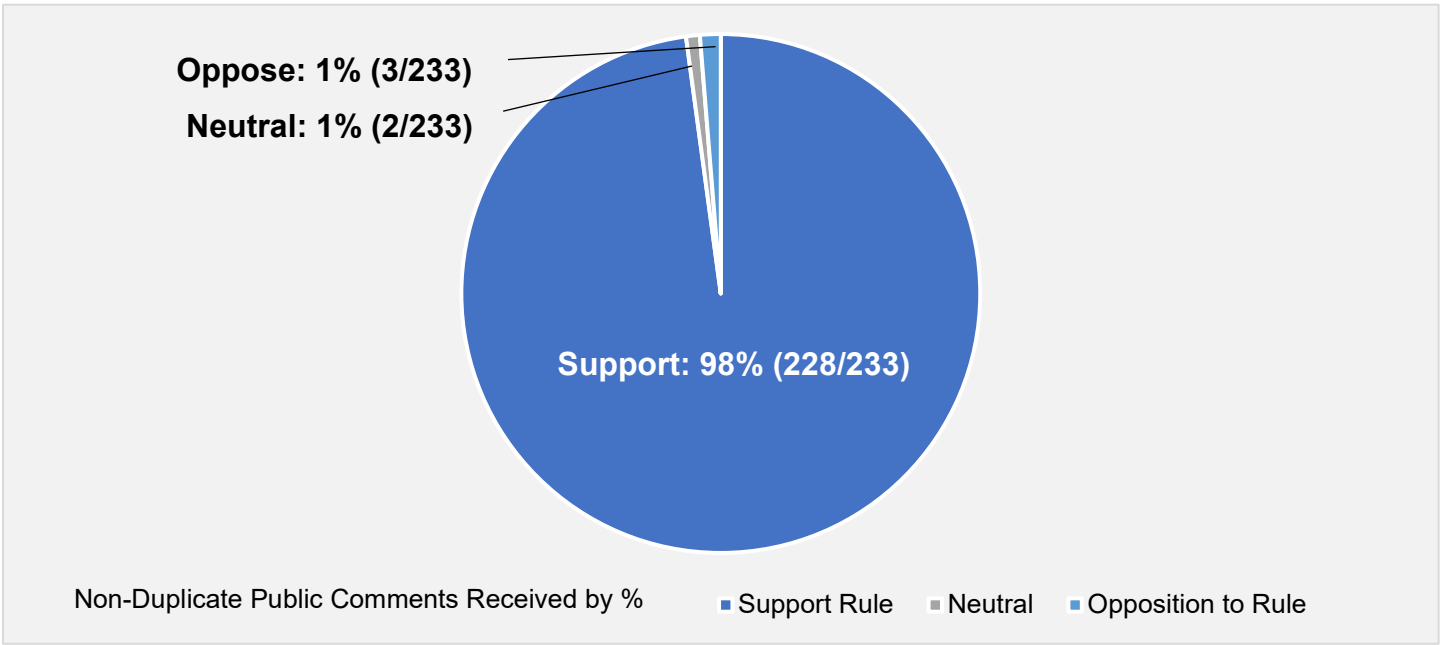


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final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

Massachusetts Covered Workers	Increase in Total Annual MA Worker Earnings	Increase in Average Annual MA Worker Earnings
2,876,506	**$2.28 billion**	**$795**

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

Notice of Proposed Rulemaking: 228 of 233 MA Commenters Support



Support Across Sectors of Massachusetts' Economy

*Some comments condensed due to length.

Profession	Comment
	"I've been in sales in the **insurance industry** for over 20 years. Due to a non compete that I have signed literally 20 years ago, I and have missed multiple opportunities where I was offered positions with greater salary and benefits that would greatly help advance my family situation. The noncompete also greatly reduce my ability to negotiate with my present company for an increase in salary due to the fact that they understand that the noncompete basically limits any potential of leaving […] Like freedom of speech, citizens should be allowed to choose their path and not be held hostage by a non compete that they signed years ago because they needed a job." - ***Ante S.***
	"Please ban non-competes. My parents are hard-working Americans who both were able to climb out of poverty by getting into sales my father in **car sales**, my mother in **real estate**. During the 2008 financial crisis, and then repeatedly throughout the wavering market since then, non-competes have dogged my parents and made their lives miserable. At one point, because of non-competes my dad needed to commute 3 hours to another state just to make enough money to pay off his debts and keep our house. Non-competes only serve corporate interests at the detriment and even exploitation of regular Americans. How is it a free market if people are trapped by their employer?" - ***Aristana S.***
	I am a **physician** who has been employed by several large academic medical centers over the course of my career. My last position had a non-compete clause that forced me to leave the state when it became apparent that the job was not as advertised. The way the clinic was set up in this system there was no continuity of patient care. All patients got passed between doctors based on who had open slots in their schedule. The idea that a non-compete was necessary to keep me from leaving and bringing patients with me was ludicrous. The system made sure I had no attachment or continuity with my patients. I strongly support revoking non-compete clauses as it will strengthen the bargaining position of all workers. - ***Stephen W.***
	I am a **scientist working in renewable energy**. I am currently subject to a non-compete clause. It has the potential of actively discouraging me from founding new companies or seeking work at potential competitors. This harms my earning potential and harms the country by preventing me from working where I would be most effective. I strongly support this rule. Please end this exploitative practice. - ***Zachariah N.***

Additional Support from Massachusetts

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Tanja	I support the FTC's proposed Non-Compete Clause Rule (NPRM). While I can see non-compete clauses playing a role in the contracts of C-suite executives, imposing non-compete clauses on ordinary workers and employees serves only one purpose: restricting worker mobility and hence their ability to seek higher wages, salaries and/or benefits. The result is depressed wages, salaries and benefits to the detriment of the impacted workers and their families, the sector's workers in general and the American economy more broadly. As their prevalence has grown across sectors and into the lower ranks of organizations' job categories, non-compete clauses hurt especially lower income workers, who are often people of color, women and other groups of marginalized and discriminated against people. The FTC's proposed NPRM is a step in the right direction of restoring workers' rights and their ability to pursue decent work and working conditions.
Stanton	I strongly support a ban on noncompete agreements. It is just one of the ways that employers exercise unjust control over their employees. The only exception I can think of should be if an employer pays for an employee to get training. It would be wrong for the employee to immediately take that training and use it for a competitor. I support a one-year noncompete agreement from the end of the completion of such training. But a year after the completion of the training, no NCA should apply.
philippe	I strongly support the FTC's proposal to federally ban noncompete agreements. I strongly support the FTC's proposal to federally ban noncompete agreements. Involuntary non compete agreement except at the executive level are a modem day form of post civil war 'contract' offered on employees with no benefits received.
Jay	Please ban these unfair business practices. It is, as said by one of the people interviewed in the video, un- American to deny people the right to seek better or different employment, even after a worker is layed off. I read that the Chamber of Commerce and powerful business lobbies are fighting the proposed ban. As die video said, the millions of workers adversely affected by non-competes should have a voice too. I urge you to ban non-competes for all but high-wage specialized positions. Ordinary workers want to work. Our country faces labor shortages. Non-competes hurt the economy and real ordinary people simply trying to better their lives through work. Thank you for your consideration.
Russell	The attached submission is provided by over 100 lawyers and paralegals from around the country in response to the Commission's request for comments. We provide this submission in the hope of avoiding the potentially severe unintended consequences we foresee that may greatly overshadow any expected benefits of the proposed rule. We also identify an incremental path that we anticipate would accomplish most, if not all, of the Commission's objectives, with far less risk to

	workers, companies, and die economy. The signatories wish to express their great appreciation for the Commission's consideration of this submission and for taking on such an important and fraught issue. We offer any other assistance that the Commission may find helpful, including providing additional real-world experience or assisting in the drafting of language for guidance or a revised rule.
Lisa	There needs to be a middle ground. (a) Yes ban non-compete clauses for "non-intellectual work" (eg all front line workers such as service providers like hair stylists, retail workers, etc.). (b) Do NOT BAN non-compete clauses for "intellectual work" (i.e., where there is significant proprietary knowledge that the worker has been entnisted with): examples of these are lawyers, doctors, sales managers, etc. As owner of a small business that employs intellectual- knowledge workers, it would gravely harm my business if the people I train to do highly intellectually intensive work then just go off and use what I taught them to start their own business. My non-compete clause is for 6 years and is essential.
Bridget	I have been blocked several times attempting to further my career outside of my current company. I have 3 college degrees and 26 years experience in my field but my knowledge and talent are wasted not being able to advance to build my career and secure appropriate pay
KRISTEN	I support the new rule banning non-compete agreements. These clauses, especially when used for non-executive roles, have the effect of limiting competition for workforce talent, and thus depressing wages. In many cases, they are "sprung" on workers and potential employees after a position has been accepted, and the employee is not compensated for agreeing to limit his or her future opportunities. Employers have many tools to protect against IP and trade secret theft, but non-competes are overbroad and anti-competitive. Non-compete agreements restrict competition, and reduce innovation, by not allowing the free movement of employees among competitor companies, and die creation of new businesses. They should be banned. I support the new rule. Kristen
Evan	I support the new rule banning non-compete agreements. These clauses, especially when used for non-executive roles, have the effect of limiting competition for workforce talent, and thus depressing wages. In many cases, they are "sprung" on workers and potential employees after a position has been accepted, and the employee is not compensated for agreeing to limit his or her future opportunities. Employers have many tools to protect against IP and trade secret theft, but non-competes are overbroad and anti-competitive. Non-compete agreements restrict competition, and reduce innovation, by not allowing the free movement of employees among competitor companies, and die creation of new businesses. I support the new rule.
Amanda	Non-competes are just another way of stripping workers of their rights Please rule on behalf of the workers and not the money-hoarding management.
Jennifer	I work in the veterinary industry and with almost 50% of veterinary hospitals being owned by large corporations, veterinarians are often required to sign non-compete

	agreements. Generally, there is a time and distance requirement imposed as well, anywhere from 6 months to 2 years and up to 100 miles from their current location. Over the past 3 years, our industry was pummeled with an increase of pet ownership during COVID lock downs. The average veterinarian now sees an additional 1000 patients per year, skilled support are underpaid and many left the profession, and we are dealing with a MAJOR mental health crisis as well. Why should a corporation be able to hold a DOCTOR of ANY KIND as indentured to them if they would like to pursue or improve their work life? Also, during COVID, veterinarians were asked to help vaccinate people, were allowed reciprocity, but could be sued if they were compensated for their knowledge and skills by their employer? This is a rewrite of the indentured servant. What happened to free commerce and the land of opportunity?
Margaret	Banning noncompete agreements will lead to higher wages and better opportunities for American workers. This would be a critical step toward strengthening the middle and working classes --- ultimately building a stronger economy for everyone.
Julian	I am Julian Jocque, a Senior Software Engineer with 7 years experience. In that time, I have worked for 3 different companies and the non-compete clause of my most recent employer is directly impacting my decisions on whether to talk to ex-coworkers about building somethings different and better. I believe I can run the business I worked for better than they can, and I believe that a number of my ex-coworkers agree with me, but for the next 12 months I cannot directly approach any of them for fear of being sued for poaching and other anti-competitive laws. Quite honestly, I fear legal repercussions from merely making this stance publicly known. Competition is good for the overall efficiency of the free market. It's ridiculously one-sided that a company can tell me not to compete with them and that is it not reciprocal in that they are more than free to continue competing against me. Either corporations are people or not, the laws need to make up their mind. On the way out, my business underhandedly slipped in an arbitration agreement and strong-armed employees into signing it against their best interest. I stood up for myself and quit. The business refused to clarify whether signing die arbitration agreement was required for continued employment at the business, because they were well aware of the legal troubles of doing so. These sort of anti-labor, anti-worker, pro-business, pro-corporation laws have got to go. I immediately started my own C-Corporation after leaving my most recent employer with the express purpose of making money, and it is vile, repugnant, and morally reprehensible that I am unable to use my own hard earned, post-tax dollars to try to compete and grow that money as quickly, and aggressively as I want to. I will never include such a disgusting and terrible clause into any contracts I would ever sign with any employees I may have in the future. I, Julian Jocque, owner and founder of Jules Jules and Julian, formally oppose the legality of non-compete clauses.
Gina	Non-compete clauses are poison for families and people starting out in their careers. Here is my experience: I. At my publishing-adjacent internship when my career was starting, my employer asked me to sign a contract that included a non-

	compete. This employer was not hiring full-time people so there was no hope of advancement there, and signing the non-compete would have meant I couldn't work in the publishing industry within several miles - that is, it would have precluded me from working anywhere in New York City, the home of publishing! I was able to get this clause removed from my contract, but that just goes to show how willy-nilly employers are about using these clauses. 2. My dad was able to start a small business because his first employer did NOT have a non-compete. As a result, my dad has been in business 25 years offering a service in an essential industry. He does compete with his employer in that he is a small, nimble operation compared to their slow behemoth. As a result, the clients have more options regarding who they want to work with! 3. My husband is a doctor and has a non-compete. If he wanted to change jobs, we would have to totally uproot our lives: sell our house, change our son's school, leave our friends, etc. His non-compete governs our family's choices. His employer should not be able to wield that much power over our futures. It's unjust.
E	Non-Compete Clause Rulemaking, Matter No. P201200 I am strongly in support of this ban on non-compete clauses.
Derek	I think this rule is a great idea!
daryle	Dear Federal Trade Commission, Please, please, please ban die non-compete clause. I am a 52 year old surgeon in Springfield MA and have been in practice at my small hospital for my entire 20 year career. For financial reasons I joined up with a group in Hartford CT (30 miles south of here) in 2016. That practice has gone in a different direction over the last 2 years and I just want to keep my own practice the way it was. My merger contract with them includes a 15 mile non-compete area that I should not have agreed to but did not understand its significance at that time. I can't stay with the current group, I have local group that is willing to offer me MORE MONEY to stay here, but I can't with that clause. I have 3 children - 11 years old, 7 years old, and 4 years old - and do not want to have to move them from their friends/school to take a job farther away. We live in a rural area and there are not many hospitals around here. 1100% agree that ALL PEOPLE should be able to compete for the best/highest paying positions that they can to support their loved ones. PLEASE BAN THE CLAUSE. IT WOULD MEAN THE WORLD TO ME AND MY KIDS. I APPRECIATE YOUR TIME.
Martina	I worked as a computer programmer, developer and computer analyst for over 30 years. I was compelled to sign non-compete contracts with most of my employers. These contracts caused me to think twice before leaving my employer to seek better wages, a shorter commute or better working conditions. I believe my pursuit of happiness was thwarted by such contracts. I felt enslaved with no recourse. This feeling deflated my loyalty to my employer. My creativity was dampened. How can a business prosper when their employees harbor sour emotions?
Marcia	I just watched the NYT opinion video demonstrating die inequity and ubiquity of these non compete agreements. It's time to vote to stop this craziness. Let people who can work and are willing to work be free to do so!

Thomas	My friend is a local journalist. He has a non-compete as a term and condition of his employment and it limits his ability to make more money elsewhere. You could tell in how his demeanor changed when talking about this proposed rule change that it will make a significant financial and moral difference to him. The way non-competes are used in this instance constrains liberty for one to benefit another and should be banned.
Adam	I do not believe that this rule should be applied to physicians or general medical practitioners. There is no clear 'trade or industry proprietary infonnation" that such a practitioner could feasibly bring with them to a competing employer, so it should not be applicable.
Eric	I support the FTC proposed rule banning non-compete clauses. These clauses are bad medicine. I urge the FTC to adopt the proposal to ban them.
Catherine	It is vitally important that the FTC protect the rights of average American workers to change their jobs without mandatory onerous noncompete contracts. A hairdresser should be able to go to a different salon near their home to work. This noncompete clause rule stifles basic freedom. Get rid of it!
Peter	I write in favor of this Noncompete Clause Rule. Noncompete clauses remove die person's right to employ their labor as they choose: to exchange ttheir labor or withhold and transfer labor as they will. Without this right, a worker is reduced toward indentured servitude. A free or private market cannot function well unless all parties are able to function as their own agents. To hobble the agency of workers in favor of employers in favor of their employers is to interfere with economies local and national Banning noncompete clauses from hiring contracts will strengthen the communities where these employees live and work.
Louai	Yes please, ban Non-Competes. They are damaging to workers and remove considerable competition from the market.
Peter	I am strongly in favor of banning non-compete agreements. Employees are rarely in a position to decline a job offer despite the presence of a non compete, even if they know a non compete may hurt their long term earnings potential. Employees who switch jobs more frequently have better long term earning potential - companies know this and use non competes as a means of coercing employees into accepting what they would not otherwise. Noncompetes also stifle competition; in short, they help individual corporations at the expense of workers and at the expense of the economy overall. Getting rid of them is long overdue
George	Please vote to ban non-compete clauses, they are used to trap workers in low-wage jobs and just avoid die need for actual pay and reform.
Allison	Non compete clauses give large healthcare the upper hand and take away die ability of patients to choose their doctor. Please rid non-compete clauses.

Philip	Great idea, I fully support this as a software engineer.
Aurimas	Please abolish non-compete
Katherine	It is unconscionable that non-compete clauses keep workers trapped in low-paying jobs, toxic work environments; or workplaces located far from their homes. The purpose of the non-compete clause has been perverted; no worker at a fast-food restaurant, hair salon, or family medical practice possesses a trade secret that would harm their employer if they sought a better job. This rule benefits employers, and employers only, as it suggests that the employee's work is so valuable to the company that their departure would be harmful, while making it impossible for the employee to actually capitalize on their worth.
Elizabeth	I agree with this ruling. I've been forced to sign non-competes for access to employment that are so egregious in timeframe and breadth of work that they are likely not enforceable, but that wasn't the goal. The goal was to intimidate workers into not looking for other jobs because die work conditions were so poor, but they felt trapped because they were forbidden to work employment in their field of specialty if they quit. For laborers that are highly specialized, non-competes can make it so they do not have die ability to work in their specialized field and therefore cannot find work that would be able to support their financial needs.
Margaret	Individuals should be free to leave a job and apply for another in the same field. That kind of freedom is basic to being and American.
Sandra	I can't believe we stop people from working wherever you can either be happier or make more money or maybe a lot less travel. What happened to freedom for the worker to work where ever they want? This should not be allowed to have an owner tell you you can't work at the competitor's business. They do not own their workers!! Everyone should have the same rights to work anywhere.
Juan	I'm a physician, and it's a common problem in healthcare. Many organizations, especially those that are for profit and owned by private equity, will make you sign non-compete agreements. It can have big negative impact on the healthcare availability in certain areas and it can have very negative effects on a physician's ability to earn a living. Non-competes have more negative than positive effects. Please pass regulations that forbid them.
Juan	Hello, I am an Emergency Physician in Massachusetts and I completely support the FTC's proposed ban on non-compete agreements. These are abused in the healthcare industry routinely and serve no purpose in the healthcare industry other than for the purpose of suppressing competition and fair wages. We are already an industry where many areas of the country have monopolies or oligopolies in the hospital systems, and in the physician groups that staff them. Eliminating the possibility of non-competes would help these issues somewhat, and this industry could use all the help it can get.

Adrianna	I strongly support die ban on non-compete clauses. The most innovative ideas come from those who are in the workforce on a daily basis. With non- compete clauses we are ultimately hindering those ideas from coming to life.
Lucas	Given the shrinking ability for many people to make a living selling their labor where they choose, I believe non-compete clauses should be banned and deemed a method of unfair competition.
Monisha	Should be eliminated for the sake of communities struggling to find medical providers
Abhijit	This non compete should stop as it is against all fair practice and benefits only hospital systems and large predatory practices. It is already not acceptable in some States.
Emily	As a young veterinarian, my first job after internship was in a small animal general practice. I had a 10 mile noncompete in my contract. When I left due practice due to concerns regarding die hospital's practices often deviating from the standard of care, my next job was nearly an hour away from home due to the noncompete. This not only was a hardship for myself, a mother of young children, but also for my community where there is still a stark deficit of small animal general practice veterinarians.
Jeanne	Your employer should not posses your brain power and knowledge.
Mohammad	Please ban non compete! It's not fair to get advantages to companies to decide our own salary and future! Specially when working for toxic work environment
Lorraine	Non Compete Clauses should have never been allowed. They should be outlawed forever. These clauses give too much power to employers that already have too much of it, and that seek to limit employees opportunities to make a living. Its hard enough to make a living, hard enough to find a job working for actual human beings, but who do these people think they are trying to say who we can work for? Ridiculous. Please end this oppressive craziness.
Terry	non competes are antithetical to a free market and allows only the few to control the ability to innovate and create by not allowing talent and ideas flow. Abolish non competes
Jamie	I've been in a specific trade for 35 years, however due to many factors the business closed. The new employer is forcing a non-compete which would prohibit me from working in this industry during employment and for 12 months after I leave their company. I have no other experience so this would force me out of any employment options. The clause is unfair to expect myself and others like me to forego all of the years of training and experience and risk it all on a new job working out. The company would have all the leverage, essentially owning me, because they know I cannot work anywhere in our field for a year. I need to

	support my family. At 53 years old I can't afford to retrain in a different industry. Please do not let the non-compete continue to destroy capitalism.
Holly	I received a great job offer from TripAdvisor in February 2022 that came with a $50k pay increase, remote work, and a better fit for my goals and lifestyle. I spent weeks pursuing this opportunity and considering the offer and decided to verbally accept it, only to find out when they sent the formal offer letter that I'd have to sign a strict non compete clause that seemed open to broad interpretation and would potentially prohibit me from working for a wide variety of "competitors." It was impossible to figure out upfront which companies they considered to be competitors, and the clause was valid nationwide. It would have ultimately caused me too much stress and potentially limited my opportunities down the line, so after much debating back and forth I ended up turning down the offer. I've been sad ever since and have spent the past year wondering how my life could have been if I'd felt more comfortable signing the offer.
Harish	Non-Compete Clauses are very bad for innovation. It favors legacy companies which lobby to keep themselves relevant for as long as possible in a rapidly changing tech landscape.
Laura	Please eliminate the non-compete clause rule. I work for a small firm which required me to sign a non-compete. It bans me from working in the entire industry for a period of time, so I couldn't work in the same field if I left my job. I feel trapped in my job, with no options.
Laura	Please eliminate non-compete clauses. I am a worker who was forced to sign a non-compete 10 years ago and have no prospects for job mobility.
Terry	I am delighted that the FTC has taken up this question. Noncompete clauses should be illegal.
Irene	This will be essential in improving the work environment for Healthcare workers, preserving patient choice in tenns of being able to keep their physician and improve staffing It will keep needed physicians in the community who may otherwise have to leave
Ariel	As a doctor, I wholeheartedly agree with banning non-compete clauses. In the medical field it tips the balance in favor of large companies that may contract with hospitals, medical facilities, surgery centers etc. These large corporations then hire doctors, coerce them to sign non compete contracts which effectively limits working at the very facilities where they dedicate their lives to and then if working conditions under the company are poor or the company terminates their own contract with the medical facility or the medical facility terminates the contract with the company, the doctor is then unable to work at that facility for themselves or another company that may have more favorable conditions. The relationships between the doctors, patients, other hospital staff for which the doctor has developed is now in jeopardy as is their livelihood and they have to start over despite their personal and professional dedication. The doctor has no leverage to

	improve working conditions etc for fear of losing their employment while companies have lawyers at the ready to threaten lawsuits in other states far from the doctor's state of unemployment since often these are national companies employing workers across many states. So they threaten to make the worker to obtain legal representation in another state and pay the company's legal fees if the doctor attempts to break the non compete clause.
John	This is great. Finally - the government pursuing a law for workers. As an engineer, I should have the opportunity to work anywhere I want to grow my career, improve my work environment and provide for my family, without the professional handcuffs of non compete agreements!!
Larry	Eliminate Non-Compete clauses in employment contracts completely. These clauses are common in my industry and they are completely ineffective in stopping employees from leaving. Clauses such as these are just put in to invoke fear, and serve no positive function for the employee. Get rid of Non- Compete clauses
Breanna	As a veterinarian, I am in complete support of this proposed rule and hope it goes into effect. Non-competition clause are common place in my profession. I've seen them place undo limitation and stress on my colleagues who end up stuck in unreasonable employment agreements. As doctors, we deserve better!
Margaret	Non-compete agreements are akin to indentured servitude. These hurt individuals, families & the community through financial de-stabilization of adults. I also disagree with research clauses that say employers own your inventions & ideas. These laws are modern versions of fiefdoms where employers own their employees.
Lora	We need to get rid of non-compete nonsense. And I will give you an example: I had the world's dumbest conversation with my old job's I IR department yesterday. Three weeks ago. I put in my notice at my old job. The company was a small startup focused exclusively on making a type of molecule called fusion proteins, for the purpose of treating rare diseases. They weren't doing well generally, they'd made some bad decisions to take risks, and the risks happened and their programs were significantly delayed as a result. My boss was doing unethical crap, trying to approve for human use a batch of parentcrals (injectable drugs) for rare disease patients that had bits of other people's skin, glass shards, etc. in the finished vials. The quality department tried to tell her that's not acceptable, she was determined to steamroller them into submission. She'd already bullied the project manager into it. She'd already lost two hatches to quality issues and didn't want to fix them. I wanted no part of this crap, because I have ethics and moral quandaries about injecting immunocompromised patients with mystery "particles". I found another job working for a large company that worked on cancer treatments, heart disease, diabetes, neurology and inflammation (note: NOT rare diseases), and put in my notice. I started the new job and posted on LinkedIn that I was happy to share I'd started a new job. Then I got an email from the previous job's HR, who knew precisely why I was quitting because I'd told them in the exit interview. BR said they'd heard I was working for a competitor which was Not Allowed per the

	terms of my non-compete. I pointed out that not only was I working on a completely different type of modality and molecule (antibody-drug conjugates instead of fusion proteins) and a completely different set of diseases (oncology instead of rare disease), but nobody in the whole entire very large company was working on rare disease. They were aiming for blockbusters, not small niches. It wasn't even remotely the same business strategy. HR shrugged and said they didn't understand all the science stuff, this is just what "someone" told them. Okay, well, your someone is wrong, good luck to you. Now I have to spend a bunch of money before I even get my first paycheck to have a lawyer write an expensive letter explaining that the entirety of the worldwide pharmaceutical company is not actually a competitor, you can't ban someone from working in their field just because you want to intimidate them from whistleblowing, and you also can't force someone to work for you just because you have a lousy reputation and can't hire anyone who is actually good. I happen to know this only because I took a class as part of my MBA about contract law, but most people won't know that and would actually be intimidated. The CEO certainly doesn't want to have it spoken out loud in a courtroom where it's public record that he doesn't know how chemistry works anymore, or the reason why I quit, or anything else that would certainly reflect badly on his organization, so he isn't actually going to take me to court unless he's really lost his marbles (which is entirely possible I suppose), but he can certainly be a pain in the neck and cost me a lot of legal fees in the meantime while lawyers explain to him the meaning of "tortious interference" and "respondeat superior". The problem is, it could take years for the lawyers to explain it to him and for it to go to court, if he decides he wants to pursue it. And more years for me to get any resolution. In the meantime. I could be out of a job if the new job decides this is too much drama for them. For years. Even though he's full of crap, it won't matter, and I won't he able to keep a roof over my head. I can do everything right, and still be out of a job that I spent four years of undergrad and five years of gaduate school and 20 years of experience working towards. Just because some jerk wants to abuse the courts and punish me with this nonsense. People need to be able to leave abusive situations. And make no mistake, abusers will abuse anyone they can get tangled up in their systems, by any means necessary, and they aren't satisfied to leave their abusive manipulative behavior at home. Non-competes are just another way to abuse people they have power over, because treating people well isn't actually an option in their sociopathic brains. We need to not give people tools to abuse others, including at work.
Lisa	I am writing to voice my support for The Non-Compete Clause Rule. Talented workers should not be commanded to agree to non-complete clauses in their terms of employment. They have every right to use their talents to secure an income for themselves after departing any employer
Susan	Iain writing to support the elimination of non-compete clauses that hiring contracts, not simply for low-wage workers, but for white collar workers as well. While the goal of ensuring trade secrets within a company remain confidential when an employee resigns, the broad-scale sweep of these clauses is insidious. It should be applied, if at all, only to those positions where sharing trade secrets is a legitimate concern, and time-limited in those cases.

Seth	Non-compete clauses have often been used to hold workers back. While it reasonable that a worker should engage in competitive action while still employed, forcing a worker to be unable to seek alternative employment is a form of forced servitude. From tech workers down to entertainment venues, non-compete clauses have limited innovation and expansion. It has limited wages and forced workers to be dependent upon a single employer. Let's eliminate non-compete clauses once and for all.
Aurash	I think in a free country with a free market non compete clauses are immoral and antithetical to the American way of life
Ellen	Non compete clauses should not be allowed or enforced! It amounts to treating American labor as slaves! Stop this practice!
David	I recently lost my job back in December and eight years ago I signed a non-compete agreement. I have to tell any future employer that I'm subject to a non-compete agreement so my future prospects are focused around changing industries with the same type of work, which definitely puts me at a disadvantage. Having this rule change would significantly reduce my burden of finding a new job, as the type design industry is very small due to my former employer owning a huge amount of the market.
Chuck	Non-competes are anti-competitive for both the company that enforces them and for future employers who could benefit from competent, ethical employees. If you need a non-compete to keep competitors at bay by limiting the workforce, then you should consider whether your company is competitive in the marketplace long term. If you want to deny my skills to the marketplace after you've decided not to engage them any longer, then pay me for the duration.
scott	As a worker and independent contractor, I want to voice my support for banning non-compete clauses. They stifle innovation by restricting the free movement of labor. Additionally, for very consolidated fields they effectively divide the work force between only two companies. Consider for example advanced micro devices and Intel. When non-compete clauses are used, if a worker wants to work on computer hardware, they now have no other options other than their current employer.
Stephen	Non competes are awful. I am being sued right now. For going into business on my own in Boston Massachusetts By my former employer who says I signed a non compete In 2003 20 years ago. After the company was bought and sold 6 times. And my job title changed 5 times In two thousand fourteen they tried getting me to sign A employment contract. And I refused. I am fighting them in court. Hopefully I will prevail but first spending over a $100000 to defend myself. Small startups like me have to refinance my house to pay the Lawyer fees A corporation I worked for is a billion dollar corporation. And they just keep trying scare tactics to make me back down They went as far as trying to get a preliminary injunction. Ordered against me. And the judge refused but I still have to spend. A $1000 an hour to defend myself. Please please Help us little guys Get a Fair shake.

Patti	Non-compete agreements are a restraint on trade and constitute barriers to workers' freedom of movement in the economy. They do not respect the free market.
Yinett	I support the removal of the non-compete. I find that they are overused and serve to limit the earning potential for many. Some corporations/ companies make their non-compete predatory by having long periods of time, more than six months—resulting in people changing careers or having inconvenient job situations.
Deborah	I have always been against non-compete clauses. It benefits corporations at the expense of workers. It is unfair. People should have the right to work and compete in a truly capitalistic society.
Carolyn	Forcing medical professions to sign non'-compete clauses to get Employment is both unjust and unwise. Please stand against it. Licensed physicians should be able to serve their patients in the community wherever they see fit and without such undue limitation. Americans deserve doctors who are not in economic bondage to hospital bureaucracy and do tours deserve to be as free as other people as to where they choose to work in different phases of their careers. Controlling doctors in such a way would likely lead to other sanctions on what they could or could not do medically for their patient. The no compete clause is abhorrent in a democracy and must not be forced on our doctors.
Dee	non-compete clauses area modern version of slavery, entrapping workers in contracts that prevent them from looking for another job in the same field. No one should be forced to put up with bad treatment by an employer who required them to sign a contract with a non-compete clause.
Christopher	Non-competes have been weaponized and are completely inappropriate as currently applied. Confidentiality rules cover technology development and 'client' lists. Mobility is essential to personal development and realizing one's potential and passion.
Michelle	Companies shouldn't have the right to tell us who we can or can't be employed by. Whatever happens outside of work hours has nothing to do with them, and they don't have the right to control an employee's other sources of income. It is an extreme overreach of power that belongs in the hands of the people, not predatory companies.
Steven	I support the FTC proposed rule banning non-compete clauses. Hospitals and other medical facilities that use non-compete clauses are detriments of patients and the medical professionals who care for them. Contracts that prohibit medical professionals from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to patients. For example, non-competes result in patients losing access to the physicians who know them best, deter physicians from speaking out about patient safety concerns,

	and increase the cost of medical care by thwarting competition. Non-compete clauses are bad medicine. I urge the FTC to adopt the proposal to ban them.
Mario	What I learn while working is more important than the salary I receive. It is what assures future earnings. Non-Compete agreements make me steals from me the ability to use what I learn. It makes an employer a Master and me a Servant. Please get rid of this. Thanks.
Bill	Non compete have gotten out of hand. They now transfer power to companies, who hold most of it already and severely limit a workers ability to ply their trade or craft. They are punitive, a worker cannot face die power of a corporations legal department should they face that because of a perceived breach of non-compete. Elimination of the non-compete clause would force companies to change how they interact, pay and negotiate with workers by transferring power hack to the individual. Companies would be more likely to pay better and provide better working environments in order to hold onto valuable people. Get rid of them, if companies are really interested in a level playing field then give the power back to the employees.
Gabriela	I strongly support the ban on non-compete clauses. Please pass this ruling so that workers have the right to obtain jobs with better pay and/or working conditions without having to move far away or change specialties.
Diane	I support this ban.
Kandasamy	I support the FTC's rule to prohibit employers from entering into non-compete agreements and to require employers notify employees that any prior agreements have been rescinded. As an employee in the technology industry, I am routinely subject to non-compete clauses as part of employment agreements. Although my employer is located in a state that has banned the practice, they continue to require employees to sign non-compete clauses to employment contracts. Even if one's employer does not actively seek to enforce the provision, it's existence makes a new potential employer reluctant to offer employment, lest they get sucked into a legal morass or have to delay employing someone. Overall, this depresses wages in the industry, benefiting employers at die expense of employees. The American system relies on free markets including for labor. The system that employers have put in force through non-compete clauses, agreements not to hire each others' employees etc are clearly limiting die freedom of the labor market leading to depressed wages.
Rishita	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.

Curtis	I strongly support die ban on non-compete clauses. In the Computer Science field, an employee could have learned computer programming as early as junior high school, gotten a computer science degree and interned at multiple companies before obtaining a job with a salaried position. Their salaried role did not give them the skills so why should their current company receive proprietary ownership of those skills for any amount of time? In many computer programming jobs, the employees do not receive any training from the company on the plethora of computer science topics necessary to do a computer programming job because most companies bypass training my only hiring senior developers. So again, why should those companies have exclusive rights to an employee's skill for any amount of time. How could it a company truly claim to be an at will employer if an employee can not use their core competency at another company?
Carole	Non-Compete Clauses are unfair and restrict employees and small businesses from going into new jobs or new products. Non-compete clauses are anti-democratic and monopolistic and stifle innovation. End non-compete clauses now and allow die free movement of employees to other businesses in their fields to make a better life for themselves.
Robert	I wholeheartedly agree with banning noncompete documents. Several years ago, I was out of a job. Through a former employer, I was connected with another small company who we had a working relationship with. At the time, they knew I was going to be underpaid for the position they were offering me, a project manager position. I knew that the company was not in the best financial situation so I accepted the position with the expectation that my salary would be brought up to the current rate for that position once funds became available. Over the next year they raised my salary but still it was well below the normal pay rate for someone in my position. That small company was bought out by a larger company. As I was ending my first year after the buyout, I was told I would get a substantial raise to get me to the proper salary range. That did not happen. Instead, over die course of the last few years, my salary increased 10% each year but lain still far below the average pay for someone in my position. Although I see many similar open positions at other companies with salaries twenty to thirty thousand dollars higher than my salary, I was forced to sign a noncompete so I cannot apply for those positions. In my current position, I am not privy to any company secrets. I do not deal with intellectual property in any real way. I am locked into a position with a company that knows I cannot easily leave so they have no incentive to pay me a fair salary for the job I am doing. Please end noncomplete clauses.
Thomas	I am an outside salesman for a lumber company. My customers are mine but the company up until this year would make me sign I nomialy sign a compete contract to keep my pension alive. BUT THIS YEAR THEY DID NOT MAKE ME SIGN.. I heard from President Biden that these were being banned. So it made sense why they did not make me sign one. A big thank you to our President.
Michael	I speak in favor of the proposed rule. I have personally been negatively affected by non-compete clauses due to the asymmetric leverage between my previous employer and myself. The only experience I have had with these agreements has

	been an effort to stifle my opportunity by a company that had no business interest in my competition but merely wanted to reduce the effort required to retain their workforce. I was threatened with a law suit for leaving a company to take a job in an unrelated industry.
Nicholas	In alignment with the concept of fair and equitable business and employment practices, I completely favor banning non-compete agreements.
Lou	As a technology executive I have worked in both Boston and Silicon Valley. The difference between them is stark. In SV, where non-competes have long been banned, there is a notable positive impact on the rate of innovation. Reducing the 'friction' in changing jobs does increase employee turnover, which might be seen as bad for employers, but in fact it is a benefit in many ways. First, it makes it easier to hire! If you absolutely need a top specialist, and are willing to pay for them, you have a much broader pool of candidates than in Boston. Also, employees moving around more increases the pool of people those employees know. if you area well-run, attractive company, this means your existing employees will be more qualified to recruit people to join you. Second, that higher rate of employee motion has a dramatic impact on creativity and skill sets. By working at other places they are learning new tools, new processes, and new skills, that your organization may not have been aware existed. This increases creativity and innovation in your firm, and productivity. Third, making it easier for people to leave benefits well-nm organizations. We all know that demotivated employees can have negative impacts far beyond themselves. They slow teams down, lower morale, etc. Sometimes people just aren't going to be a good fit anymore. When that happens too often employers only have the tool of firing, which is expensive, disruptive, and often makes other employees nervous. It is to everyone's benefit if your employees know that if they want to leave, they can leave easily. Because that means that the employees that stay for the long term want to stay. They aren't trapped by a non-compete. In my opinion this is one of the best regulatory changes the FTC could make. It will have long-term benefits for innovation and productivity nationwide, and will have many short term benefits for employees and well-run organizations. Thank you for proposing this rule, and please implement it without delay.
Carolyn	Non-compete agreements stifle innovation for businesses and contribute to wage stagnation for workers. They are fundamentally anti-American and anti- Capitalist, not to mention anti-worker. I currently have a non-compete agreement. I work in marketing and do not know any "trade secrets" about my company. My current company is experiencing stagnation due to poor leadership and my salary is not keeping pace with the market or with inflation. If a competing business will pay more for my skills and experience than my current employer, why should I not be allowed to work for them? This competition is what makes a capitalist society thrive. This is why I support the FTC's proposed rule to ban non-compete clauses.
Cintra	It is past time that this issue be addressed. People's careers have been ruined because of this clause. Yes! I am in favor of this new law.

Jessica	This clause is unjust. Workers who are mistreated should be able to move to other jobs in the same sector without retaliation
Sam	I support the actions taken by the FTC to ban non-compete clauses and thereby help to raise salaries
Sarah	As a physician, non-competes hinder my ability to care for patients. In the climate of dissolving private practices, merging Physician's Organizations and large hospital conglomerates, non-competes do not make sense for physicians to be able to stay within the same community when changes occur.
Richard	As I read through the proposed regulation, it is written so broadly as to cover Government Ethics laws that prohibit government employees from appearing before a Board that they have served on. For instance, Massachusetts State Ethics rules prevent a member of a Board of Assessors member from representing a third party before the Board of Assessors after leaving the Board. Under the proposed Non-Compete Clause Rule, such Ethics rules could be outlawed. The proposed Non-Compete Clause Rule needs to be amended to exclude Government entities, and to exclude private organizations with similar ethics considerations (Arbitration agencies, attorneys, etc).
David	Non-compete clauses are ineffective for employers, and prevent some workers from reasonable gainful employment. They should be banned.
Noah	I strongly support this rule. As a physician, I have worked to gain my knowledge for years and now cannot use it when and where I wish. I do not possess secret information on a business. It is purely a tool to drive down wages and benefit and trap us in jobs.
David	Non-compete clauses limit employees future job prospects and potential earning potential. If you constrain a person ability to work then the individual will suffer and the overall economy will suffer. These should be banned nationally.
Al	Please support ending this unfair practice and restore die freedom to work anywhere.
Nathalie	As a physician, I strongly oppose non competes and refuse to work for any organization that has one. Given the ever increasing shortage of medical professionals and the growing need for quality care, non competes stifle one's ability to practice freely. Having parameters set on where and for whom one can work and in what period of time makes these types of job opportunities something to run away from rather than being a place where quality care can be delivered. Life circumstances change and physicians should have the freedom to change with them.
Gregory	I strongly support a ban on non-compete clauses. It traps people in jobs they hate and encourages poor employer behavior. It stifles free job markets.

Chris	Non-compete agreements are anti-competitive (by definition), monopolistic, and anti-worker. They deprive companies of top-tier, experienced talent and they deprive workers of the most relevant job opportunities where they can have the most impact. Non-competes should absolutely be banned.
Rob	I am writing to express my opinion that the FTC make non compete clauses illegal for all employee contracts. Non compete contracts suppress wages, competition and innovation by artificially supressing the freedom of the American worker. It is a clear restriction of individual liberty. Noncompete clauses systemically drive down wages, even for workers who aren't bound by one. Every worker stuck in a job represents a position that isn't opening up for someone else. And if employers know their workers can't leave, they have less incentive to offer competitive pay and benefits, which puts downward pressure on wages for everyone.
Nancy	I very strongly support die FTC's proposal to ban non-compete agreements.
Matt	I would like to applaud the FTC for their proposed rules that call for the prohibition of non-compete restrictions. As a professional who has been in the workplace for over 30 years, I have been subject to a non-compete agreement for my entire career. During this time, this form of legal handcuff has served more to restrict my ability to grow professionally and monetarily than to protect the intellectual property rights of my employers. Simply put, non-competes have become a yoke upon the neck of American workers, a mechanism by which companies trap employees into retained servitude and a blunt forced instrument used to stifle free market competition. I expect during this period of public comment that corporations and their lobbyists are applying undue pressure upon the FTC….A few facts: * If you don't agree to sign the non-compete, you simply won't get hired. It is not a voluntary agreement, but rather a one sided contract agreed to under duress. * Companies can protect trade secrets and intellectual property with other legal means. California, where non-competes are prohibited, proves this. * When hiring new employees, companies look for ideal candidates: people who have the skills and experience most pertinent to their product or industry. The applicant who checks the most boxes wins. If you are competing with another job candidate who has more pertinent experience in the company's designated line of business, you will most likely lose out. And that's precisely what non-competes do, they restrict your employment options to entirely new markets or industries where it is by definition more difficult for the job candidate to find success. * This is doubly troubling in situations where companies lay off employees, where the employee is now desperate to find new work but severely constrained in their ability to obtain viable employment. * Companies have resources to enforce non-competes. Individual workers often are afraid to fight non-competes given the financial cost of defending their inalienable rights to work where they want. I have worked for companies who have brought the power of their Amlaw 100 law firm against employees attempting to find employment with a perceived competitor, and in all these cases do you know what I've never heard be brought up by these Executives? Concerns about intellectual property. It's always been about trying to prevent precedent. "If we let this person go work where they want, then all our employees will try and do that." If companies truly desire to increase employee

	retention. I have an alternative suggestion. Concentrate more on creating a working environment where employees would like to work and less about enforcing legal traps that make them feel like they have little other choice.
Jen	Physicians go to years of schooling and most take on high debt in order to serve others. Of all the professions, physicians should not have non-competes.
Lorie	I support the non-compete clause rule. I'm in high tech in a state in which non-competes are enforceable. My non-compete says that I cannot go work for any company that would have the same prospective customers as my current company. So no matter the industry, if the customers have computers, I can't work there. I know that it's probably broad enough that a judge wouldn't enforce it, but I'd have to pay a lawyer and go to court to fight it.
Ralph	Non-competes do nothing to protect corporate secrets but do prevent workers from using their knowledge they have acquired over their lifetime and leveraging that experience to work for die employer willing to pay them the value they offer to their employers. Please eliminate the non-complete clauses.
David	I am currently 63 years old and was laid off from a company that I had been at for less than a year after being recruited from another company. I have experience in the market and my former employer is not releasing me from my non-compete limiting my market/career opportunity at this late stage in my career. I was a Sales Director selling an technology SaaS software product as an individual contributor. I support eliminating Non-Competes at all levels of an organization. I am likely forced into retirement even though I have a powerful skill set, industry and product knowledge in this space.
Adam	I have seen firsthand how noncompete agreements suppress competition and harm employees. Please see die attached document for more details.
bill	I support the FTC's ban on non-compete clauses even though I have not been personally affected by them. It is obvious to me, a retired English teacher, that these clauses hold workers' wages down, stifle innovation, and harm working people. I am against harming working people in order to enrich corporations.
Micah	I would like to applaud the FTC for its proposed ban on non-compete clauses. The surest sign that the FTC is onto something is that the only people who have come out against the proposal are employment lawyers, lobbyists and HR officers--none of whom are ever expected to (or would) sign non-compete clauses. Non-compete clauses perpetuate a fundamental imbalance of power in a relationship that is overwhelmingly tilted in favor of employers. For any company with more than a handful of employees, it is a de minimis cost to pay lawyers to write (or for that matter cut and paste) the text of an employment agreement that restricts the employee from working in a similar role in the future. But for a prospective employee without extensive legal training, the cost to hire a competent employment lawyer runs into the thousands of dollars every time you need constructive support with pushing back against restrictive employment contract

	provisions. And in the vast majority of cases, prospective employees lack the legal literacy, financial resources, or negotiation leverage to even consider pushback against non-competition clauses--which employers of course know and exploit. It is also perverse that in our highly specialized economy, where companies prize highly specialized industry experience when hiring new employees, these same companies then seek prevent their employees from capitalizing on their highly specialized experience when looking for new opportunities. For a device that is often framed as a tool for employee retention, more frequently non-competes are detrimental to morale, and therefore long-term employee retention. To advocates of non-competes who say that non-competes encourage companies to invest in their employees, I would ask: do non-competes encourage employees to invest in their employers? Beyond the ethical failings of non-compete clauses, the commercial and ethical problems they purport to solve are routinely addressed by other mechanisms. The biggest concern frequently mentioned by advocates of non-compete clauses is that they protect valuable intellectual property. But there are numerous mechanisms used to prevent the theft of IP: information security policies, software and hardware (such as preventing employees from downloading files to external hard drives, or maintaining logs of access to code databases); employment agreements that nearly universally forbid the theft of IP; the threat of criminal prosecution; the threat of civil prosecution; the fear of irreparable reputational damage. If, on the other hand, a company's IP is so ephemeral and simple that it can be "stolen" without the theft of any files, can it truly be considered intellectual property? Non-competes are also considered a way to prevent former employees from soliciting clients to switch their business to a competitor. Again, employment agreements routinely include non- solicitation clauses, and they are enforceable via civil proceedings. In my experience working in professional services (management consulting) for 12+ years, I have signed multiple employment contracts with non-solicitation clauses and have worked with numerous colleagues who have also signed them. I am not aware of a single example of someone violating such a clause due to a mix of a sense of ethics, fear of civil action and concern about reputational damage…the arguments for non-competes are based on the idea that they are trading off one economic good (the free movement of labor) for another economic good (protection of a company's trade secrets). Maintaining non-competes because they protect companies from the "harms" of solicitation of their current employees by former employees is to argue that we must sacrifice the free movement of labor directly (via non-competes) so as to further constraint the free movement of labor indirectly (via the solicitation of current employees by former employees). This is hardly a compelling argument. Fundamentally, non-competes are a way for companies to tilt the scales so that labor in their industry cannot maximize their compensation, while doing little to protect the theft of genuine trade secrets. They should be banned. The sooner the better.
Dana	This is a necessary change. All noncompetes do is hurt the average person, upend lives, and are emotional blackmail to keep employees from leaving a company. It is wholely ethically wrong to keep people from leaving a company and not letting then get a job in the same industry without forcing them to upend their whole family to move outside a non-compete zone.

Andree	Looking forward to this bill. Down under yoga, for example, have opened many studios locations saturating the area and trying to enforce non compete rules. Employees should have the right to teach where ever they want without fear of being sued by big yoga studios.
Kory	Federal Trade Commission, I am writing you briefly to support the ban on non-compete clauses in healthcare. I work in the Emergency Department, and many nurses and doctors are forced to sign non-competes in this environment. There is no defendable argument in favor of non-competes in this or most healthcare settings. No patient goes to a particular Emergency Department because they know the Emergency Physician there, or the Radiologist, or the Pathologist, or the nurse. These non-compete clauses allow employers to maximize profits at the expense of safe staffing and resources to the detriment of patients and healthcare workers alike. It is not surprising to me that the American Hospital Association opposes this ban on non-competes, because without them they would experience more pressure to adequately support their staff and patients.
Mike	Physicians with noncompetes in their contracts are forced with the choice of uprooting themselves and their families each time they want to switch practice environments, and the daunting challenging of reestablishing a reputation and practice in a new location. Employers know this, and use it as leverage when physicians speak out against situations that are detrimental to patient care, inappropriate or illegal actions by their employers, or unreasonable/unsustainable working conditions. This can effectively hold physicians hostage at unfavorable working conditions for decades, while employers evade market forces that would necessitate change. It is hard to make the argument that a single physician leaving a large hospital system would significantly threaten the hospital system's business model. If many physicians want to leave simultaneously, this could affect a hospital system: however one would be forced to examine what the hospital system was doing wrong that so many physicians wanted to leave en block and not be a part of that hospital's mission. Arguably, this is exactly where market forces should come to play, and ultimately lead to hospital systems that better serve the needs of clinicians and patients. In a situation where physicians can't relocate geographically due to personal reasons, they are prevented from pursuing opportunities that are a better fit for them personally within their geographic locations (better pay, more flexibility, better hours, etc). When physicians are forced to work at jobs that aren't good fit, disillusionment with the field is growing at a time where clinician burnout is at an all time high. Therefore, many physicians are now electing to stop practicing medicine altogether rather than work at a job they don't enjoy, thus exacerbating the physician shortage and access to care nationally at a time where this is already a public health emergency. To be clear, there are nuances to this discussion and a blanket endorsement of the FTC proposal. As it is currently written, many lawyers have stated that the FTC proposal would not apply to nonprofit organizations. Given that the majority of the hospital systems in the country are classified as nonprofit in name despite the business model being the same as other healthcare entities, this would actively give nonprofit hospital systems an unfair advantage over independent physician practices and for-profit health systems. It is important to note that several of the

	hospital systems that produce the most in profits and pay their CEOs many millions a year are 'not for profit' in name. Therefore, this rule seems arbitrary, and if the FTC proposal was to have its intended consequence, noncompetes should to be eliminated for both not for profit and for profit hospital systems. While it is hard to argue that a single physician leaving a hospital system would significantly affect the bottom line for a large hospital system, it is quite true that a single physician employed by a small independent physician practice could significantly hurt that independent practice by using the practice's resources to build a patient base and reputation, and then opening their own practice across the street. Given that the footprint of an individual practice is smaller than a hospital system, the argument that a physician wanting to leave that practice could still practice in the area without having to uproot their families is much more reasonable. Independent practices are a valuable player in the healthcare ecosystem, and preferred by many patients. Therefore, if a carveout in the FTC proposal is created in healthcare, it should be for independent practices, not for 'not for profit' healthcare systems, and be aimed at keeping independent physician practices viable. Therefore, as grassroots physicians and our supporters, we respectfully submit that noncompete clauses are detrimental to both physicians employed by hospital systems (both for profit and not for profit) as well as patients. Ultimately, noncompete clauses at large healthcare employers are detrimental to our nation's long term ability to maintain access to quality care, and should be outlawed.
Inci	There are SO many laws that protect employers and their financial success. They have the means to have a legal counsel on board to protect their interests. They have the non-commitment of at will employment to their employees. Employees do not have any of those safety nets. Their main strength - their only negotiation card is what they know. If they are laid off this card is the only one they have on hand. They don't have a legal counsel, and they don't have the comfort of multiple revenue / income streams. Getting rid of non competes is one step in equalizing the playing field. FTC can help equalize the playing field and support tax-payers employees (who effectively fund FTC's salaries through their taxes). There are many more things the FTC and other government organizations can do to help level the playing field by empowering employees / workers. Unions, advocacy groups are two simple examples. Could these have a negative effect on employers, adding costs and conditions that are potentially advers to their businesses? Yes BUT if they haven't made accommodations for this scenario over the decades where they had free reign that is not the fault of the employees. That is the fault of poor management and an inability to plan and prepare for multiple scenarios. Unless they intend to pay full salary to anyone they want to impose a non-compete on, they should understand and accept that they may, at times bear the consequences. Failure to plan, adapt and be mindful of their blind spots mean / may mean they are not good business managers to begin with. And yes, it is ok if some of those companies fail, close, adapt or downsize as a result of their inability. Considering these factors, it would behoove the FTC to side with the employees / workers and eliminate the non-compete clauses in the industry. In doing so they would help employees retain their competitiveness, and not have employers retain a competitive dominance when negotiating with employees. This position of

	dominance and inequality is equal to stifling competition between labor and employer.
Matthew	Non-compete clauses have no place in medicine, science or our economy.
Inci	Companies always always have legal counsel to back them up. Workers hardly ever have legal counsel to back up their interests. We already don't have a strong union culture to protect workers interests. Preventing employees from seeking new employment once the company has decided to leave them off is really not fair. The company should either release them from a noncompete or pay them a full salary for the duration they want the employee to not compete. This is only fair.
Laura	I'm deeply concerned about die American Hospital Association's advocacy for a physician exception to this proposed ruling against non-compete clauses. The free movement of labor, particularly in the health care sphere, makes it incumbent upon hospital systems to provide safe staffing, fair wages, and to uphold promised working conditions. It is to the benefit of all Americans who need health care (arguably, then, all Americans) to allow a free labor market for all workers, physicians included.
Austin	NDA's should be reserved for sensitive, public service roles, and executive-level positions. NDAs for rank and file employees limit competitive markets and creativity, and hamper an employees ability to self-advocate in the job market.
Prem	Non compete documents stifle innovation and freedom by holding possible legal against for using job experience in a new role. These agreements are often required for employment and put employees on a state of fear for simply changing jobs.
Faiz	I think it would be great to make changes to abolish noncompetes. Noncompetes create systems that disadvantage workers and impact healthy competition in the job sector. Workers who have better opportunities or are unhappy at their job can be effectively forced to stay in a form of indentured servitude unless they are willing to uproot their lives and the lives of their families. Thank you for reevaluating this unfair work process that greatly disadvantages workers.
Kevin	Physicians spend a extensive time training in very specialized skills non competes force them to leave those communities without a physician and shatter the patient doctor relationship... physicians should be allow to stay in there communities and take care of them
Kevin	A company being able to put a strangle hold on what you do in your free time severely hurts growth in this country. I should be able to work to support myself and work on personal ventures without risk of retaliation. I personally have had to put a small business on hold because my employer won't let me be a part of it due to the small chance that there is overlap. The company currently has complete control over my creative autonomy.

Anna	I am an Endocrinologist. The non compete clause should be made illegal. Physicians should not have to uproot their families to be able to find alternate employment prospects. The non compete clause is severely restrictive and prevents physicians from being able to change jobs in search of better prospects.
Jacob	Strongly in favor. As a personal trainer non-compete highly limits my ability to do any side work or maintain clients of my own outside of my normal employment. Severely hinders my ability to fully utilize my skills and time.
arlene	It is both absurd and a form of slavery if a worker can be prevented from using their skills to obtain employment. This is just another corporate move to oppress workers. Nothing more, nothing less
Ethan	In general I am in favor of the proposed rule, as increased competition is good for both workers and the general public. Further, there is no meaningful justification in most cases for non-compete agreements. Iam in favor of potential exemptions involving senior level executives for limited periods of time (<1 year), provided the non-competes are sufficiently narrow in scope. In my opinion, if non-competes are allowed in any situation, the non-compete signing employers should be forced to provide pay (at a rate equivalent to what could be obtained from a prohibited business), for the duration of the period.
Cristina	Ban non-competes! This is an unfair practice that hurts labor and innovation.
Cristian	I strongly support banning non compete agreements, as they lead to uncompetitive practices such as stagnant salaries, in addition to being vague and hard to enforce uniformly and in an equitable way. I'm glad to see this issue getting the attention it deserves.
Scott	Please act on banning non-compete agreements. Non-compete agreements are anti-competitive and based on spurious justifications driving down employees' wages and forcing them to stay at jobs that do not treat them fairly, since they have banned employees from working for competitors. Businesses can use non-disclosure agreements to prevent employees from sharing confidential information justly, but they have no right to dictate where people can work after their employment with them ends.
Umbereen	As a licensed physician with >20 years experience & a former Chief Medical Officer for 14 centers caring for >85,000 New Yorkers, I see no benefit of non-competes in healthcare and a lot of harms. Before and during the pandemic, several hospitals failed on their disaster preparedness, PPE supply, as well as in their overall response. There were several instances of hospitals firing healthcare workers who spoke up on safety or simply tried to get PPE on their own. Other hospitals were exemplary in their preparation and response. Healthcare workers put their lives at risk to show to work on behalf of the country and several thousand died from COVID-19 while serving at the frontlines of care. Inability choose your employer or work conditions due to non- competes is unsafe and unjust. Doctors in particular spend 10-15 years in school & training and have independent licenses

	and should not be limited to just one hospital in an area. Let the free market work such that excellent & safe employers get the best staff Hospitals that are unsafe should experience consequences of their operating choices.
Luke	Non-Compete Clause Rulemaking, Matter No. P201200 I am not a professional economist, but this rule sounds like a good idea to me. The impact of preventing workers from switching to jobs they prefer is a clear issue with die status quo. I do wonder how it would affect the job market for less experienced people (eg recent college graduates) since companies may be less willing to train them if they know their investment in training them may benefit someone else. However, I think it's reasonable to ask diem to protect that investment with carrot rather than stick. That is, there are other ways of getting your employees to stick around besides threatening them with legal action.
William	I support this proposed rule - my industry is rife with non-competes and I would like very much to not be bound by this anticompetitive practice.
Austin	I am writing in favor of the proposed nde. Non-compete agreements have become the nonn at most companies essentially ensuring that workers cannot shop their skills on the open market, depressing wages and giving more power to employers with increasing margins.
Susan	Non-compete clauses lock employees into their current jobs by denying them the ability to seek a better job in their field. In this situation, they are unable to move up in their professions or to leverage the skills and work experience they have spent years developing. Often, these clauses are not about actual competition, trade secrets, or intellectual property, but are used to enable companies to keep workers in powerless situations with no ability to seek a better job in the area in which they have accrued skills and knowledge. These clauses are applied to workers in service jobs like security guards, cashiers, and other positions where there is no intellectual property to protect. Using this legal fiction, companies tether workers to dead end jobs in which they can't move up, in which they have no leverage to negotiate better pay or working conditions, and in which they are forced to stay in hostile or dangerous workplaces. Non-compete clauses deprive employees of freedom of choice and of mobility in their work lives and have no place in a democratic society.
Alejandra	Hello and thank you for looking into the practice of non-competes that are plaguing our country. I work in the footwear industry, and have designed product for several large name brands where non-competes are standard practice and are often abused. At my previous brand, we were all forced to sign non-competes as part of our work agreement, and our contract stated that we could be held anywhere from 0 time to I year if we left for a competitor brand. This was at the director's discretion, which meant that depending on how upset a manager was at you leaving for another job, they could potentially jeopardize your ability to leave by hitting you with a longer non-compete. Our timelines were completely arbitrary and functioned as another tool for our company to keep employees from finding better opportunities. The arbitrary timeline also made it challenging as a lower level

	employee to negotiate when interviewing. It was difficult telling potential employers that they may have to wait up to a full year before I could join them. It is clear that this was designed intentionally to keep employees from seeking out opportunities, or to almost ensure they would be turned down if they found one due to the uncertain timeline of the non-compete. When I decided to leave my previous company for a competitor brand, I was hit with a 6 month non-compete. I was lucky that my new employer was willing to wait up to a year for me even though I was a low level employee, but I've seen several friends and coworkers turned down for jobs after being initially offered the role because of a non-compete, or even dumped by their new company halfway through their non-compete because they decided they didn't want to wait after all. You have to gamble that the other company will wait for you, or be upfront that they may have to wait up to a year or more for you to join them, which puts you at a huge disadvantage as a candidate. My non compete only required my company to pay half my salary during the duration, which was not enough for me to pay my bills and necessities. Because of my non-compete, I was unable to find freelance work in my field (where I have the most experience and would have the easiest time fording work). I was fortunate that I had previous waitressing experience and was able to make ends meet by working at a restaurant, but everyone else may not be so lucky. Which begs the question, why is it up to the employee to find a part time job to supplement their salary, when it is the employer that is forcing them to not work in the first place? Non-Competes disproportionately affect employees that are lower level, who have lower salaries and less bargaining power during the hiring process. A director asked a friend of mine why she wasn't happy about her 6 month non-compete and told her to relax and take it as a vacation. Her 50% salary was barely enough to cover her rent at the time. I believe that allowing companies to only pay half a salary for holding employees in a non-compete is the largest problem. If you aren't making too much, or your family is dependent on your income, making 50% can be extremely detrimental. It's extremely troubling that we allow companies to decide their employees can't work, and they are somehow not responsible for paying their full salary during this period. Companies say that non-competes act as a way to protect IP, but they are more regularly used as a way to disincentivize workers from seeking better opportunities at other companies, it allows brands to not be competitive with each other in offering good salaries and incentives for employees to stay. Non-competes put employees at a disadvantage and potentially dangerous financial situations simply for seeking better opportunities and looking to grow their careers. Companies should be looking for ways to build a culture that makes employees want to stay and build their careers with them rather than using slimey legal tactics to force people to stay.
Joe	My name is Joe and I am a professional **Footwear Designer** for a top tier sportswear company. Throughout my 7 career in the footwear industry, Non-Compete agreements have been strictly used by all participating companies. These Non-Compete agreements are made out to protect a companies best interest, but they act as a corporate excuse to hold employees hostage at their company, discourage their employees to look at competitive job opportunities as well as discourage other companies to hire external candidates. I have personally had career opportunities at other companies revoked solely due to having an enforceable non compete agreement from my current company. These Non-

	Compete agreements have also resulted in fewer job offers, lower work wages, zero job mobility, and lower job satisfaction. We can obviously see that these Non-Compete agreements have more negative impacts on each individual employee than it has positive impacts on the entire company. If Non-Compete agreements were banned from these corporate companies, this would create more job opportunities and career growth opportunities for individuals. It would increase competition within the industry and in return force companies to improve their employee retention rate, culture, workplace, benefits, and opportunities. I hope that this Non-Compete Clause Rule goes into effect so that myself as well as many other individuals in the industry impacted by Non-Competes can finally be set free by their company and pursue their careers how they choose.
Emily	I find it stifling to be under a non compete agreement as a yoga teacher. I regularly turn down interesting and well paid job opportunities because of it and know that many colleagues are in the same position. Consumers would also benefit from an end to non-compete contracts.
Couirey	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!
Kushal	There should not be a non-compete clause for physicians. I support the Federal trade commission.
John	Non-compete laws do negatively impact the mobility of workers in industries such as tech from my experience. Some companies such as Amazon engage in these contracts and have clearly stated policies that employees should not go to a direct competitor. By implementing these policies, such companies are able to limit competition for labour and therefore avoid paying a fair wage in some circumstances. I have personally seen this play out in my career and that of my peers. Furthermore, and perhaps more significant, these clauses prevent the formation of new companies, including sole-proprietorships or consultantships, which in turn limits competition. For example, if I work at a robotics company, such a non-compete clause may prevent me, even if just from fear of legal action, from starting my own robotics company even in another business sector. Please eliminate non-compete clauses.
John	Yes please! There's been a slow slip into abusing non-competes to bully workers. Non-competes are anti-capitalistic, workers should not be forced by previous employers to restrict where they can and cannot find gainful employment. Previous employers should have no right to prevent my ability to feed, cloth, and house my tinnily.'
Christopher	Removing non-competes would be amazing for Engineers everywhere in the USA. They currently restrict career growth and are nothing but a detriment to Americas working class
Bill	I agree with the regulations for restrictions on non compete agreement

Samuel	I work in the technology industry, and non-compete clauses are very restrictive to my ability to compete in the market. My current employer enforces a 9- month non-compete agreement with no compensation if I were to leave the company. Being prevented from doing what I am skilled at reduces my economic mobility and places a large burden on myself and my family. Most states in America practice "at-will" employment, and it should work both ways. While my employer should be able to let me go if my services are no longer needed, as an individual I should be able to leave and find work elsewhere without restriction. I strongly support banning non-compete agreements and support the proposed rule change by the FTC.
Katy	Please adopt the rule! Any protection of trade secrets or other intellectual property should be done through that legal avenue as opposed to prohibiting employees from finding better employment
Ryan	Non-compete clauses, which prohibit physicians from practicing within a certain geographical area after leaving their current employer, have become increasingly common in the United States. These clauses can be incredibly damaging for physicians, limiting their career opportunities and impacting patient access to care. Firstly, non-compete clauses restrict physicians' career options, particularly in rural and underserved areas where there may be a limited number of employers. When physicians arc bound by non-compete agreements, they may be forced to relocate to another region or even leave the medical profession entirely if there are no other job opportunities available to them. This can have a particularly devastating impact on the healthcare workforce, which is already facing a shortage of medical professionals in many areas. Furthermore, non-compete clauses can also lead to higher healthcare costs for patients. When physicians are prohibited from practicing in a particular geographic area, it limits competition and can result in higher prices for medical services. Patients in these areas may also face longer wait times and reduced access to specialized care if non-compete agreements prevent physicians from working in the area. Non-compete clauses can also have a negative impact on patient care, particularly when physicians are unable to continue treating patients they have developed long-term relationships with. Patients may be forced to find new healthcare providers, which can be disruptive to their care and result in a loss of continuity. In addition, patients may be left without access to specialized care or treatments that arc only available from the physician they have been seeing. In recent years, there has been increasing scrutiny on the use of non-compete clauses in the healthcare industry. Some states have taken action to limit the use of these agreements, particularly in situations where they would limit patient access to care. However, the legal landscape remains complex, and many physicians may not be aware of their rights and options. Non-compete clauses for physicians in the United States are often motivated by profit and not healthcare quality, as they can help protect the financial interests of healthcare providers and organizations. Many healthcare providers invest significant resources into recruiting and training physicians, and they may want to ensure that they can retain those physicians for a certain period of time. Non-compete agreements can help to prevent physicians from leaving for a competitor, which could result in a loss of revenue for the organization. In addition,

	non-compete clauses can help to limit competition and increase profits for healthcare organizations. When physicians are bound by non- compete agreements, they may be less likely to start their own practices or join competing organizations, which can limit the number of healthcare options available to patients in a particular area. This can give healthcare organizations more leverage in negotiations with insurance companies and other payers, allowing them to charge higher prices for medical services. Furthermore, non-compete clauses can help to maintain a certain level of control over physicians and their practices. healthcare organizations may use these agreements to prevent physicians from taking on certain types of patients, offering certain services, or working with certain other healthcare providers. This can help to ensure that physicians are following the organization's protocols and procedures, which can help to improve efficiency and profitability. Overall, while non-compete clauses may have some legitimate justifications, such as protecting trade secrets or patient confidentiality, their widespread use in the healthcare industry is often motivated by profit. This can have negative consequences for physicians and patients alike, limiting career opportunities, increasing healthcare costs, and reducing access to care. In conclusion, non-compete clauses can be incredibly damaging for physicians and patients alike. These agreements limit career opportunities for physicians, lead to higher healthcare costs for patients, and can disrupt patient care and access to specialized treatments. It is important for policymakers and healthcare professionals to work together to ensure that non-compete agreements are used only when necessary and do not have a negative impact on patient care.
James	I am writing in support of the new rule, Non-compete clauses stifle innovation and allow larger businesses to stifle competition. My wife and I are interested in starting our own business, however that is made more complex because of an existing non-compete clause, which means we'd either have to wait a long period of time or move to start it. This prevents competition and gives an unfair advantage to incumbent businesses.
bob	I’m all for allowing employees to work where they want and when they want. Corporations can shop the world for employees however they choose. Employees should be able to shop for jobs the same way.
Nicholas	Attached is my full comment on the FTC's proposed ban on non-compete agreements. Therein, I support the vast majority of the FTC's proposal and the reasoning thereof, but provide some comments on why I think the sale of business exception needs improvement. My first reason is that the current provision creates a loophole whereby smaller enterprises could restructure themselves as to avoid enforcement of the rule. My second reason is that medium- and large-sized enterprises would likely respond by restricting the transferability of the interests of part owner employees, who furthermore possess strong bargaining power, and thus reduce their labor mobility. I instead propose a "totality of the circumstances" test for what constitutes a significant ownership interest, which would consider various factors relative to the bargaining power and ability of the parties and the impact of the clause to assess whether the agreement more closely resembles an agreement relative to employment or a sale of business interest. The attached

	document contains a fuller explanation of these points. Attachments FTC noncompete comment
Lauren	A non-compete hurts families. A one income family has a harder time moving up the economic ladder, when the person working is in a non-compete contract with their employer. The benefit of the non-compete is only beneficial to die employer and not the employees. It is unfair for a law of this nature, because it hurts the individual citizen. Non-competes should be federally illegal. Please outlaw them for the sake of individual freedom and helping one income families prosper above capitalistic greed of profit.
Marc	Noncompete agreements should be banned to promote USA global competitiveness, innovation, and prosperity. Please put this rule in place to ensure no more noncompete agreements are used.
kelle	Oversight that protects workers is long overdue. Please ban non-competes as a first step toward ensuring that workers in die U.S. can earn living wages.
Carolyn	With all the poverty and the banks grip on making life miserable for the poor, bartering or setting up ones own business may be the only way out! Why should any underpaid working person be SUED by someone like #45 who in 2016 had 4,400 law suits out there tying up the courts and using MY TAX MONEY to get him to pay workers and stop trying to fraud people. So, the lawyers lose money... isn't it time that they actually PRODUCE something in the supply chain like farm rather that protect Monsanto and other drug companies? Everyone I speak to wants Laws that protect US, not corporations. THEY AREN'T PEOPLE no matter what Congress and the Supreme Court says. They are businesses just like churches. So, why can't they all follow the the teachings of leaders like Jesus... all religions have these people. Read the book ROUGH SLEEPERS by Tracy Kidder and learn what a REALLY GOOD PERSON IS. They are all around the USA and yet FOX NEWS focus on the FEARTIATE/GUN people and BLAME the law abiding citizens or immigrants. Time to concentrate on GLOBAL WARMING as MOTHER NATURE will win. Please protect the people that just want to love, live and serve their world.
Stephen	One of the reasons I moved to another state for work is that my prior job had a non-compete that prevented me from interviewing in the area. Please ban non-compete clauses!
Stephen	
Denise	I would like to express my full support for this rule and my appreciation to those FTC members and elected representatives who are on the side of workers. The non-complete clause is one of many tools employers are using unfairly and indiscriminately in the current neoliberal context, not to protect legitimate trade secrets, but rather to control employees and limit their mobility. Workers gain nothing from this practice while employers receive enormous leverage over their employees, amounting to exploitative labor conditions. I urge you to ban the use of non-compete agreements across all employment sectors, and as an educator,

	wish to applaud your intent to extend protections against this unfair labor practice to unpaid workers: in particular, I am thinking of students who are being told that they need to engage in unpaid internships and "volunteer" positions in order to move forward in their chosen field (another example of an exploitative labor practice). These young people, many of whom sacrifice much and often go further into debt to fulfill this expectation, need the FTCs protection as well.
Joan	This proposed rule is well grounded in law. It will improve life for workers and their families, increase innovation, and benefit the economy.
Ross	I support the new rule banning non-compete agreements. These clauses, especially when used for non-executive roles, have the effect of limiting competition for workforce talent, and thus depressing wages. In many cases, they are "sprung" on workers and potential employees after a position has been accepted, and the employee is not compensated for agreeing to limit his or her future opportunities. Employers have many tools to protect against IP and trade secret theft, but non-competes are overbroad and anti-competitive. Non-compete agreements restrict competition, and reduce innovation, by not allowing the free movement of employees among competitor companies, and die creation of new businesses. They should be banned. I support the new rule.
wanessa	As a pediatric practice owner I welcome and support this Rule and find it very timely. Non compete clauses benefit monopolies and substandard employers who can no keep employees without them.
Laurence	In the year 2000, I was the VP of Research at Dragon Systems in Newton MA, a successful startup in the field of speech recognition. In that year, Dragon was acquired by a Belgian firm called Lemout & Hauspie (L&H), a publicly traded speech and language technology company. Unfortunately, it soon was revealed that L&II had a corrupt management that had been "cooking its books" -- treating investments as purchases of goods, etc. {_See various press reports in the WSJ and in The New Yorker, etc.] Within a few months of the acquisition, L&H had declared bankruptcy. Once I learned what was going on at L&H, I no longer wished to work there and I tendered my resignation. I then went to work at another speech technology startup outside Boston called Voice Signal Technologies. I had been advised by various lawyers that surely I wouldn't be sued for violating my "noncompete" agreement when the alternative was to continue to work for a corrupt management. After all, I had been "fraudulently induced" to sign an employee agreement and continue working at L&I-I by a misrepresentation of their financials. However, the lawyers were wrong. L&H successfully sued me, and Voice Signal was forced to fire me. The ability of even a corrupt company like L&II to enforce its noncompete agreement is indicative of the truth about noncompetes. The primary function of these agreements is not to "protect trade secrets" but rather to compel employees to continue to work even in unfavorable situations -- whether the problem is financial corruption, low salaries, or poor working conditions. Everyone in the technology industry knew this to be true. Only the lawyers and top executives cry out about their "proprietary rights." But, clearly, if their primary concern were protection of trade secrets, they could pursue the

	legitimate path of taking legal action against the person who had supposedly misappropriated intellectual property. Noncompete agreements are an infringement on the human right to decide for oneself whom to work fur, whether we are referring to camp counselors, hairdressers, or computer scientists.
Lloyd	Non-compete clauses simply restrict talented people from working in their field of expertise, have adverse effects on the workforce and should be abolished. Confidentiality should be sufficient to prevent improper use of restricted information from a former employer.
Lorenz	Respectfully- I am a constituent in Newton, MA, and I support the FTC's ban on non-compete clauses. I work in the field of information technology and am currently subject to a non-compete clause as I have been at previous employers. I know first hand that these clauses stifle competition and innovation while accomplishing literally nothing in the way of protecting employers' intellectual property or other proprietary information. Please ban this useless and harmful practice as soon as possible. Thank you.
Ateev	I write in support of removing non-compete clauses. My hope is that the removal of such clauses can give physicians and other clinicians more flexibility in where they work. This, in turn, can improve competition in health care markets and decrease health care prices. Hospitals and health systems will object. But I believe this is driven by a desire to protect their market power.
LY	I am in favor of a rule that abolishes employers' right to force workers to sign non-compete agreements. They are unfair to workers, if enforced most often take away a worker's right and ability to earn a fair living, and are not the right instrument to protect companies from the disclosure of proprietary information and company secrets. For that, firms should ask employees to sign non-disclosure agreements. But to force an employee to sign a non- compete puts an employee in an impossible situation where s/he must sign to take or keep a current job and then when leaving that job - often even involuntarily - unable to take another similar job for which s/he is well qualified because of this agreement. In this current labor market where we have an overall shortage of workers and many firms are experiencing challenges in hiring qualified candidates, this also negatively impacts employers who want to hire replacement workers.
Scott	I wanted to indicate my support for a ban on non-compete agreements. have had a 40+-year career as a community revitalization specialist, helping fenders and localities to design, implement, and evaluate initiatives aimed at improving the social, physical, and economic conditions in disadvantaged communities. In the middle of my career, I worked for several years for a firm based in Maryland. After I had been working for that firm for two-and-a-half years, the owner of the firms tried to require me to sign a non-compete agreement. That agreement would have prevented me, if I left the firm, from working with any of the firm's clients — notably including clients that I had worked with before joining the firm and some prior clients that I had in fact brought to the firm. I quit that firm, rather than signing the non-compete agreement. If I had signed it, because the non-compete agreement's

	definition of "prohibited clients" was so broad, upon leaving the firm it would have effectively curtailed my ability to work in my chosen field for a full year and would have imposed a substantial financial hardship. It is time to eliminate these onerous restrictions on the ability of individuals to pursue their chosen careers. Thank you.
Kate	In 1998 my husband turned down a job offer with a software company because their non-compete clause required him to affirm that he could earn a living without doing software development. The company in question had a history of attempting to enforce their non-compete clause. Although the courts never allowed enforcement, handling the lawsuits was an expensive nuisance for their former employees.
Colleen	The freedom to change jobs is at the core of economic liberty and to a competitive, thriving economy," said Chair Lina M. Khan. "Noncompetes block workers from freely switching jobs, depriving them of higher wages and better working conditions, and depriving businesses of a talent pool that they need to build and expand. By ending this practice, the FTC's proposed rule would promote greater dynamism, innovation, and healthy competition." This says it all and I support this change. A dynamic US economy means individual workers must have autonomy to compete for jobs, improve how business is done and become entrepreneurs to compete with current businesses.
Scott	I am a 65 year old physician executive who was just terminated without cause from my last employer due to a company reorganization. As a term of my employment I was asked to sign a non-compete clause that essential excludes me for two years from working in position with any company that is delivering primary care services to patients on a Medicare Advantage plan. This essentially excludes me from working within my area of expertise. It doesn't even matter if they are competing in a geographic area where my former company is not operating. The basis for the non-compete is the company's belief that there are many trade secrets and much IP that I have that would irreparably hams their business interests. I disagree with that assessment. They have posted so much about the company on social media and the turnover is so high that most everyone I speak to outside the company fully understands the business model. The only proprietary information might be their financial status, P & L , etc. which was never shared with me or most other employees. I fully support the proposed ban.
Antoniya	I have been mistreated at my previous job and it is unfair to be able to terminate the contract with them be able to leave and negotiate are more fair pay, and be free defamation from my previous employer.
Laura	I am writing to support this rule change. I personally was kept in a job where the firm charged $150 per hour for my services, but paid me $30. I wasn't aware of the market rate when I signed the contract and then, because of the non-compete clause was stuck working for that employer until I left the industry (test prep tutoring.)

Megan	Non-competes area terrible burden on workers. They can be incredibly broad, capturing massive industries or technologies. They can include lists of competitors that can be added to at any time. They apply to nearly everyone, not just those with sensitive information. These contracts essentially would prevent someone from working at companies that value the skillset you've grown, locking them in and hurting their career.
Kathleen	This comment is in favor of the proposed rule to prohibit non compete clauses. My son accepted his first job as a physician last year after completing his medical training with $150,000 in student debt. His first employer, a for profit hospital in Northern New Jersey required him to sign a non compete clause. He is an internist and not a highly paid specialist. The non compete clause prohibits him from going to work for a different medical employer within 10 miles. In northern New Jersey, 10 miles would exclude him from employment with most of the major medical centers in the area. It also inhibits his ability to obtain a higher paying position to help him pay off his student loans more quickly. After 7 years of medical training, new doctors enter the work force after age 30 and are behind their peers in other professions in beginning to establish their careers and financial lives. To be constrained by a non compete clause on top of heavy student debt and late career entry is further disincentive for young people to enter the medical profession. And, importantly, why should a doctor have to sign a non-compete clause? There is nothing proprietary about the practice of medicine. It's all public knowledge published in medical journals. Thank you for your consideration
Frank	I support the FTC rule. Non-compete clauses trap workers unless they are willing to take the extraordinary step of moving, and represents de facto collusion between management levels of different hospitals to suppress wages.
Jeffrey	As a physician, I can attest that noncompete clauses are harmful. Physicians generally have an extremely high threshold to departure from a job. Noncompete clauses add to that difficulty, because they force the departing physician to move generally long distances from the previous job. In addition, physicians may well have a significant number patients who wish to continue the treatment relationship, and the noncompete forces a rupture of that interaction. There is banter online about these proposed rules not applying to non-profit hospital systems. All hospital and medical care systems should be required to adhere to fair employment practices, meaning NO noncompete clauses. It should be noted that physicians in MA have successfully enjoyed decades of work without the threat of a noncompete clause in their contracts. The hospitals and medical practices in the state have not endured any harm from this situation.
Bonnie	Physicians should not be exempt from a non-compete ban. Hospitals with non-compete clauses in their contracts force physicians to uproot their families if they ever want to leave an undesirable job. As corporate medicine becomes more the norm, physicians are being forced to work longer and harder for less and less pay. We have no unions to fall back on. Many physicians are burning out prematurely due to terrible working conditions. Non-compete clauses just exacerbate all of these problems. Many physicians are leaving clinical medicine because of these

	types of issues, contributing to the national shortage of healthcare providers. Nonprofit institutions should also not be exempt from this ban.
b	As a 77-year-old retiree, the outcome of this rule doesn't affect me, but I know people who unhappy in their workplace but who do not leave. It may be that they have been asked to sign a non-compete clause. A company that wants to keep good employees should keep them through best practices, not through forcing them to stay with the company.
xxx	Five years ago my 30 year old daughter signed a non-compete clause when hired by a very small art advisory firm specializing in private collectors. When she left the firm, she was immediately snapped up for part-time work by two other firms who specialized in advising corporate clients. She was terrified that Firm A would take her to court over working for either of the other firms, but went ahead. She could not afford a lawyer.... Within two years she was named CEO of one of the firms, is now 80% owner, works her tail off to make this small business thrive, employs 2 part-time workers, and has helped hundreds of young visual artists win commissions as part of her forward-thinking plan to insure artists are paid equitably for their work when a corporation wants to design an engaging work space as part of a building renovation. She also currently earns 4x the salary of which she was paid at Finn A. If she had not stood up to this threat, she probably would have left her profession and these artists she promotes would not have had the income she stimulated. Non-competes stifle creativity, small business opportunities, and financial growth for both individuals and corporations. Capitalism is built on competition: Make the widget better, more innovative, and at a better price while paying workers a living wage. Please ban non- competes.
Marwan S.	An absolute necessity for physicians to be able to help their patients when and where needed without fear of legal liability!!
Karin	Non-compete clauses are completely antithetical to the idea of capitalism which businesses supposedly worship: they interfere in the free flow of labor and capital in the market. It is therefore pathetic that business is working so hard to prevent the -tree market" from working the way they actually think it should by forcing workers to accept non-compete clauses in their employment. Workers in this country are exploited by business owners to a degree unheard of in other "first world" countries in this day and age. They are more productive and yet they have less vacation and sick time (if they have those at all), less health insurance and benefits (again, if they have those at all) and frequently have less recourse to justice if they are sexually harassed, union busted, etc. It is high time that they be allowed to have sonic reward for all the hard work they provide the wealthy in this country, high time that they be allowed to move freely between jobs. 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.

Richard	Non-compete clauses serve to protect wealthy corporate executives at the expense of average people Banning them would result in opportunities and better pay for millions of Americans, and workers could finally earn what they're worth.
dan	This is so obvious it hurts! Support!
Elizabeth	This is great. I’m a perfuming artist who has always struggled to make a living. I've had to juggle multiple part-time jobs. Many of these, such as Renaissance faires, have non-compete clauses in their contracts. It's completely ridiculous because there aren't that many competitors and performers need every paying gig. Please don't leave out those of us who work in smaller trades that don't fit into any standard demographic when you are making decisions.
Owen	Non-compete clauses are a one sided agreements that should have never been allowed. Training is what every human being has been through since the dawn of time and an employer should never own any part of a human being.
Les	I am writing to you, as a retired engineer, public school teacher, and college professor, in full support of your proposed rule ending non-compete agreements. I prefer that you maintain the strongest possible protection of workers from the unfair limits that non-compete agreements impose upon workers. I thank you for placing workers first in this important matter.
Barry	I strongly support the proposed Non-Compete Clause Rule. A ban on non-compete agreements is a net positive for our county. Non-compete clauses, imposed on employees, restrict freedom. Employees may never get hack any time spent. There is more societal harm imposed on limiting employees' freedoms with non-compete agreements. Employers should be more competitive instead. Jobs are not marriages. These non-compete agreements may have arisen to protect intellectual property, but today they are used to enforce corporate overreach to limit employees' and US citizens' future job prospects. Non-competes are a net positive for corporations and a net negative for everyone else, such as employees, consumers, and communities. They are a tool in the shed for building monopolies, which are illegal. Intellectual property theft is a separate issue, and this shouldn't be a justification for non-compete agreements becoming a forced norm in the job market. Non-compete agreements are being abused too frequently in an attempt to leverage control over an employee's future job opportunities. Our society is built on competition. We thrive on competition. At-will employment should not be subject to non-compete agreements. Workers need protection from corporate overreach, such as non-compete agreements. Today, workers are likely to go from job to job between competing companies with the notion that they are building up skills, knowledge, and experience in a particular industry where a corporate entity has numerous competitors. Nowadays, in the 21st century, workers do not typically have long tenures, like 15+ years, with a single company. It is important that workers are able to secure employment to sustain their lives without carrying the burden of a non-compete agreement limiting their prospects, opportunities, and livelihood. Some companies are growing extremely large and omnipresent in many different markets, like Amazon, Microsoft, and Google. Amazon, in particular,

	started a business based on selling books and now has its feet in technology, healthcare, pharmaceuticals, entertainment, and shopping, to name a few. With such a large market presence, a non-compete is unfair to Amazon employees looking for other prospects as the number of competitors has a wide breadth. It is unfair for those workers to be subject to the tenns of a non-compete agreement just so they can continue their career and livelihood in the industry for which they have been building experience. Commercial and corporate entities are asking for no-competition, which is in the name of the very agreement they propose, 'No competition.' This is really a wage suppression tool. Non-competes promote stagnation. Limitations on the future job prospects of American workers should not be granted gratuitously. This is due to the harm that they impose on our workers and society.
Thiagu	Non-compete clauses are routinely used by the competing hospital systems in Pittsburgh. They have been used to limit the ability of both physicians and staff to increase their value by switching jobs. There is no inherent proprietary knowledge that would be harmful to the health system and no benefit of the noncompete clause other than to serve as a way to tie the hands of their employees. The clause affects a 60 mile radius around the city and will force the employees to work outside the 60 mile radius for 1 year before being allowed to work for a different hospital system within the city. The purpose of this rule is to cause a significant hardship for any employee that wants to switch jobs. It is anticompetitive and the ability to abuse noncompete clauses should be removed
stanley	these agreements are not only unfair to die individual but also damage our economy
James	For a country that fought a civil war over slavery, the United States should not allow non-competes in any form of employment as such agreements are chains of modern slavery. Our country was built on free enterprise or labor mobility. As someone who lost the chance of a good paying job because of a non-compete, I have a persona animus against any restriction on my ability to offer my skills and expertise to make a dollar, whether as an employee or entrepreneur.=
Scott	I support the proposed ban on non complete agreements.
LAUREN	Non-Compete Clause Rulemaking, Matter No. P201200 I am in favor of banning non-compete clauses. They are anti-competitive and anti-worker.
Scott	I am a senior physician executive. I am being held to a noncompete clause that I was required to sign as a term of employment. I was terminated without cause by my company yet I am still being controlled by them as they vigorously apply the noncompete. I am having considerable difficulty finding a new position because of the rather broad terms of the noncompete. I've been looking for more than 3 months with only one potential opportunity in the works. It seems to me that if your position is eliminated your noncompete should not be enforceable. I would have much less argument with enforcing a noncompete if one were to leave voluntarily

	for another position. Nonetheless, I am against noncompetes regardless of the position in a company whether executive or lower.
Louisa	Thank you for getting rid of the NCA.
Mandy	Non competes are bad for workers. They give way too much power to employees. In the field of medicine, doctors are very poorly treated by employers who use non compete clauses to completely limit options.
Reggie	Please do this!! It has killed careers as companies sell off and force people out of entire industries due to no fault of their own. Workers deserve the right to shop their talents regardless of industry.
John	I'm a mid-level manager at a large health technology company, and have been subject to a non-compete since a private equity takeover a year ago. During this time, I've had two significantly-better-paying job offers rescinded upon those companies' learning of my non-compete. These should have been banned years ago.
Kristen	As a physician, I fully support removals of non-compete clauses from my contracts. An employer placing restrictions on patients I can care for within the scope of my license is absurd.
Maxwell	I fully support the FTC ban on non-compete clauses. I am a public school teacher in my late 20s and have been watching friends who are under these clauses at tech companies in particular lose the ability to get a better-paying job in their field due to these clauses, which has been especially difficult in the midst of rapid inflation, rent hikes, and 2% raises that fail to keep up. This is consistent with research showing that non-compete clauses keep workers' wages down. By creating this new policy banning non-compete clauses, the FTC will help workers be paid a living wage, which will help both individuals and the economy.
St	Please pass this to help millions of workers everywhere.
James	Dear Chair Lina Khan, James K. Hadcroft here. I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work and for being part of the solution. Please issue a final rule that bans noncompete agreements. Sincerely, James Hadcroft Fahnouth, MA
Anonymous	I am a software engineer in Massachusetts employed by a very large (> 300,000 employees) corporation. About 10 years ago, the company I was working for was purchased by this large corporation and all acquired employees were required to

	sign a non-compete agreement as terms of the acquisition. I was not offered any compensation for signing the non-compete and I would not have been offered employment with the acquiring company if I did not sign. In this situation, the employer has all the power and the employee has none. In 2018, the Massachusetts adopted a non-compete regulation (haps://malegislature.gov/Laws/CieneralLaws/PartliTitle)0(1/Chapter149/Section24L) but it has serious problems: 1) It did not change any non-compete agreements that were currently in effect, only future non-compete agreements. 2) It requires that the company either offer the employee 50% pay during die non-compete period "or other mutually-agreed upon consideration between the employer and the employee". The mutually-agreed upon consideration phrase means that the company could offer $1 to the future employee in exchange fur signing the non-compete. Even though software engineers are often in demand by employers, I've never been in a situation where I could choose between several job offers. The request to sign the non-compete agreement occurs very late in the job negotiation process, often after the salary negotiation is complete and the job has been offered verbally. At that point, it would be very awkward to go through another round of negotiation about what is fair compensation for signing a non-compete agreement. Many job seekers would just sign die non-compete at this point or fear losing out on the job offer. Please ban non-compete agreements. Non-disclosure agreements and client/customer non-solicitation agreements are all that are needed to protect employers.
Josh	Dear Chair Lina Khan, I am a small business owner. I support the use of non-disclosure and anti-solicitation agreements, but fully support the ban of non-compete agreements. I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, Josh Watson Springfield, MA
Peter	This is a great idea. Non-competes can hold you hostage in a bad or underpaid job at hostile workplace because you cannot market the skills you built at that job. It's anti-competitive and holds back workers.
Julie	I fully support the FTC's recommendation to eliminate non-compete clauses. My husband is a scientist who has worked in industry. As in most businesses, the only way to move up in position is to move out. This means that for many workers today, non-competes limit upward mobility. What's more as we now enter a period of lay-offs, initially at technology companies but potentially spreading throughout the economy, non-competes make it much harder for people to fmd a job in their field of expertise. This is a severe burden on workers who may have to move across the country, family in tow to fmd work if they can find anything. What's more, it also prevents people from using their knowledge while it is still relevant to

	advance discoveries in their field. Non-competes are just one more mechanism that enriches the upper level managers at companies at the expense of most of the company's workforce. This is especially relevant at the lowest economic rungs where franchise fast food restaurants are issuing non-competes maim* it virtually impossible for people with few skills to find a job. It is time to help level the playing field.
Glenn	Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements. myself have been bound by a noncompete agreement in the past and understand the implications this can have, especially when early in ones career and seeking other opportunities for growth. Non compete agreements are unethical and have become far to normalized across many sectors. Even now as I write this message, I am deliberating accepting a job offer from a company because that offer comes tied to a noncompete agreement. I am currently unemployed and feel as though I have no choice but to accept this offer and shackle myself to this noncompete agreement. This should not be the case for myself or anyone else trying to earn a wage in this country. Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, Glenn Leary Quincy, MA
Luke	Dear Chair Lina Khan, I am a law student in Boston and I am all for competition in the all work places. I fully support this move!
Lucas	Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost die economy and directly help millions of workers, future new business owners, and people like me all across the country. In my own personal experience, I was forced to sign a non-compete with my private equity backed natural gas processing company. It was written so broadly that it basically banned my employment in my industry in my state or many other states. I was unable to work for any oil & gas or chemicals company my industry) within 200 miles of any location of the company or future location under consideration upon my departure. Using Google Earth, I drew 200 mile radius circles around all of our existing locations at and it eliminated all of Texas (where I lived at the time), Colorado/Wyoming, and the Dakotas... or just about everywhere oil and gas work is done in this country. By signing, I was not able to take work in my field, in the state I lived in without fear of this coming back to haunt me. Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, Lucas Man Original Comment Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. In my own personal experience, I was forced to sign a non-compete with my private equity backed natural gas processing company. It was written so broadly that it basically banned my employment in my

	industry in my state or many other states. I was unable to work for any oil & gas or chemicals company my industry) within 200 miles of any location of the company or future location under consideration upon my departure. Using Google Earth, I drew 200 mile radius circles around all of our existing locations at and it eliminated all of Texas (where I lived at the time), Colorado/Wyoming, and the Dakotas... or just about everywhere oil and gas work is done in this country. By signing, I was not able to take work in my field, in the state I lived in without fear of this coming back to haunt me. Thank you for your work, and please issue a final rule that bans noncompete agreements.
Ronn	Dear Chair Lina Khan, I fully support your efforts to eliminate, or at least strongly modify, non-compete clauses. Each job I have had in my career has required me to sign a non- compete clause just to get employment. The power of companies to force employees to make decisions against their best interests, such as non-competes and forced arbitration, needs to be reduced or eliminated. I don't know whether this will stimulate entrepreneurship ... I'll leave that to economists to debate. I do know that this has been a matter of how I was able to earn a living and support my family. Non-competes need to stop. Sincerely, Ronn Faigen Original Comment Dear Chair Lina Khan, I fully support your efforts to eliminate, or at least strongly modify, non-compete clauses. Each job I have had in my career has required me to sign a non- compete clause just to get employment. The power of companies to force employees to make decisions against their best interests, such as non-competes and forced arbitration, needs to be reduced or eliminated. I don't know whether this will stimulate entrepreneurship ... I'll leave that to economists to debate. I do know that this has been a matter of how I was able to earn a living and support my family. Non-competes need to stop. Sincerely, Ronn Faigen North Andover, MA 01845
Mike	Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements.
Norman	Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost die economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements.
A	Completely in favor forbidding noncompete agreements.

Kate	I am in full support of banning non-competes. I currently live in Massachusetts who attempted for years to ban them, and when it finally was about to go through, they stuffed in a bunch of things about garden leave OR a mutually agreed upon amount, so now every company just forces to you sign that you agree to payment of $1. Silicon Valley has thrived so much because non-competes are banned there, so if you ban them federally, it will only cause the US tech economy to thrive. I've been laid off from tech jobs before and even with them eliminating your job, you're still bound by a non-compete. This is very harmful to workers. We have no choice but to sign a non-compete or we don't have a job offer, and most cannot afford to do this, especially when every company makes you sign them anyways. Please ban non competes so that workers have the freedom to work where ever they'd like. It only benefits a company and harms the worker.
Irene	Non-compete clauses should be banned, including for physicians. The model of physician employment is shifting to hospital-system employers and private equity employers. The healthcare business environment continues to be increasingly toxic to physician-owned practices, bringing physician employment options, and risks for coercion and exploitation, in alignment with other types of employees. I am an emergency physician and I have seen employment options and autonomy for physicians shrink over my 20+ years of practice.
E	I do not agree with non-competes. If an employer decides to enforce one, the employer needs to pay 100% of the employee's salary or 50% of the CEO's total compensation for the entire time the non-compete is in effect.
Heather	I wholeheartedly support the effort to ban non-compete clauses. People should be able to change jobs whenever it makes sense for their situation. In my experience, companies have used these agreements to hold employees in low paying positions, and can offer minimal "consideration", which could be as low as to barely cover one month of rent, to enforce a year-long period where the employee cannot work in their field of expertise.
M	Please, as someone in healthcare who watches my co-workers be stifled and underpaid on a daily basis please pass this rule. This would directly impact workers all over the country but will especially make a difference in healthcare where MDs, RNs, and other professionals are trapped at a single facility at often underpaid rates. While this will affect the bottom line of hospitals, data is showing that since covid, hospitals are reaching record breaking profits while running with skeleton crews. Patients are directly affected by this everyday but as long as a profit is being made and employees are trapped from leaving for positions with competitive compensation. The people deserve healthcare that puts them first instead of profits, I believe this is a great step in that direction.
Neel	Not including physicians in this rule would be a travesty to healthcare. In a time where physicians are retiring in droves, we as a nation must make it easier to ensure physicians are treated with dignity and respect and not beholden to archaic

	non-compete rules that allow for poor working conditions for the stewards of our nation's health
Deepak	I say No to non compete. It will jeopardize physician approach to free market. I vote No to Non compete
Dorit	I am writing to express my support for abolition of non-compete clauses in employment contracts. - Non-competes May violate anti-trust laws. - non-competes interfere with workers pursuing their chosen profession. Specifically re: the practice of medicine: 1/10 physicians left medicine within the past years. The ability to continue in the same sort of position without unreasonable travel and/or uprooting the family could help retain more physicians in medicine. - for low-wage workers who cannot negotiate, non- competes often trap them in positions with minimal room for professional advancement
Sara	I strongly agree with the FTC banning non-compete agreements and the like. It's nothing more than modem day slavery. Making a person company property by limiting their options after employment ends. In a fair and free trade society competition is essential. The FTC needs to ban such agreements for the same reasons they ban monopolies and company policies to discourage or ban the discussion of wages. Ultimately, these types of clauses hurt not only workers by so severely limiting their options of further employment but also hurt society as a whole and encourage monopolies to exist.
David	Make this rule as quickly as possible, and then enforce it as thoroughly as possible. Banning non-compete clauses is long overdue: non-competes are obviously and inherently anti-competitive, it is literally in the name. Employers with legitimate needs to protect trade secrets or other sensitive information have other, more targeted mechanisms to address those concerns. Meanwhile, other firms should be prevented from using their disproportionate bargaining power over employees to limit competition in the marketplace. These clauses accrue real benefits to employers (otherwise they would not be opposed to this rule) while actively harming individual employees, consumers, and the wider economy of our nation. Not only should our social and legal system not protect that sort of contract, it should proscribe and prohibit it, as this rule proposes to do. I hope it will.
Jaxxx	Free Markets = Free Employees. My main issue is not a Mom&Pop Bakery not wanting a former employee stealing Mom's famous lemon muffin recipe and undercutting them at anew bakery nextdoor. My outrage is tied to the inability to achieve gainful employment by simply refusing to sign a mandatory and absurdly broad 'Agreement', especially for an employer who is large enough to leave legitimately zero options as the scope and range of their 'affiliates, vendors, customers, and competitors' are technically every other option in an industry. Let's take as an example, myself. Allegorized for anonymity, of course. I work for a Fortune 100 Company. One of the 100 largest companies in the country. Heck, they're above #50 and also one of the largest in the world. I was offered a position which I wanted and yes, I did sign a Non-Compete as the offer would have been rescinded if I hadn't. They're large enough to not be amenable to negotiating this

	agreement as they have plenty of candidates. It's their demand or they'll move on. This, first of all, wholly obliterates the concept that it's an 'agreement' as it's actually a mandatory condition that alone only benefits the corporation. So I sign this. Company is based in Statel and this is where the document states the courts for challenges would be. The position I took was a remote position where I lived, State2. Months later, I got an expected promotion as the first position was a step towards this promotion. This promotion came with a brand new offer letter. This offer letter states that a Non-Compete is needed prior to the new salary, but I never needed to sign a new one as my responsibilities weren't materially different, though maybe they forgot to have me sign it. Unsure. Regardless, this new promotion required relocation to State3, a 2,000 mile move. Remember, agreement lists Statel as the jurisdiction and I moved from State2 to State3 now. The company and industry have taken a HIT with the economic slowdown and they have already laid off a fairly large number of workers. I wasn't affected, but my (and all others on my team) have been well under the critically ridiculed 2023 forecast that CSuites set. I am, as well as dozens of others I work with, are legitimately worried for our jobs due to circumstances that we weren't directly responsible for. Now that I painted my situation, let's move on to the hypothetical won}, that brings me to write this: Let's say I am terminated for no cause other than layoffs stenuning from suboptimal forecast perfomiance. Not only would they have the legal ability to make me pay back 50-100% the relocation assistance (separate issue), but it would make legally susceptible to litigation if I used my experience and education LITERALLY anywhere else in the world, specifically every state in the US. Reasons: 1. Broad region/area. Remember, they're a huge company. Agreement states "every US State and every world Country where Company has developed markets, provided services, or sold goods in the last 2 years." In a technical legal sense, that leaves me with Syria to work. 2. Competition/Customers: Agreement states I can't work with or for "any Company affiliate, partner, vendor, provider, distributor, manufacturer, customer, nor any competing distributor, manufacturer, vendor" for 12-24 months. In my industry, it's nearly impossible to fmd another reputable company that this line doesn't encompass. We have a distribution catalog of 4,000,000 skus from our own manufacturing and 250,000 vendors. Any company or institution with more than 5 employees is actually guaranteed to have purchased through one of the many branches of my company. ESPECIALLY in State3 where I moved 2000 miles to for the job. I couldn't even fmd something safe moving back to State2! 3. Jurisdiction. Any challenges or injunctions go through State 1. I'd need to go in front of a judge in Statel just to plead my case and for every subsequent event. Thing is, I don't even know how this is covered if they courts fmd it unreasonable and want to amend. Will it only apply to Statel? Will it apply to the area I worked in State3? What about where I started in State2? All 3? Am I even subject to this agreement after I was promoted and moved? After the new offer said "a Non-Compete must be signed and returns betbre the new position start date". Will Statel rule on State3s laws or on their own? How much will it cost in court and lawyers if they do come after me? In closing, while there are fringe cases of NonCompetes being used to protect against malice, the vast majority of the time they are used as a bribe to scare an employee into not seeking out better opportunities with purely innocent intentions. They make them extremely hard and confusing to challenge. And they, in a legally technical term, make it virtually impossible to obtain job that

	you're qualified and experienced in limiting your income. Emphasis on this point for no fault at-will termination.
Nancy	I support banning noncompete agreements for all employers and all levels of employees. I was required to sign a noncompete as a condition of continuing employment when another company acquired the company that hired me. Although the noncompete is unenforceable under Massachusetts state law, where I live, that law doesn't prevent a company from requiring that workers sign NCAs, and even though it's unenforceable under MA law, the fact that I signed can discourage other employers from hiring me. This renders 7 years of experience in my field as potentially useless.
Sophia	I support the ban on non-compete agreements as outlined in FTC-2023-0007. Competition is a critical part of this economy and this ban would protect millions of current and future workers from harmful practices.