

# Constituent Support for the FTC's Noncompete Rule



## Michigan | Statewide Impact

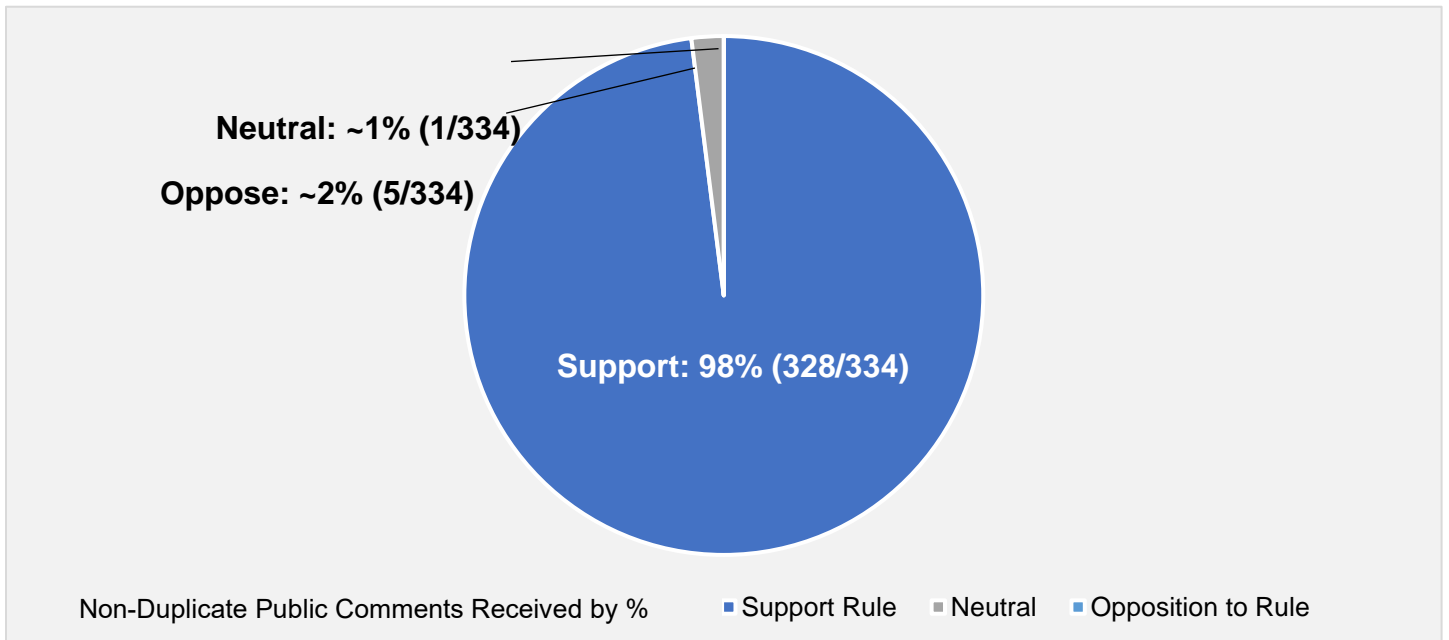


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final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

Michigan Covered Workers	Increase in Total Annual MI Worker Earnings	Increase in Average Annual MI Worker Earnings
<b>3,440,754</b>	<b>\$2.28 billion</b>	<b>\$566</b>


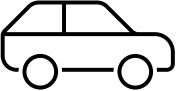

[Estimated Increases in Total Annual and Average Worker Earnings by State \(ftc.gov\)](https://www.ftc.gov)



## Notice of Proposed Rulemaking: 328 of 334 MI Commenters Support



**Support Across Sectors of Michigan's Economy**

\*Some comments condensed due to length.

Profession	Comment
	<p><b>“Please, for once, make a ruling that will benefit the people of this country. Noncompete clauses are unAmerican and go against everything this country stands for.</b> I personally have had to miss on opportunity because of a noncompete. If a company wants to keep employees my god they might actually have to compete for them”</p> <p style="text-align: right;"><i>- David</i></p>
	<p><b>“I was required to sign a non compete with a car dealership after working for the employer for years, it covered the entire united states because they sold parts online, it covered a period of 2 years. refused and was let go shortly after with the employer using the at will option.</b> Next I was asked to sign a non compete as a delivery driver for an electrical supply company, which covered working at any electrical supply house for any position in the adjacent counties. I had to sign or would have been denied the position. These are unfair and makes finding future work in a field with experience nearly impossible. I am in a situation where my kids are young and I have custody every other week. <b>How am I to pay child support or feed my kids when i have to start over or change industries and start at low pay?</b> How do I take care of young kids when I would have been required to drive hour or more for employment? These need to be illegal at best, severely limited at least.”</p> <p style="text-align: right;"><i>-Michael</i></p>
	<p><b>"I work for a large corporation that supplies equipment to many industries.</b> I have been in this industry for over twenty-five years and with my current employer for nearly 5 years. During the hiring process I was given a non-compete to sign as a condition of employment. This non-compete had the longest time frame attached to it I've ever experienced (two years). <b>In the years since the company has asked me to sign a new one claiming there wasn't one on file. Upon review of the new one I noticed significant differences from the original that took many of the benefits away from me in the event I was let go and could not find new employment in a timely manner.</b> So not only am I required to sign a non-compete, but the company can also change it as they see fit. I have never liked the non-competes, especially the one I was forced to sign. My role does not involve any design or sales work and the two-year time length is exorbitant. Allowing a company to restrict my trade is heavy handed and unreasonable. Therefore, I support the Federal Trade Commission's effort to severely limit non-compete clauses.”</p> <p style="text-align: right;"><i>-David</i></p>

	<p><b>“Please, Please make this happen. I am in a non compete cause and it is terrible. I work for a(n) orthopedic company in Michigan as a Certify Orthotist. In our field you have to sign a non compete if you want to work for that company. Once sign you cannot change jobs for any reason.</b> If you quit, you have to wait 2yrs or more to be able to apply for a new job within your home base. Some contract require 50 mile radius on top of the 2yrs from where you work before. Even if you get fired, you have to wait 2yrs until you can find work again within your home base. That means you have to move to another part of the state to find work. So please stop these non compete causes for the betterment of the people and business.”</p> <p style="text-align: right;"><b>-James</b></p>
	<p><b>"I strongly support the ban of the non-compete agreement. As a family member of a Chiropractor, I have seen how employers use these agreements to lock in new graduates who are eager to be employed. These agreements make leaving the practice impossible due to unfair mileage limitations &amp; no end date on the agreements.</b> Some employers don't compensate fairly and make leaving difficult. If they're a strong practice, they shouldn't be affect by healthy competition. I'm for eliminating them and evening the field for practice."</p> <p style="text-align: right;"><b>-Sharon</b></p>

**Additional Support from Michigan**

\*Some comments condensed due to length.

Constituent First Name	Comment Highlights
A	"I support a federal ban on noncompetes. We're currently in a physician shortage. Non-competes are an undue burden and lead to physicians either stopping the practice of medicine completely or leaving their communities either temporarily or permanently. Both of these outcomes only worsen this shortage and directly impact the health of the American people."
Erik	"No group of people including physicians should be excluded . It's archaic and morally wrong to limit job prospects including physicians"
Shannon	"Non-compete agreements limit opportunities for career growth and development. They stifle creativity and limit the potential for new products or services to be developed, which ultimately harms productivity and competitiveness in the market. Freedom and competition is the backbone of America! Vanderbilt had Rockefeller. Edison has Tesla. General Motors had Ford. The opportunity to use and your test your skills and abilities in the workplace of your choice encourages growth. When you feel trapped you simply just exist and do the bare minimum"
Sanjay	"As a resident physician, this is disheartening. I promise you, the desire of people wanting to become physicians and doctors is dwindling and this just another reason. America is bound to face a serious healthcare crisis if this is to go through and doctors are excluded. Please listen to my warning Regardless of what hospital administrators would like you to believe, doctors are people too and won't stand for disrespect like this much longer"
Alsadiq	"Im against noncompete policy"
Imran	"Nearly a decade ago, I was served by one of the worst sweat shop in the country. They are now a public traded company. I was able to settle the case, but only because I had money and I was a student of University of Detroit Mercy b-school student. I have a lifetime gag order. The practice at this employer still continues until today - you complete all the forms, execute all the necessary documentations and one the first day of employment, they require you to sign additional paperwork - essentially you are giving up all of your rights. By this time, I had quitted my job, had student debt and a newly born at home, so chances of exiting first day without signing was impossible. I had the money to settle, but this company has destroyed thousands of lives. They have a prominent law firm and their is nothing anyone can do about it, not even the government. The next best thing is this newly proposed law. Thank you!! Thank you! Thank you!"
Bashar	"I am a physician and wanted to take a moment to stress how important that no professions are excluded from this proposed rule. As physicians, we are often employed by large health systems who often have direct competition from one or

	<p>two large systems within a small geographic area. These systems routinely enforce cruel and often excessive non-compete clauses that force physicians who may leave their employment to move to a completely different city or town due to the terms of the non-compete which make it impossible to remain local and to be able to find employment without violating said clause. This is not only disruptive to one's family, but also negatively impacts the local community's health as many excellent physicians are forced to leave the area as a result. This only served to exacerbate a growing crisis of health inequity and disparity in our country. Physicians should be free to work wherever they are most appreciated and treated well, free of the bounds of these archaic and self-serving non-compete clauses."</p>
<p>Kootaybah</p>	<p>"As a physician, noncompete hurting the doctors in general, limiting freedom to practice the best medicine, put stress on the physician and his family. I would definitely support to eliminate the noncompete clause rule"</p>
<p>James</p>	<p>"I am primary care Family Physician, and I now practice in a Free Clinic in rural northern Michigan. I have lost many of the specialists I refer to and who would see my uninsured, under insured and financially poor patients at little or no cost to them. Why has this happen you might ask. The specialists were forced to join hospital systems, to become employed physicians, in order to maintain their ability to do procedures in that hospital. If they did not join the hospital system such ability would be revoked, limited, or restricted in other ways. Their contracts then included such non-compete clauses, which of course were glossed over by the hospital systems. Some time later the hospital system then required unacceptable and very questionable requirements on the specialty physician, the physician was forced to leave the community because she/he would not comply with imposed and inappropriate hospital system rules; because the hospital system invoked the non-compete clause. Therefore; I lost the ability to ask/sent my patient in need of specialty care, to such specialists and the patients lost their ability to access quality care in a timely manner. The entire system of access to quality and needed care is compromised by the existence of hospital systems to invoke such clauses on physicians. My kind specialty physicians willing to see patients in need from the Free Clinic suffered. My patients suffered from lack of access to the medical care they needed. I would think the FTC is getting push back from the lawyers from hospital systems large and small to allow them to continue this rule. However there are real patient care consequences to the control that hospital systems place on physicians. I hope the FTC sides with patients and patient needs, and not the hospital systems, and eliminate the ability to impose non-compete clause rules. James A. Applegate MD FAAFP Boyne Area Free Clinic Boyne City, MI Docapple2880@gmaitcom"</p>
<p>Nolan</p>	<p>"I am writing to express my concern about the negative impact that non-compete clauses have had on my career as a medical professional, as well as on my I have been restricted from practicing medicine in my field of expertise due to a non-compete clause in my contract with my previous employer. This has not only limited my ability to earn a living, but has also caused significant financial strain on my family. Furthermore, these clauses are detrimental to patients as it limits the availability of medical professionals and forces them to seek care from less experienced practitioners. I urge the FTC to take action to address the negative impact of non-compete clauses on medical professionals and their families, as well</p>

	as on the healthcare system as a whole. Thank you for your attention to this matter."
Adam	"Physicians should be entitled to the new FTC non-compete rule. They should not be exempt from this needed worker protection as it limits their ability to negotiate their contracts. This would instead offers large hospital systems an advantage over physicians in the marketplace. This in turn would add to resident/physician burnout."
Alan	"Clinician shortages are rapidly increasing, in part due to lack of job mobility for clinicians. When clinicians aren't able to switch jobs to find better fits without having to relocate themselves or their families, they make hard choices, which can include leaving the profession or cutting back clinically. Additionally, noncompetes give the employers unfair leverage. If clinicians are afraid of being fired or otherwise retaliated against because they have a noncompete and are unable to move, they are less able to effectively advocate for themselves or their patients. This can include speaking out against unsafe or unfair working conditions, negotiating fair contracts that help prevent clinician burnout, advocate for safe staffing, or speaking out against patient safety issues."
Kurt	"Open up the market for real competition. Corporations don't need to be protected their exempt and non exempt employees do."
Joseph	"The non-compete clause allows very poorly managed companies to retain employees who could move on to better organizations who place more value on their employees. The clause encourages inefficiency and incompetence by forcing employees to move and uproot their families in order to better their lives."
Monika	"Non-compete law gives the employers right to take undue advantage of their employees. The employees are harassed and made to work at the employers terms and conditions. It should be abolished."
Dr Seymoure	"I have as doctor been bound by non-compete clause. It's been horrible and restrictive! Thank you , please change it!"
Lynn	"Non compete clauses hurt a person's ability to make choices for their career and their families. Non compete can force a person to stay in a bad work situation instead of allowing them freedom to find a good job situation. Non compete should be illegal."
Appa	"Non compete clause is equivalent to slavery. America is known for freedom and progress but this clause is totally anti American principles. I would like to see it go away."
Dr RK	"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 and have a chance to EARN a living. Companies today are destructively short sighted. By denying its employees a fair wage and the absolutely American right to switch to one who will pay a fair wage, they are cutting their own throats. The average person can no longer support a

	<p>consumer based society when they are constantly deprived of a fair wage and cost of living increases because the CEO and the shareholders are selfish and greedy. This has been going on since 1981 and if you are in favor of a consumer based society then removing this is a good first step ."</p>
Ivy	<p>"I am a veterinarian and I strongly support the proposed legislation to ban noncompete clauses. In my industry, many noncompete clauses would require a veterinarian to move to a different area just to practice their profession, and these noncompete clauses disincentivize practice management from taking good care of their employees. This results in significant harm to mental health for employees trapped in toxic environments, or in a clinic where they are unable to practice good medicine. I have been negatively impacted by a noncompete with a previous employer; due to the noncompete clause, I would have had to commute 4 hours (2 hours each way) in order to practice medicine in my region. When remaining with that employer became untenable, I had to sell my home and move to a new area, leaving my home and family. This resulted in a health crisis which I almost didn't survive. (The rate of suicide in the veterinary profession is 4 times higher than in the general population.) No one should be put in that position due to an unfair non-compete clause."</p>
Michael	<p>"Non-compete clauses stifle free speech and also attempt to create an indentured worker who can't exit their current employment for fear of being unable to find any work in the field they are experienced in. They should be outlawed as soon as possible."</p>
Melissa	<p>"Non Competes not only hurt workers... they hurt our patients. I am an employed OBGYN physician in Michigan and the hospital system I work for just acquired yet another hospital system in the state. The system is now so large that if I decided to leave this job I would have to leave my home state to continue to provide care to patients. I spent 13 years of my life working to get my medical license only to have it basically owned by my current employer. Even though rural Michigan is in desperate need of OBGYNs and I am willing to help some of the areas that are in need - I cannot because of the non compete clause that was thrown into my contract. Non competes need to be banned. Now."</p>
Dakota	<p>"This needs to end!!"</p>
Aaron	<p>"I think the FTC should put a ban on non compete clause agreements. I support the FTC's decision to ban non compete clause agreements,"</p>
William	<p>"Non compete clauses should be eliminated for all medical settings profit or non-profit. They directly do harm to patients by limiting their ability to see THEIR chosen physician . Hospitals and medical practices do not own patients and should not be able to limit patients choices in their health care."</p>
Lindsay	<p>"Companies shouldn't be able to enforce a non compete clause as it directly prohibits employee talent from growth and expansion. they need to focus more on retaining employees through internal company efforts vs trying to prevent them advancement opportunities."</p>

<p>Kyle</p>	<p>"I've recently signed a full-time contract that is the very happy result of two years of hard work as a contractor for an educational consulting firm. However, my full-time contract stipulates that I have to wait a period of 12 months before working at a competing firm. Like most people, I don't have the financial resources to go for a year without working, and while I'm very happy with my company itself, it's not hard to see that non-compete agreements essentially hold employees hostage, making them unable to consider offers at the very places where they're most likely to find them: competing firms. (Not to mention the leverage that competing offers can provide during contract negotiations, something non-compete clauses also remove.) The hypocrisy of large corporations pursuing right-to-work legislation while also supporting non-competes is as obvious as it is exploitative. I strongly support a full, retroactive ban on non-compete clauses."</p>
<p>Steven</p>	<p>"I support this change"</p>
<p>Scott</p>	<p>"Corporate America is quickly becoming an evil place. Non compete clauses have no place in this country. Ban them now. Can we please get back to normal? Thank you."</p>
<p>Kathleen</p>	<p>"strongly support the FTC's proposal to federally ban noncompete agreements. For decades, exploitative noncompete agreements have barred workers from pursuing better employment opportunities in the same industry, stifling wages, and preventing career advancement. Banning noncompete agreements will lead to higher wages and better opportunities for American workers. This would be a critical step toward strengthening the middle and working classes -- ultimately building a stronger economy for everyone."</p>
<p>Charles</p>	<p>"Having had personal experience with the destructive nature of non-competes, I wholeheartedly support this new rule. I had a non-compete with an employer that was overly broad. When I left for another company in a role that was truly non competitive, I ended up sued and jobless as the company I went to was sued as well. What I realized with non-competes and the legal system is that it does not matter if you are right but who has the most inexhaustible resources. I ended up "winning" in a court ordered settlement. The net result? I cost my former employer approximately \$100K in legal fees to my S 15K. I was jobless for 2 months, and my family took a financial hit that required 2-3 years to recover from in terms of costs, lost wages, and lesser salary than I would have. Non-competes area form of labor slavery that could easily be solved with iron-clad legal NDA's."</p>
<p>Paul</p>	<p>"Non-Compete Clause Rulemaking, Matter No. P201200: I strongly support the proposed BAN on entering into, attempting to enter into and/or maintaining a Non-Compete Clause in agreements between employers and workers. This ban should encompass all categories of employment, including not-for-profit entities. My rationale is as follows. From 1987 to 2018, I practiced internal medicine in my community of Petoskey, MI. In 2018 my group of seven physicians and two nurse-practitioners sold our practice to a large regional healthcare corporation which owns the local hospital. We had been part of a large multi- specialty group practice until 1999 when that group failed and we made our own single-specialty practice group. Our independent group maintained and grew the practice for 19.5 years,</p>



	<p>making it valuable to the corporation. This corporation had a non-compete clause in it's 2018 contract with us which we negotiated to a lesser stringent clause acceptable to us. When the contract came up for renewal in 2021, a more stringent and non-negotiable non-compete clause was in the contract, restraining individuals in our group from practicing in the area where for decades we had built and maintained the practice and created the value the corporation now owned. This is grossly unfair. By 2023, the group had lost a net of 1.1 FTE physicians, lost numerous employees and was in decline under corporate ownership. The corporation mismanagement had eroded the value of the practice we had built, yet it persists in restraining our ability to practice independently in the area. Again, this is grossly unfair, anti-competitive, and anti-free market. Furthermore, other physicians and practitioners employed by this group have left the area because of the non-compete clause, contributing to the loss of important medical specialty providers from our already underserved area. Please ban non-compete clauses. Thank you. Yours truly, Paul D. Blanchard, MD, FACP"</p>
George	<p>"This would be a huge win for most workers, so let's hope the fundamentalist activist judges on SCOTUS don't undermine yet another policy that would actually benefit citizens."</p>
Paula	<p>"Simply put, non-compete agreements are unfair to both the employee and to the business. • Employees might be dissuaded from accepting employment if asked to sign a non-compete fearing that future employment opportunities will be negatively affected. • Signing a non-compete means that the lower wage workers may have reduced economic opportunities and mobility to seek better wages and improve their working conditions. This affects women and minorities disproportionately. • Both employers and employees could find themselves in frivolous litigation • Non-compete clauses are difficult to enforce, requiring additional resources from the business • Non-compete clauses may reduce market competition by preventing workers from starting their own competitor companies"</p>
Eric	<p>"Non-compete agreements harm employees in every industry. They decrease labor mobility and encourage employee mistreatment. Please ban them."</p>
Christian	<p>"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. They run directly against the foundational principles behind our market economy in order to stifle competition and trap employees. Thank you for your work, and please issue a final rule that bans noncompete agreements and then forces employers to alert all employees that these clauses are null and void. Sincerely, Christian Boyd Saint Joseph, MI"</p>
Eric	<p>"Please do away with this law, it forces employees to stay with companies that have below average wages."</p>
Michael	<p>"I am a physician. I have seen these used extensively in healthcare to prevent mobility. I myself stayed with a toxic and unethical employer, because I didn't want to disrupt my family. when I finally quit, I had to leave the geographic area. My employer could not find a replacement, and sonic of my patients had to drive several hours away for similar care. My absence at a surgery center caused a significant drop off in business leading to several people being laid off My children</p>

	<p>suffered through an unnecessary move. My personal health suffered from the stress of making this decision. In the city, I live in, a failed negotiation with a private equity corporation, caused an entire anesthesia department to lose their contract. While the company had no employment to offer them, they were barred from taking jobs in the very hospitals they had worked in for years. They were pawns in a negotiation which lead to dozens of people losing their jobs and relocating. Furthermore, the hospital was so short staffed that they could not cover required inpatient surgical care let alone elective procedures. These contractual clauses have been abused for far too long, and should be abolished."</p>
Julie	<p>"A non-compete clause for someone doing gardening and landscaping is ridiculous. These are not trade secrets, these are low-income workers committed to doing what they like in their community. Restricting where someone in this type of job can work if they leave an organization is unfair to the employee, especially if it's a smaller community."</p>
Jamison	<p>"I support the proposed non-compete clause rule. I work in mental healthcare and have noticed that the proliferation of these clauses and simultaneous growth in hiring independent contractors to provide frontline care in healthcare and mental health services is contributing to shortages of services in areas where an employer that is not investing in an area nonetheless prevents others who have worked for them from doing so simply by renting an empty office in an area and claiming to serve that population."</p>
Jason	<p>"Non-competes are un-American. I have no idea how these could even be remotely legal when compared to our founding documents. These clearly go against the pursuit of happiness as they limit one's ability to move jobs. We already have non-disclosures in place to protect any data or research. In addition, this seems to disproportionately affect lower level employees, how often are CEOs or SVPs bound by non-competes? Please abolish these."</p>
Shawn	<p>"While I strongly support the ban on non-compete clauses, I am dismayed to see the move to exclude physicians from this movement. Physicians should be free to practice medicine in the best environment possible to provide care for our patients. Non-compete clauses are deliberately harmful to doctor-patient relationships and narrow the opportunities we have as doctors to engage in good patient care."</p>
Sue	<p>"I strongly support the elimination of non-compete agreements. They are hurting American workers who can not afford to fight these ridiculous limitations when they are simply trying to make a living. You are crippling our working Americans' rights to start new businesses and hurting our economy for decades to come. It needs to be stopped now."</p>
Dagan	<p>"I support the rule suggested, eliminating Non-Compete contracts or clauses within employment contracts. While executive level exceptions are potentially possible (EVP, President or C-Suite level) they are typically negotiated in good faith between companies and knowledgeable individuals (or their lawyers) at the start of employment. The company I work for insisted on all employees sign a non-compete contract, which eliminates their ability to move employment in the industry of their specialty, thereby restricting opportunities for advancement. There was no negotiation in this process and was a clear message from the company, sign or leave the company. Employees are considered "at will" and this clause is a one-</p>

	<p>way advantage to the company to prevent an employ from advancing with the industry, especially when the company prevents advancement internally."</p>
Barbara	<p>"Non-compete rules are hurting workers and should not be required of people earning less than the highest paid/compensated employee of a company"</p>
Julie	<p>"As the President of a niche faith-based financial services company who does not support tying employees up with non-competes I'm firmly supportive of this new Non-Compete Clause Rule. Our industry competitor has long believed in tying up its employees with non-compete agreements and has pursued them aggressively with legal action when employees pursue other opportunities. Employees accept a job offer and compensation and are required to sign a non-compete cause. They later find that the employer can and will change the compensation at their leisure, can easily have a culture where employees are mistreated, yet the employee cannot pursue another competitor option where they have the opportunity to be more productive and earn higher wages for their family, in fear of getting sued over a non-compete. I have seen how this results in lower wages because the employees are handcuffed. The employers are not forced to earn the hard work and loyalty of their employees. Additionally, many non-competes are overly broad in scope and are intimidating for employees. Even though some may not be enforceable, the employee is fearful and cannot afford to risk their careers and household earnings to test it by leaving. Some non-compete clauses even apply after the employer decides to terminate the employee! At the very least most non-competes force employees to exit their trade or industry entirely, or pick up their family and relocate out of the restricted territory which is a significant hardship. If non-competes were eliminated market competitors would likely have to raise wages and/or have to have a culture of respect and professional advancement, one that matches the best worker to the employer and maintains an equitable voluntary relationship, not one that retains unhappy employees unfairly and suppresses their earnings potential!"</p>
S	<p>"Non-compete clauses are often used by employers in the healthcare industry to restrict the career advancement of their workers. This can lead to limitations in pay and position. Such clauses are often used as a means to keep workers in lower-paying or less desirable jobs by threatening legal action."</p>
Ryan	<p>"I support the ban of Non-compete clauses hindering the pay check to paycheck workers in this country."</p>
Steven	<p>"Noncompete clauses are an abuse of power."</p>
David	<p>"About one in five American workers approximately 30 million people are bound by a non-compete clause and are thus restricted from pursuing better employment opportunities. I believe that this is detrimental to our economy and these forms of contracts should be banned."</p>

Michael	<p>"Comment on Non-Compete Clause Rulemaking, Matter No. P201200. I am in support of implementing the rule. I worked for a major US based industrial corporation and was presented with a non-negotiable non-complete agreement with my promotion to a business leader Directors role. The agreement provided a list of specific corporations that I was prohibited from joining globally for a two year period after leaving the corporation and in addition, included a statement that said any competitor of my employer. Additional companies were added to the document with each change in responsibility. My employer had a broad product line which prevented me from seeking employment elsewhere when my position was eliminated during Covid and has effected my livelihood. My employer also prevented me from taking any consulting roles unless i specifically told them who the companies were, which was not allowed under the consulting contract tenns. I have found the agreement to be anticompetitive because: 1. The bargaining power between employers and workers are unequal. 2. The non-compete clauses limited my ability to practice my trade. and 3. The non-compete clauses has effected my livelihood."</p>
Suzanne	<p>"Non-compete clauses hurt people. My brother was left without the ability to work and support his family out of fear of reprisal from a firm he left due to an untenable situation with his boss. He was in lower management in a field he had worked in for 20 years. The harm to the workers is far greater than any harm done to employers who have the means to hire and train new employees, while workers are left unable to feed their families. Workers or former workers should not have to live in fear of obtaining a new job."</p>
Kelly	<p>"I am in support of restricting employers' use of non-compete contracts. I was recently let go for no reason cited. I built a book of business from nothing to SIM over a period of 9 years with my old employer. No severance, and a 2 year non-compete that forces my customers to do business with other professionals even though they want to follow me. The problem was that I made too much money. I was a math equation (the employer reduced payroll significantly and absorbed my book). The noncompete protects the multi-billion dollar company who let me go, and leaves me stranded with no outlet to find an employer to match my income (\$300k and climbing annually). I am scared to start my own business as well, as my ex employer is not afraid of litigation and I cannot afford to be sued."</p>
Michael	<p>"I have been left unemployed for the past 3 months now. My previous employer is notorious for their "Hire and Fire" campaigns, and target fresh faces (recent college grads, first time in this type of career, etc.). My self and others who have never worked in logistics and with 3pl's were forced to sign an overly broad noncompete at the start of hire or risk losing their position. Then after 3 - 6 months of making 100s of outbound dials and onboarding new customers, this particular company "cuts the fat" and fires most of their newer staff with zero notice; day of firings. How fair is it that I and others are bound to no longer work in a field that we are interested and may have a better opportunity with a different company."</p>
Cara	<p>"As a physician I support the elimination of non-compete clauses which stifle the labor market and add to the already astronomical amount of power that employers have over their employees."</p>

Stefano	<p>"I would definitely support the elimination of non-competes in healthcare. As a Hospitalist physician who do not take a patient census along with him if he were to leave my noncompete is solely being used as leverage by the corporation that owns our healthcare system. This is the experience of most physicians like myself. Non competes, especially in situations like my own, do not protect the employer in any way but are used as leverage to manipulate employees to remain in jobs with unfavorable terms. In order to promote a legitimate free market for medical professionals service non competes should be eliminated Non competes provide a illegitimate and unfair advantage for healthcare employers allowing them to take advantage of their employees in some cases when they cannot relocate geographically."</p>
Braden	<p>"This is such an important step in leveling the playing field and preventing uncompetitive behavior by corporations. Specialized employees with noncompete clauses are subject to intensely asymmetric bargaining power - the company can easily replace them, but they can't replace the company in turn (at least, not without changing their vocation or uprooting their life). This new regulation helps to fix that unfortunate fact. It's needed and long overdue."</p>
James	<p>"I support the elimination of new and existing non competes, it makes it very hard to hire potential employees in an already tough market, I have personally experienced lower wages due to a non compete. It ties up the courts and other resources with unnecessary lawsuits."</p>
James	<p>"I strongly support the elimination of non competes, they make it hard to hire new employees, they tie up the courts and suppress the wages of the working class, I feel that non competes should stay in place in the case of the sale of a business, but should not exist for the employees."</p>
Justin	<p>"I'm agree with banning non compete agreements. I am a victim. I worked as a self employed sub contractor. I decided to take a job with a corporate company that I had brought a lot of clients to because I was promised better opportunities down the road within the company. That was all a scam by the corporate company to still my business. After 10 years with zero training or added customers and a capped pay scale I was forced to quite. I decided I was going to make. Y own future by going back to being self employed. I now had to back out of an opportunity to operate on my own because the corporate company forced a non compete on my last minute and threatened my lively hood and my job . Do to court order out of St Louis Missouri where I have never been in my life. I can't service customers that I have serviced prior to the employment to the other company I can't make a living now in the Detroit Metro Area . Please help and if there is any one that can help me that would be great ."</p>
Melinda	<p>"I agree with eliminating non-compete clauses, especially for low wage workers. If companies want to retain workers, they should treat them well and pay them fairly!"</p>
Andrew	<p>"Non-compete clauses are bad for workers and bad for the economy, stifling innovation and competition. I strongly support this proposal."</p>

Christopher	<p>"As a physician, I am writing to oppose non-competes. They exacerbate the physician shortage and reduce access to care for patients. This is especially the case in rural and underserved areas. I am currently under a 1 year non-compete that prevents me from working in almost a dozen counties spread throughout my state. Due to a non-compete clause, I am currently sitting on the sidelines after leaving my prior job. I am unable to work at my preferred location in a rural underserved area where there is a desperate need for physicians. Non-competes facilitate unjust/unsafe work environments, and allow employers to abuse their staff and patients, leaving employees/caregivers without power to foster change or improve broken, abusive systems. Non-competes essentially tell employees, "Do what we say and you can never leave or we will make your life miserable." This is a mafia-style tactic. There is no credible evidence that a physician relocating takes anything away from that employer as the physician has already been trained, having paid for their own education and trained through an internship/residency. They are not stealing "trade secrets"; they come into their jobs already knowing their trade. The only thing employers lose is the employee themselves and this reflects a problem with work conditions which need to be addressed. Employers frequently look at patients as their property which will be "stolen" if a physician relocates across town. Patients are not property. There is no shortage of patients in this country. They are selling water in the desert. Non-competes have nothing to do with "competition"; they use as a tool that is wielded to exert control of employees and patients. It appears that the FTC's current proposal intends to exclude non-profit hospital systems. It needs to be emphasized very clearly that, if legally applicable, that the FTC proposal MUST include non-profits as large `non-profit" hospitals systems (which use the same business model as for profit institutions) are among the worst offenders. Eliminating non-competes would improve physician shortages and access to care—especially in underserved areas. It would improve work conditions, and patient safety. They are unjust and need to be eliminated in both for-profit and non-profit institutions Eliminating non-competes would be a valuable step in improving healthcare in this country."</p>
Abhinav	<p>"Non competes for physicians need to be banned regardless of whether they work for a non for profit or for profit organization... there should be freedom to work for an organizations which gives the physicians a fair deal rather than having to be locked into working for an organization due to the non compete which may mean that some physicians have to move out of the area if they choose to change their job"</p>
Govind	<p>"I think this is a great effort to empower employees to freely choose where they want to work. Being a medical professional, this will empower me to maintain my patient base if I chose to switch to a different practice in the same area. I fully support this effort."</p>
Nancy	<p>"I have seen many young people and their families hurt by non-compete clauses, which often for families to uproot their children and move in order for one parent to escape a toxic work environment. A company I worked for forced us to sign non-compete clauses that weren't in our original contracts with the threat of firing. Corporations have too much power, and people are being hurt."</p>

<p>Austin</p>	<p>"I have worked as a sysadmin and as a information security engineer both roles that contain provide no operational knowledge that could be used against the org or as a benefit of a competitor. .it is common to see non-compete clauses in both for employer who hire IT directly and agencies that do IT work as a third party for organizations. These contracts make employees even in toxic and unhealthy work places afraid to apply to jobs local to them as they do not have the time/energy/money to deal with a possible legal battle even if they will come out successful in the end. Furthermore it may discourage employers from hiring employees with non-competes because the business does not want to get into a protracted legal battle. This further hurts the employee while providing little material benefit to the employer except employee control."</p>
<p>James</p>	<p>"I agree with the elimination of non competes, it makes it hard to recruit new employees, it forces lower wages, it keeps people trapped in toxic jobs and it ties up the court system."</p>
<p>Ronald</p>	<p>"Thank you for considering this situation. Health care professionals often have a different perspective on the vulnerable people they serve than do the large health care corporations that often organize their care. Increasingly - all decisions about health care are purely business decisions even in "nonprofit" health care corporations. Cun-ently I am board certified in family medicine, geriatrics and hospice and palliative medicine - the last two which is where I have spent my whole professional career of 35+ years serving in caring for frail, vulnerable and largely unprofitable populations. If my current employer decides that they do not want to further serve these groups - I am not free to stay in my community and try to find some other provider or entity that will continue to serve them because of the non-compete that is in my current contract. Geriatricians are extremely hard to find and recruit as are HPM doctors. We have had several positions open for about three years at competitive salary and benefits offers. Yet I would be forced out of my community rather than staying in spite of the need due to the non-compete situation. Thank you for considering ending this intolerable practice."</p>
<p>Rainey</p>	<p>"Non compete clauses are in direct conflict with the patient/doctor relationship especially in a setting where the physician is a direct employee. A patient should be able to follow their physician to a new facility within a reasonable geographic location and not be forced to "start over" with a new physician if the employee/employer relationship changes. Additionally, unlike a partnership relationship or private group where the physician may not be a direct employee but rather a member of a partnership(where this relationship would be governed by a mutually agreeable operating/business contract), an employee is does not have any direct control over termination or changes in the contract. Employed physician's cannot readily negotiate a new contract effectively with no leverage which is ultimately gained by having the freedom to easily seek employment elsewhere. And though they may not be "at will" employees directly, they are still subject to employment rules and regulations. It is unethical at best to force a physician to remain in a position due to a non compete clause simply so they can remain in the same geographic location and maintain their home and family. A physician should be able to "market" the skills that they have paid so highly to obtain, and they should be able to operate as a regular employee does. A non physician employee is able to seek new employment in the locale if the</p>

	<p>employer/employment relationship is no longer mutually agreeable. They are not forced to uproot their families, move, and re-arrange their whole lives simply to secure another position."</p>
Bradley	<p>"Years ago, my wife and her entire department were forced to sign a non compete clause at her work. It stemmed from her supervisor leaving her position for another company. For context, my wife has a skilled position that doctors will call to help fit patients with the product, they never call out to doctors, all calls are incoming. They either signed this document, or were told that refusing to would be considered a 2 week notice if they didnt. Months later, she was offered a job with another company that could use her knowledge to fit their products, these 2 companies sold different products, so we felt they weren't competitors. The owner heard she took another position, and hired a lawyer to sue us for everything she earned, unless she quit immediately. Without the funds to fight the cease and disaster order, she resigned. She was at the prior job for 22 years, and was told she wasn't going to make anymore than what she was currently making, but started the new position much higher than her current pay. It turns out the original company is paying their employees far under the industry standard, but those employees are stuck there, or do what my wife had to do, and take a year off from skilled trade they worked hard to achieve. This particular non compete isn't being used to protect the company's product secrets, development, or client lists, as these positions don't seek business. It's being used to make sure the employees can't leave for better employment with higher wages. And that's just wrong."</p>
Adam	<p>"I support this wholeheartedly. Non-Competes are plainly exploitative of workers from the highest to lowest levels. They keep skilled workers from finding new work without giving them compensation, and they're used to depress wages for low skilled workers by keeping folks flipping burgers from doing so elsewhere for higher wages. In addition, the ban on non-compete agreements was a big part of the success of Silicon Valley, allowing workers to be more efficiently allocated into projects that fit their skills and interests and provide them a fair compensation, rather than keeping them locked down by incumbent monopolies guarding obsolete tech."</p>
Katie	<p>"I support the proposed rule to eliminate non-compete agreements Particularly when applied to those who are not highly compensated individuals in their state."</p>
Anne	<p>"I believe that most non-compete agreements for lower wage workers especially in service industries are unnecessary as those individuals are using their skills and not proprietary or patent-protected information. That employers are so willing to handicap former employees is ridiculous, particularly when there is a labor shortage in so many areas of our economy, particularly for those employed in direct service and sales positions."</p>
Diane	<p>"Noncompete clauses are, by definition, anticompetitive and should be banned in general. In medicine, they are particularly problematic. I am a physician in a subspecialty and I serve a rural community. The employee physician contract for our practice includes a 60 mile, 2 year noncompete clause. We have a monopoly in our subspecialty in our geographic region, and we are short-staffed in terms of physicians. This means that should any of our doctors leave, they would not be</p>



	<p>able to practice anywhere within 60 miles for 2 years, and our community, already underserved, would be even more underserved. This also has the effect of preventing choice for patients. The patients must see this one practice regardless of whether they are happy with the care they receive, or travel unreasonable distances. The medical field is currently experiencing a crisis of burnout, and these clauses exacerbate this. Physicians who are unhappy in their work environment are forced to choose between their own well being and serving their patients and community. In my own practice, we are well aware of the harm that would be done to patients if any of us left, as there simply would not be enough doctors left to care for them. Most physicians feel a strong duty towards their patients and will put their own needs second to their patients, but at some point this becomes unsustainable. Practices which require these clauses know this physician tendency and exploit it. They can avoid improving working conditions because they know that ultimately, the physician will have to stay or feel they are abandoning their patients. There is also a current trend towards consolidation in medicine. Large hospital complexes are merging, and private equity is buying up practices. If noncompetes are allowed in medicine, as these mergers move forward, the prohibited area for medical staff will grow ever larger. Using my practice as an example, we have multiple offices. If we enforce a 60 mile radius noncompete, any physician leaving the practice essentially has to leave the state. This uproots families, disrupts education, and severs patient-physician relationships solely for the benefit of company revenue. In short, noncompete clauses eliminate choice for patients, allow employers to avoid improving benefits and working conditions, worsen physician burnout, and decrease patient access to care. Noncompete clauses should be prohibited. There should be no income level at which they are allowed."</p>
<p>Jeremy</p>	<p>"As a physician for 19 years, every contract I have signed had a non-negotiable non-compete clause. This has definitely kept me from looking for another job as I would not be able to practice in my community and would have to leave the area. In medicine, by stifling the ability to practice in an established location, non compete clauses harm the community. Furthermore, employers can erode working conditions further because they know physicians cannot leave which increases burnout. In my experience, elimination of non-compete clauses will not increase physician salary significantly since this is already monitored with MGMA percentiles. Rather it will require employers to improve their working environment for physicians. This will finally do something to help with burnout and ultimately help the community served."</p>
<p>Emily</p>	<p>"I urge the FTC to ban noncompete clauses in order to strengthen the American labor market."</p>
<p>Tom</p>	<p>"I wholeheartedly agree with this rule change. Employees have very little leverage when being hired and are forced to sign a non compete that is often overreaching and keeps them from moving elsewhere. I am similarly affected and am essentially barred from employment throughout my highly technical field."</p>
<p>Carol</p>	<p>"Non-compete clauses stack the deck against the worker by making it harder to move on from a job that underpays or mistreats you and by allowing your former employer to sue you if you go to work for another company in the same industry."</p>

<p>Andrea</p>	<p>"Hello, I am a physician who is currently under a non-compete clause that essentially prevents me from seeking employment without moving from my location. The type of medicine I practice does not threaten my employer with regards to my patients because I practice in hospital medicine and if I left I do not have a patient population base that would go with me. I also do not have proprietary knowledge that would be beneficial to another hospital system. I think that the non-compete clause essentially keeps us wage restricted because many of us with families and children in local schools find it hard to move to another location for employment. I strongly support striking down the legality for non-compete clauses. I personally see them more as they wait for companies to control employees, mobility and control wage increases."</p>
<p>Karsten</p>	<p>"Some argue the proposed rule will put pressure on small businesses. GOOD! Freeing up the labor market will force businesses to be run more efficiently. Will some businesses be forced to close? Yes...in favor of better run, better managed operations. Promote free enterprise. Promote competition. Pass this rule."</p>
<p>Philip</p>	<p>"Non-Compete Clause Rulemaking, Matter No. P201200 I started in machine repair in 2000 and had signed a Non-Compete for 1 year. I left in 2002 and started my own business in 2005. In 2016, I was offered a job and became Service Manager at a company that did the same work without a Non-Compete. On 12-1-22 that company sold out. The new owner requires a Non-Compete to be signed. Unfortunately I signed it. 3 months later I was approached by another company to work for them for more money, they area competitor of my current employer. I'm in Michigan but the Non-Compete was written that Georgia laws would apply due to that is where the Parent Company is. After talking to 2 attorneys, one from Michigan and 1 from Georgia, they both said I may win a court case due to missing "geographic area" in the contract. I would never sign one again being it would stop any future opportunities I could have. It also stops fair competition. I had 95% of the knowledge when I started there. Customers followed me there because of how they are treated. They will follow when I leave. Non-Competes should be made not enforceable. They only hurt the employees."</p>
<p>Iris</p>	<p>"Eliminating non-compete clauses would be so wonderful for me and my co-workers. Currently, I would have to move to work for someone else, or drive a great distance from my home."</p>
<p>Geoffrey</p>	<p>"Dear FTC, The only thing non competes SHOULD be used for is protecting extreme trade secrets and preventing client poaching. 99 percent of Non Compete Clauses do not deal with these and place undue stress and burden on people. Please get rid of them Regards Geoff Foster"</p>
<p>Sars</p>	<p>"The ban on noncompetes is necessary and needed. It is dramatically limiting physicians especially those in primary care and wasting health care dollars on corporate entities."</p>
<p>Johanne</p>	<p>"Non-Compete Clause Rulemaking Matter No. P201200 From a broadcast sales person perspective, non-competes are unfair. On-air talent have agents to protect them and negotiate their deals. As sales people, we are given an agreement which includes a non-compete and told to sign it in three days or else your fired. How is that fair when they can change comp plans mid year, lower compensation, move</p>

	accounts around etc. and then expect you not do what is best for your family and move on."
Ruth	"The Non-compete Clause Rule has been very detrimental for the ASD ABA programs Staff-mg issues since COVID 19 Pandemic have negatively harmed children seeking ABA services. Please support the ruling that would allow essential staff to work where they are needed with no waiting period."
Julie	"I absolutely support banning non-compete clauses. This especially harms providers in the medical field who often carry large student loan debt burdens."
T	"Please abolish non competes in healthcare specifically for physicians. It impedes access to care for all patients. Please INCLUDE NONPROFIT entities and hospitals in this abolishment. Nonprofit hospitals are now huge money making conglomerates and act with mercenary aggressive tactics. They should not be exempt. Physician burnout and suicide rates are increasing in part due to mistreatment and abuse in the work place. Most of these are under strict noncompetes and therefore cannot get a new job without uprooting their families This traps them and is leading to many leaving the clinical workforce entirely when we already have a shortage of clinical physicians."
Karin	"Abolish non-compete clauses and help the poor and middle class Americans. After all, Congress members do not have NCTs when they rush to get millions as lobbyists when they leave Congress. How is that not a direct conflict of interest? If it's fine for Congress members, it's fine for me. I don't owe a company my life."
DONALD	"There is no reason any business needs it's employees to be bound by a non-compete agreement other than restraint of competition. A non disclosure agreement would address any other valid concerns about an employee going to work for a competitor or starting a competing business. The non compete agreements cost American workers billions of dollars each year."
Drew	"Non-compete clauses are fundamentally abusive to workers, especially in an economy where the vast majority of power remains in the hands of corporations. For the few cases where there could be an actual case for the protection of intellectual property, NDAs (non-disclosure agreements) can be used. Non-competes provide zero value, except to chill the ability for workers to move to another job, or use their ability to move as leverage for negotiations."
Karen	"As stated before, large employers routinely used the burden of litigation to intimidate employees, seek revenge for the employee's perceived personal disloyalty. This is not used to protect any legitimate employer interest. I strongly support the proposed Non-Compete Clause Rule, as proposed in Matter No. P201200. I'm"
Henry	"it's a problem across industries. From Jiffy Lube mechanics to Amazon warehouse workers, employees across the country are unfairly bound to their jobs by noncompetes. Jimmy John's even tried to use noncompetes to prevent their employers from working at any other establishment that serves sandwiches. A ban on abusive and excessive noncompetes would have a huge impact on our economy: Estimates show that banning noncompete agreements could grow paychecks for American workers by nearly \$300 billion per year and open up new

	career opportunities for 30 million people — but the FTC hasn't approved the policy yet. Corporate lobby groups are bitterly opposed to banning noncompete agreements because they want to keep competition for the labor force as low as possible"
Kelly	"I am 100% supportive of this action. Noncompete clauses are anti-capitalist and anti-free market and anti-worker. Nobody should be an indentured servant in America, forced to stay forever with the same employer regardless of wages or working conditions because of an agreement that the worker has no ability to negotiate. Please, please, PLEASE implement this new rule."
Matthew	"I am restricted by a non-compete clause at my current workplace. I uprooted my life and moved across the country to be served a non-compete on the first morning of my first day of work. I was not aware that I would be forced to sign this document to work. I believe this is a common practice and gives the employer an unreasonable amount of power and control over the employee."
Bill	"I am a successful midcareer (40 years old) business professional. I work for a multi billion dollar company whose growth strategy is company acquisition. My role was previously with another employer that was purchased, and was also with another employer before that, which was purchased. So now I am in a legacy role, perthnning duties that are not done anywhere else in this huge company. I have the opportunity to create my own company to serve a client who requested I do so. This would not take my employers client, only the legacy services that the employer is unequipped to provide properly. However, my employer forced me to sign a very strict noncompete clause. I could request the HR department or legal department to grant me a waiver, since I will be performing services that the company describes as legacy and have stated they don't want to expand on. However, I also risk the chance of just getting fired for violating the noncompete agreement. I 100% support prohibiting noncompete agreements. It is not only in equitable, but it is stifling new business growth and the ability to best serve businesses."
Ryan	"Please stop undue influence by corporations and employers on our lives beyond employment with them. If we leave their employment, they should not get a say in who employs us. That is monopolistic behaviour and should be stopped. It is an attempt to remove our options in life and only benefits major corporations."
Thomas	"Non-competes should absolutely be banned. Businesses can protect their interests by using non-disclosures without handcuffing and preventing ex-employees from making a living. Not to mention the misuse of the justice system asking courts to grant injunctions on former employees. This is a tool solely used by the wealthy to unfairly monopolize employees. I can't even put my name on this for fear of employer retaliation."
Sabrina	"People should be able to get jobs in fields they are trained in after they choose to leave their place of employment or are fired!"
Sam	"I agree with the FTC that non-compete agreements hinder personal growth and income potential as you grow within your industry."

Holly	"We were forced to sign no compete clause or not get job in home health care. Our client wants to change health care companies because he is so unhappy with this company. He is a quadriplegic on life support. We we're told if he changes companies none of us can continue to work with him or they will sue us if we do. They have no other jobs in at least 75 miles to give us. Really client and staff get punished with this non compete clause. Patient would have a very difficult time trying to replace his entire staff."
Heidi	"Please vote to END non-compete clauses in contracts. It is not good for workers and in my field, it is not good for patient care and healthcare. Non- compete clauses need to be eliminated."
Julieann	"I strongly support the Non-compete Clause Rule because it supports workers' rights, even those who are not protected by a union. Please do not allow powerful hospital lobbying organizations to obtain an exception to the Non-compete clause rule for physicians and other healthcare workers. We work hard in dangerous conditions (ex: COVID-19 pandemic) and are subject to strict non-compete clauses. Most physicians are not protected by unions and health care systems take advantage of us. Please do not allow lobbyists to remove us from the protections of the Non-compete Clause Rule. We deserve the same protections as others to seek out better employment opportunities without uprooting our families to do so. Physicians are leaving the field in droves and non-compete clauses are just one more reason to leave the field to find better working conditions rather than uproot one's family to find another hospital far enough away to satisfy the non-compete clauses."
Meghan	"My employer is requiring a non compete with my next contract. If for some reason I need to leave this job, this will force me to up root my family. I am a subspecialty physician and my services are relatively hard to find. This would be a disservice to my patients."
Hugh	"I strongly support FTC's proposal to ban non compete agreements. The deny a person's freedom to move to a better paying position thus bettering his or her financial status."
Jonathan	"I believe I am in favor given worker and therefore patient safety in medical field. It is unethical to hold workers partially handcuffed from looking and obtaining better working conditions and pay due to non-compete clauses. Being a physician, I've had had to sign one with not being able to look or switch jobs within substantial area as per non-compete clause, which means I would have to move to completely new area and leave continuity of care behind for patients."
Farrah	"As a physician, I cannot work within 10 miles of my location. That means I would need to consider a job far away. I have two small children at home, this would be a huge inconvenience to my family and for my work life balance. Noncompete clauses are just for employers, but do not help working families."
Kirk	"I fully support any rule that removes employers ability to require non-compete clauses. Employees should have free will to change jobs and work for whoever they choose and in the process, increase their earnings potential."

Daniel	"Block the NON competes. I'm a massage therapist and wanting to start my own practice. However I'm locked into a non compete and all my clients want to come with me. This is costing me dearly."
Mary	"On behalf of my husband and our family i believe the FTC's ban Non-compete agreements because large establishments such as, massage therapy, or health and wellness facilities have been able to gain legal "hold" over entire cities in regards to new massage therapist attempting to establish their own small businesses. For example, my husband signed and agreed to a non-compete with his now former employer, knowing he would not "poach" clients from them, rather he used his time massaging their clients as practice to gain enough skill to start his own massage journey in massage therapy. Said employer has explained to my husband, that if ANY client who's EVER been seen at their business comes to him for a massage, even if he never massaged them, then lie would be violating his non-compete. Furthermore, said employer had informed my husband that he will need to call his former employer to check and make sure with the front office staff that anyone booking with my husband has never been seen at his former employers business before performing any sort of massage service on them. We understand not taking regular clients with him, that has never been his intention, but to have a non-compete with a 20 mile radius, and say any massage therapist who leaves their business has to verify they are not or have not been a client if Creative Wellness is outrageous. These large companies are making it nearly impossible for other therapist trying to create their own brand. It's unfair, and it holds "small fish" back from providing for their family adequately without the constant threat of lawsuits held over their head. This needs to end now!"
Benjiman	"I am one of the many people affected by non competes. I was coerced into signing one shortly before the owner the company announced he had sold the business. The new owners have made numerous changes that have drastically reduced my income as I'm a commission based employee. Now I am trapped in working conditions that I never would have agreed to with no way out other than to start over in a completely different industry. This is unfair and unethical. I should be free to pursue better working conditions and better pay. I encourage you to do what's right and allow the free market to actually be free."
Emily	"Non-competes serve no purpose but to punish veterinary professionals."
Matthew	"I fully support the much needed elimination of no compete clauses as they stifle employees ability to receive a competitive wage by controlling our ability to work ibr the same job within our community for higher wages or work multiple jobs to increase earnings. These rules give all the power to employers and limit our earnings and mobility. Please make this rule permanent."
Kurt	"The non-complete clause which I had to sign in order to be employed at my position which I held from 1989-2021 kept me from considering any other options. As a family practice doctor in an excellent group this was not an issue, but it certainly was for others in our town. One had to commute to Grand Rapids for a year before returning to Kalamazoo as a busy neurosurgeon. One relocated to South Haven for a year as an OB/GYN before returning to Kalamazoo. I was

	<p>fortunate, but was I? I could never explore other chances for income. Who wants to run 30 miles away every day for a year? Please eliminate this nonsense. It seems incredible that it was ever allowed to become legal in the first place. Thank you."</p>
<p>Jessica</p>	<p>"I am writing this comment in strong support of the FTC's proposed ban on noncompete clauses. I am a family medicine physician. Like many physicians, every job I have held after residency has forced me to sign a non-compete clause. (One survey found that 90% of doctors were subject to a non-compete either currently or in the past). This has significantly hindered my ability to direct my own career path, and has harmed numerous patients as well. I worked as faculty at a medical school from for several years, and the non-compete in my contract restricted me from practice within the surrounding area, such that I could not work within the entire city should I end my employment there. I did not intend to leave, as academic medicine is my calling, and this location was near my family and friends. I bought a house, developed a robust panel of patients I loved. And then I found out that one of my colleagues was involved in practices that put patients in imminent danger, in many ways that I won't belabor here, and many layers of administration were covering it up. I elevated my concerns to multiple levels, including, ultimately, the state medical board. In this process, it became clear that I could no longer be a part of an institution that allowed this to continue. Because of my non-compete, I was not able to apply to any jobs that would have allowed me to stay in the area. I had to leave behind hundreds of patients with whom I had built relationships, sell my house, move over an hour away from my family. The non-compete did not protect any legitimate business interests of the university. I took with me no special training or trade secrets- in fact, I left behind a wealth of experience and expertise that significantly benefitted the school. Had my patients followed me, the institution would not have suffered in any appreciable way, as with the current primary care shortage, I could have taken three times my patient panel and they still would have had more than enough patients to go around. Not a single entity benefitted from this non-compete. I was personally harmed, but the biggest losers in this situation were the hundreds of patients that had to start over trying to find a new doctor. If doctors and other health care professionals were no longer bound by non-compete clauses, we would personally benefit by having the freedom to practice anywhere we desire, and employers would be incentivized to offer more competitive pay, safer working conditions, and accountability for their own actions. But moreover, society as a whole would benefit by patients being able to maintain relationships with their doctor if that person is able to keep practicing nearby and not forced out of town should they choose to leave their current employment."</p>
<p>Mitchell</p>	<p>"This is absolutely vital to worker's rights; banning Non-competes is a VERY good thing!"</p>
<p>Glenn</p>	<p>"I support the proposed rule regarding non-compete clauses. As someone who works in the tech industry I have seen the harm non-compete clauses cause me and my peers. They limit our ability to work in our chosen field of study. They stifle innovation. They limit earning potential. And lets not forget the stress and anxiety caused by the looming threat of litigation. Despite industry concerns, a ban of non-</p>

	<p>compete clauses would result in a more competitive and dynamic workforce which means greater innovation and economic growth. A ban would allow workers to make the best choices for their careers and encourage businesses to focus on retention through fair compensation and favorable working conditions. In other words, the freedoms American workers expect and deserve. Businesses can protect their intellectual property through legally enforceable confidentiality agreements, which do not result in the same damages to the workforce."</p>
Justin	<p>"Please support this clause!! It helps providers find better jobs in better environments without having to travel far distances to do so!"</p>
Jay	<p>"Please ratify this proposed rule, it supports the livelihood of all Americans."</p>
Jonathan	<p>"Thank you for proposing a rule to ban non-complete clauses. I support such a ban. Most people's main asset is their labor. Non-complete agreements interfere with workers choosing where to work, suppressing wages. They can also have other deleterious effects, preventing people from moving to somewhere with better working conditions. it's time that non-compete agreements to be banned."</p>
Jamie	<p>"Completely unethical and un-American."</p>
Sherin	<p>"Please end non-compete clauses in healthcare. We already have shortages of providers. This non-compete is another barrier to this. Let providers be able to deliver quality healthcare in their communities without needing to worry about non-compete clauses."</p>
Lindsey	<p>"I agree that non- competes harm the economy. Thank you for trying to fight this."</p>
Manthe	<p>"The Non Compete Clause is causing a vet near me to limit services and is causing potential clients (requesting her service) to not have her vet services available to them due to their location being too close to her former employer. It is preventing competition where she lives and where she would like to serve animals at!"</p>
Mike	<p>"I strongly agree with the new proposed Non-Compete Rule. I was responsible for placing a non-compete clause for a on-site staff of eye care industry consultants to prevent them from being able to work for another company that would allow them to work from home. I am retired now and I have come to see that this was not fair to the staff for holding them back from increasing their salaries so our company did not have to pay more to keep them."</p>
Pamela	<p>"I feel that the NON COMPETE clause that working people are required to sign to start a job is unconscionable. This clause denies working people work! I find it hard to believe the things i read regarding this clause. Its UNAMERICAN!"</p>



Kevin	<p>"I support eliminating or substantially limiting noncompete agreements. Noncompete agreements can be harmful to physicians. Medical practices are increasingly owned by large hospital systems and the geographic boundary mapped out by these agreements makes it practically impossible for a physician to leave that system without completely uprooting their life or commuting long distances. This promotes physician burnout and reduces patient access to care (as physicians who may have a panel of 2,000 or more patients have to leave an area when they part with an employer). The reduced access to physicians caused by noncompete agreements is even more severe on patients who are elderly or have chronic diseases."</p>
Nicholas	<p>"I work at a contracting company for IT. The company has a non-compete clause that prevents me from coming on as an employee with my client. The nature of this business is to profit off of contracts that I work. This contract is designed to restrict the autonomy of the employee and make them dependent on the firm for gainful employment. My employers use of non-compete contracts is frankly despicable, and done purely in the pursuit of squeezing a much income out of their employees as possible. In my opinion, all forms of non-compete should be retroactively made illegal, with the exception of cases where corruption or fraud is a legitimate concern. No company should have as much power over their employees as my employer does. If you would like more context please research the company EnhanceIT based in Marietta, Georgia. It is likely not the only company that does this though. Please feel free to contact me for more information on this company as well."</p>
Mayar	<p>"I am in full support of terminating don't compete for all businesses. It's is a selfish rule that ruined many lives."</p>
Peter	<p>"Hello, my name is Peter Kapelke, I am an ABC certified Prosthetist Orthotist which means I have passed the American Board for Certification Exam in the disciplines of Orthotics (providing Braces for upper and lower limbs, spine, and cranium), and Prosthetics (artificial limbs for upper and lower extremities). The use of non-competes has become the norm in our industry. While I am happy with my current employer, I was forced to sit out a year of work after quitting a job for an unscrupulous employer. The expense and time spent to attain my education and experience has not been reflected in gains in salary personally or for our industry as a whole. In fact, salary levels (not even inflation adjusted!) have decreased since 1996 since I began work in the industry. This is certainly partially attributable to non-competes. In economic terms, labor is a commodity, yet my education, experience, and labor in this industry cannot be put fairly on the open market due to non-competes. A simple change of job to improve my circumstance would require I move my family far beyond our current residence. I would have to pull my children from their current schools and social relationships. I would need my wife to quit her job and find another. My ability to improve my working circumstances, whether it be pay or wasonable demands of my employer - has been distorted greatly by non-competes. The United States must allow labor to flow to employers which best serve employees - financially, morally, and personally. In our industry the idea that 'trade secrets' must be protected from company to company is a</p>

	<p>canard. We all generally do very similar things - as clinicians and technicians. Please confirm and enforce this rule to end non competes."</p>
<p>Christi</p>	<p>"I am a registered thetitian by profession. Non-compete employment agreements are fairly common in my field of work. I support the FTC's ban on non- compete clauses. Workers area very valuable asset to a company. If a company desires the best talent and is willing to pay the wages and benefits that worker is worth, they should be allowed to do that. 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."</p>
<p>Lawrence</p>	<p>"I am a board-certified surgeon. I would like to state that I strongly support the FTC proposal to ban non-compete agreements. Non-compete agreements are harmful to medical care and interfere with the ability of physicians to provide care to their patients. If an employer or hospital does not provide the resources for a physician to properly care for patients, non-compete agreements prevent a physician from being able to find another hospital or employer to partner with to achieve their goal of caring for patients. Hospitals and employers are protected by non-compete agreements because they know they do not have to meet requests health care workers ask for since employees are not free to leave without penalty. This results in a lack of economic competition between employers. This issue is further compounded by the fact that health systems and employers for physicians are often completely unwilling to negotiate or change the terms of a non-compete agreement. This forces physicians to accept the terms of a non-compete even when the physician does not agree with it due to the lack of employers willing to negotiate them. This also allows employers to word the non-compete agreement to cover a very broad geographic area, often encompassing an entire geographic region within a state that may be 50 miles or greater. Patients deserve the right to keep their physician. Continuity of care is paramount to safe patient care. Non-competes force physicians to leave geographic areas even if the new employer is not in direct competition with a former employer. Furthermore, if a physician were to try to leave an employer and remain in the often sweeping non- compete radius, they are often faced with huge penalties. As a result of the sweeping geographic radius of many non-competes that physicians and other health care workers are forced to sign, health care workers are left with no recourse if an employer refuses to improve the work environment to ensure the safe and effective care for patients. This lack of economic competition between employers results in continuously deteriorating working conditions for physicians and other health care workers. Often times, this ends up hurting patient care because the deteriorating of working conditions leads to burnout and can also lead to increased incidence of patient safety events since hospitals are disincentivized from addressing concerns that workers raise. We have a crisis in health care staffing and allowing non- competes to continue to stand will perpetuate the continued spiraling of this crisis. In the end, the enforcement of non-compete agreements ends up hurting patients because it may force the physician to completely leave the community that they wish to provide care to. Furthermore, the wording of non-compete agreements makes it sound as though the physician is gaining a lot of intellectual property by working for that employer when the reality is usually the complete opposite. When a</p>

	<p>physician accepts a job for a health care system, they are often sharing over 15+ years of hard earned medical expertise and/or surgical skills that will allow a hospital to expand the care they are able to provide to patients. The reasoning that it is the physician gaining the advantage by taking a job with an employer is false. When there are new advancements in medicine and surgery, employers can refuse to purchase equipment and ultimately leave the physician with no way to partner with another employer to make sure patients get the true care they deserve. Surgeons are thus prevented from being able to provide state of the art care to patients if hospitals refuse to support the purchase of equipment and since almost all physicians have non-compete agreements signed, there is no way to partner with another employer to get equipment to advance the care of patients. Not only would a physician face a penalty for leaving an employer for another employer, but many employers refuse to even consider hiring a physician due to the risk of litigation if the physician has a non-compete. Again this hurts patients the most by stifling innovation. The power often rests solely with the hospitals and employers. Furthermore, if a physician or other health care worker identifies issues that affect patient care within a health system after they have already begun to work for them, hospitals or employers often have no penalty for failing to address these concerns since the employees are trapped. In the end, the employee is forced to either quit or accept that their employer will not meet their request. Ultimately, this hurts our patients the most. Hospitals and employers have far too much power and often times only make decisions if they are economically advantageous to them. Non-competes should be banned entirely and previously signed non-competes should be non-enforceable."</p>
<p>Bekah</p>	<p>"I absolutely believe banning noncompetes will allow worker the freedom to seek high paying jobs. My employer uses them keep long term employees from to competition, even though the work environment is toxic. Even though they may lose, our company forces previous to spend money on legal fees to contest. Companies typically have deeper pockets."</p>
<p>STEVEN</p>	<p>"Noncompete clauses unfairly restrict a person from seeking employment that they are qualified for when they are no longer in the employ of the company instituting the clause. This deprives the person from being compensated fairly for the value they provide - both with the company requiring the clause because they now have a monopoly on that person's services within their corporate niche and do not have incentive to pay the person a competitive wage and it does not allow the person to pursue higher paying positions in their current area of expertise where they are able to contribute maximum value and be compensated more fairly with the new employer. This amounts to a situation related to indentured servitude. While not working for no money, they are working for less than their full market value."</p>
<p>Mitch</p>	<p>"Dear Chair Lina Khan, The looming threat of possible legal action stopped me from starting my business for years and caused massive headaches. I had signed a non- compete/Non-disclosure agreement with a company that had a hand in teaching me the skills that I have today, But that company eventually became so expensive to work with that it was not possible to continue. With the non-compete, All I could do was quit and wait. Non-Compete should be banned and I fully support it. There are tobacco shops in town that have all of their employees under non competes. Everyone is stuck where they are and no one is getting paid more. Employers have less incentive to treat their employees like assets because what</p>

	are they gonna do? Work for the competition? Sincerely, Mitch Keizer Grand Rapids, MI"
Veronnica	"Non competes are often forced on a new employee and allow the employer to "hold it" against the employee in turn limiting the employees choices for jobs if they choose to move on. If you have an abusive employer, it forces the employee to put up with abuse verses moving on to a job that they may like better for a less abusing employer. I have an employer that uses this against me and I love my job and I am good at it but he is extremely abusing and over-reaching in my personal life and knows that I am not likely to leave because I am passionate about the mission of my job."
Madelyn	"I completely agree that noncompete clauses are harm both workers and companies. I hope this rule is established and support the FTC fully."
Allison	"I support the FTC in banning non-competes across all industries. The increased use of non-competes stifles employee salaries and benefits. Non- competes should be banned across all sectors, including the medical field and for physicians."
Jordan	"I live in Sturgis Michigan and have worked in the fire protection industry for 12 years. Saving has not been easy but have put money aside for years hoping to achieve my goal of starting a small fire protection business. My current employer is owned by an investment group, buying all the small fire protection businesses it can get its hands on, claiming customers as their own. I was forced to sign a non compete agreement years ago for a whopping \$100. Can't even fill my gas tank. I have created a promising trustworthy relationship with my community and surrounding communities as well. I'm nervous my current employer will come after me and sue me. The non compete agreement was 8-10 pages long. I only make \$24 an hour trying to provide for my family... pay bills...and start a business. Sounds a little excessive to me. This non compete makes me feel like I cannot succeed. I just want to do better for my family and be able to provide. The non compete consists of a geographical area of a 50 MILE RADIUS from home and Kalamazoo office. Many locals here are in need of services due to shortages of workers in our industry. Small business owners are struggling right now fighting off our high prices. I just want to help businesses get the services that they need in a cost efficient manner."
Alicia	"I support the banning of non-compete clauses. They pose an undue burden on workers, preventing them from pursuing FMV for their work and pursuit of career advancement, only serving to benefit large corporation"
Jean	"I strongly support the elimination of these non-compete clauses. They are anti-worker, anti-business, anti-innovation, and anti-economic growth. They tend to have a disparate impact, imposing relatively greater harm on lower wage workers. Economists have found that these anti-compete clauses have played a substantive role in the dramatic decline in real wages for lesser-educated workers. Given the longterm decline in unionization rates, the persistence of non-compete clauses have just further tipped the scales against workers. We as a nation talk a lot about personal responsibility and economic freedom, yet these anti-compete clauses

	<p>make "pulling oneself up by one's bootstraps" that much more difficult. They are wrong, they were always wrong, and now we are in a position to eliminate them. I strongly support this proposal to eliminate these restrictions on worker mobility."</p>
Tina	<p>"I am a physician. In my unfortunately broad experience, non-compete clauses in medicine allow the employer to treat physicians poorly, understaff them, increase the size of their panels, cut reimbursement and RVU compensation, mainly due to the fact that they know that most physicians will not leave to work at a 10, 15, or 20 mile radius from their home. Physicians have no collective bargaining power and although the public perception is that we are paid enough to just shut up and work, the reality is that reimbursements continue to decline while the cost of business increases and staffing shortages for ancillary staff run rampant. Non compete clauses ensure that large employers can control an entire healthcare market by restricting the ability for an actual free market to exist. This decreases the ability of patients to find alternatives for care. Please don't get me started on facility fees and other things that overall increase revenue for the larger facilities without adding a single benefit for their actual health care. The tide needs to turn. The current health care consolidation and the chokehold that these organizations hold on the necks of physicians is both anti free market and anti patient. Thank you for your consideration of rescinding this awful anti physician, provider, and patient rule that has no place in healthcare. Only free market competition will level the field and improve overall patient care by physicians who work for a fair organization that treats them well because they value them and know they must show this by treating the physician or non physician provider and their staff as though they could lose them."</p>
James	<p>"Non-compete agreements are awful. Most companies create a work environment based around giving your all to the company and not forming a 2nd plan or escape route. You end up working for a company for years and years without a backup and then something happens with the company, they change things, essentially force you out, and then you can't go work somewhere else with the only true skill you know how to do? How is that fair and legal? What about the worker's rights? What about the human being's rights? I'm sick of companies having more rights than people. If a company goes bankrupt they can just file for it and later down the road open up another company doing the same thing, but people who have families and dependents can't go and do the same thing they've been doing for years? How are they supposed to provide for the people who depend on them? Why do companies get protections and people suffer? It's so backwards. This needs to be addressed."</p>
Jennifer	<p>"I support putting a stop to Noncompete Agreements in order to support our economy and working population"</p>
Edward Carl	<p>"Non-compete hurts workers by keeping them from accepting a better job offer in their home area. This is only benefiting employers, what trade secrets is a Taxi Driver or Hamburger Flipper taking to the new employer, or even a Doctor starting a new clinic or going to another local Hospital?"</p>

<p>Jer</p>	<p>"Non compete clauses forced a doctor I know to leave their patient panel. It took 6 months waiting time for the patients to see them. The patients begged this doctor to not leave the area. Since the public (corporate in disguise) hospital system, owned satellite clinics and multiple hospitals across the state, the doctor had to leave their area they had lived in Mr 25 years, and find a job 4 hours away. Every time the doctor wanted to see family, they drove 4 hours. Some of the doctors patients were so desperate, they drove 4 hours to see this doctor. Why should a public (corporate in disguise) hospital have a non-compete? They already get a tax break in exchange of HELPING THE COMMUNITY, don't they? How is controlling the market and reducing access to healthcare deemed helping the community. Not only should non-competes "non-exist" in healthcare, hospital systems should NOT be allowed to gobble up every small private practice NOR other hospitals outside of their origin. How is it helpful for a hospital to own 1/3 of the hospitals across the state? This is called a corporation. Stop the abuse of healthcare by these greedy corporate giants."</p>
<p>Bryan</p>	<p>"Thank you for doing this and being a proactive supporter of workers. As a physician, I am subjected to a non-compete that would essentially require me to move states in order to comply. I hold no additional trade secrets and carry no patient list that would necessitate having this agreement, but it is essentially non-negotiable from my employer. I've had partners essentially work themselves to a burnout because they have no other options (it's with stay with this healthcare system or uproot your entire family for a year). It's insane and unfair."</p>
<p>Adam</p>	<p>"As a healthcare provider these non-competes hurt access to care for the public. If I leave one contract I can't work within so many miles of my old employer. As a Certified Registered Nurse Anesthetist, I am not able to provide care elsewhere where it is needed."</p>
<p>RaDonna</p>	<p>"Non-competes are about protecting company secrets, they are used as a way to attack employees for leaving or as further rejection after being fired. I have been attacked by a former employer, that had laid me off, claiming it was a legality and they could do nothing to help me when another job offer came. I have watched co-workers be attacked for making the employer look bad when they finally decided to leave a toxic environment. They were spied on to see who their next employer was and how there was possibly a connection that could be construed as a competitor. They were told by the employer "we see them as a competitor, therefore if you accept the position, we will sue." And they followed through with their threat and began a legal attack on the new employer and my previous co-worker. Now non-competes are used as a threat tactic, claiming it's protecting us. I have not seen a non-compete work as it was intended, to protect company secrets. Companies should be able to find another way to protect their secrets without threats and controlling employees. This has to stop."</p>
<p>Jason</p>	<p>"Any rule that limits an individual's ability to seek better terms of employment elsewhere hurts the worker and benefits the oligarchy. Please ban non-competes now."</p>
<p>Andrew</p>	<p>"I am a victim of a non-compete clause in Michigan. I was unable to change employment as a dairy farm service technician to better my pay scale. I was only a mechanic not like I knew the secret ingredient of a recipe. I was treated like I was a criminal. I was taken to court with threats that I would be sued and have to leave</p>

	my place of employment. I think that non compete agreements are very unjust and should not be used"
Jonathan	"Hi there, 40yr old tech worker from Michigan here to say YES, please ban non-compete clauses to support workers, innovation, and more efficient labor markets. Thanks!"
Andrew	"Please BAN non-compete clauses, as they are unfair to employees."
Micah	"Given the growth of large hospital systems, a noncompete clause for a physician often means that leaving a job would require a physician to leave the geographic area in which they practice. This raises several issues of the downstream effects of noncompetes in coercing physicians to accept conditions they are not comfortable with, eliminating checkpoints that market forces allow that ultimately would have led to better systems that served clinicians and patients, and contributing to the physician shortage. Physicians with noncompetes in their contracts are forced with the choice of uprooting themselves and their families each time they want to switch practice environments, and the daunting challenging of reestablishing a reputation and practice in a new location. Employers know this, and use it as leverage when physicians speak out against situations that are detrimental to patient care, inappropriate or illegal actions by their employers, or unreasonable/unsustainable working conditions. This can effectively hold physicians hostage at unfavorable working conditions for decades, while employers evade market forces that would necessitate change. It is hard to make the argument that a single physician leaving a large hospital system would significantly threaten the hospital system's business model. If many physicians want to leave simultaneously, this could affect a hospital system; however one would be forced to examine what the hospital system was doing wrong that so many physicians wanted to leave en block and not be a part of that hospital's mission. Arguably, this is exactly where market forces should come to play, and ultimately lead to hospital systems that better serve the needs of clinicians and patients. In a situation where physicians can't relocate geographically due to personal reasons, they are prevented from pursuing opportunities that are a better fit for them personally within their geographic locations (better pay, more flexibility, better hours, etc). When physicians are forced to work at jobs that aren't good fit, disillusionment with the field is growing at a time where clinician burnout is at an all time high. Therefore, many physicians are now electing to stop practicing medicine altogether rather than work at a job they don't enjoy, thus exacerbating the physician shortage and access to care nationally at a time where this is already a public health emergency. 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

	<p>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."</p>
<p>Michael</p>	<p>"I'm an ex employee of a company that forced me to sign the non compete and at the same time was told I'd never be let go ever because of family friendship. Well it happened and the day they let me go I t lol of them I'd be staring my own and they gave m verbal permission to do so! Well I did and they as soon as they found out weeks later I got a order from their lawyer demanding I refrain from doing so...and mind me the contract the lawyer sent me was only signed by me with no witnesses... I have work to do and they are holding me back lol! I never wanted t sign it because of this and I only did because I felt I wouldn't get hired if not!!! Thanks non compete statues and I believe it should be voted out to help the true blue collar workers earn a real living within a he land of the free!"</p>
<p>Buffie</p>	<p>"Noncompete clauses not only have a negative impact on an individual's ability to obtain employment within the same line of work as they provided for an entity, but it fluffier cripples the ability of services offered some of our most vulnerable populations. Within the mental health field, those providing therapeutic services to individuals with often severe mental and emotional disabilities are unable to continue providing services to the same individuals if they seek employment with a different agency, either as an employee or contractual employee. For example, a person with a mental health diagnosis including but not limited to post traumatic stress disorder, bipolar disorder, major depressive disorder, or any other diagnosed mental health disorder receives therapeutic treatment from a professional such as a licensed social worker or counselor, and the therapist leaves the agency, the current noncompetc clause is utilized by agencies to prohibit the professional from providing continued treatment to the same individual for whatever timeframe and geographical location an agency incorporates into the noncompete clause. The courts are left with the discretion to determine if the hind-mune and geographical location are appropriate to enforce the noncompete clause. This has been expanded to even prevent professionals from providing the</p>



	<p>same services via telehealth if provided within the same geographic location, even if the clients are not located in that area. Thus a therapist is not only prohibited from providing services to individuals with whom they had an established relationship with simply because they have changed agencies for whom they are providing the services through, but they are not able to provide services to individuals not seen by that agency, simply because they provide the service from their home office located in the same geographic area, even if it's to a completely different population outside that area. This is a broad scope of noncompete that is unfair to the employee. Also, the relationship between a therapist and a client is one that should not be limited by a noncomplete clause given the nature of the service. If someone is able to trust a professional to the extent they are comfortable enough to share personal details that have impacted their lives and the professional chooses to provide this service through a different agency, it is unfair that the client is not able to chose for themselves if they want to seek therapeutic services with that same professional in order to continue their recovery and treatment. The boundaries and limitations of a noncompete should not limit the ability for clients choice and instead the clients should be supported in their right to seek services where and when they choose and with whom they decide (ic person centered planning). As a professional, the decision to change employment should not create undue stress on ones self given the nature of the work is to help others, but a noncomplete clause leaves them feeling as though they've harmed the client as they are no longer able to work with them and often not even permitted to notify the client of their leaving, where they are going, etc. because the agency wants to ensure the client doesn't follow the therapist to a different agency. The client is left feeling abandoned and has to start the process over with a new therapist, if they agree to even continue therapy, but many don't because of the difficulty opening up with a therapist and trusting them is in it's self a therapeutic process. However, if the noncompete clause was not legal, the client would have the ability to continue their therapy with the same therapist, just at a different location and the therapist would be permitted to allow the patient the right to make that choice by sharing where they will be working and permitted to provide services to anyone able to been seen for that services regardless if they have provided services to any individual previously with a different agency. The noncomplete clause in this setting does more harm to our vulnerable population than it does to protect any agency from losing clients. A professional should have the right to provide these sensitive, but essential services to anyone, anywhere and at any time without being limited by a noncompete clause. The reality is these professionals are not seeking to harm an agency if they chose to move to a different agency, but to provide the services where they feel most valuable and equally compensated for their work. Noncompete clauses often prevent professionals from moving to a new agency or working for themselves, where they are able to make more income and better their own lives while helping the lives of others."</p>
<p>John</p>	<p>"Restrictive covenants are tantamount to wage suppression and nothing less. As a urologist (60%of us are employed by large hospital systems) my ability to practice freely and without constraint improves patient care as well as my well being. If I left my practice I would have to take my children out of their school, move them away from their friends and established extra cunicular activities solely due to the restrictive covenant in place that is remarkably onerous. I'd have to move out of</p>

	state. The restrictions benefit the large hospital systems only. Please see the foley in restrictive covenants"
Robin	"This law should be done away with. The government should not be able to tell me where I can take my animal for veterinary services. This limits the Publics choices. Wrong wrong wrong."
D	"I support this proposal wholeheartedly. I have been unable to find work in my sector (educational management) since my previous employer let me go and enforced a NC on me knowing that I needed to find employment asap. Despite trying hard to stay away from any of their clients and contacts - I happen to know the same people they do - and have had a few leads offered to me by compassionate people in this difficult job market. The company continues to hound me with cease and desist letters and threats & I don't know what else to do. We are a single income family with 3 children to feed - I feel like I have had my hands tied behind my back and am unable to use my skills yo earn an income. I have not disparaged or attempted to undermine this company at all and they are using their power to try and crush me - all because they can. This law will protect people like me - and I hope it will end this merciless attempt to destroy the lives of people, especially immigrants like me, who simply need to earn a living."
Kathryn	"This is important to pass to help support workers. Non complete clauses are often excessive and requiring a worker to move their entire family to continue working and earning a living is not reasonable."
Glen	"I am a primary care physician in a city of 80,000 people. My non-compete clause prevents me from working for another practice in the city for a period of 2 years. This impacts the residents of the region who are already feeling an acute physician shortage not to mention keeps me from practicing medicine and fulfilling my life's calling. My alternatives at this point are to uproot my family of four teenagers and wife tbr a larger urban area versus find some work outside my field of practice, such as expert testimony or medical consulting, which are both less rewarding for me personally, and less acutely required by the residents of this region."
Sheena	"I am in an industry where non-competes are very nonnal and I have been at the executive level. I feel that these are not fair and hinder good talent. Companies should not be able to control their employees from performing in their areas of specialty for a period of time simply as a way to prevent them from leaving but if you are released from that company for any reason, even position elimination you are still stuck. Companies should work hard to earn and retain their employees not through the act of control. I understand a non solicitation agreement but I do not agree with a non-compete. I just signed one that will lock me in for 6 months if for some reason this position does not work for me. I've worked for companies who have been less than ethical and as an employee you feel trapped."
David	"Forcing physicians into non competes is a practice that is unfair and illogical. Banning non-competes is the right course and there should be no exceptions. There is not a good argument for why the majority of physician specialties are even relevant to have a non-compete. It is also an anti-competitive practice by organizations to suppress a free labor market."

Rajendra	"Agree with FTC that no compete clauses suppress wages. Employers should not have the right to restrict where an individual can work or practice there profession. Non compete clauses are un-American."
Michael	"A lot of non- compete statements out there just leave the contract over a barrel- - you can't leave because you aren't allowed to use your skills in the same industry, and if they fire you, you can't find work in the same industry. It's just not fair."
Eduard	"Yes this should absolutely be done. Businesses should not have the right to tell someone they can't work in this place. Almost all of the problems they say would be caused without these could easily be solved by non disclosure agreements. I have had 2 low paying jobs make me sign non competes and while competitors would raise wages. My store refused to. And I had no choice but to stay. It is unfair to deny workers higher wages. It is a clear violation of our rights and another case that shows this country favors corporations Banning non competes would be a massive step in the right direction for giving workers a fair shot. Noones asking for workers to get 100% what we want. Of course we have to give some things too. But this ls not one of them. Do not listen to businesses and listen to the workers for once please"
paul	"I have worked on both sides of noncompete agreements. They provide no real legitimate purpose other than hurting and preventing individuals fonn earning income to support themselves or family. Currently, I work for a roofing company selling roof replacements. This work is a one time transaction, either people buy or they don't. There would be no adverse effect to my existing company if I'm working for one of the many other companies in the area that they are already competing with. Its used as cudgel against employees. In some cases where you have a repeating customer base and employee leaves and attempt to pirate your existing account base that would be a concern but can be addressed separately. The noncompetes I've seen are extremely burdensome and clearly unfair to an individuals rights to earn a living. The real problem is that companies use them as vendetta's and threats against employees out of spite. I've seen them used as weapons to intimidate employees. companies holding back leads and work thats paid on a commission basis so the employee is forced to quit. Therefor being forced to find employment outside of hisler area of expertise. Finally, these noncompetes are almost never uniformly enforced by employers they pick and chose there victims."
Daniel	"As a primary care physician rooted within a certain geographic location to see patients, I can say non-competes are bad for communities trying to attract primary care physicians. They are also bad for patients and patient care. I have seen many patients who have been forced to change doctors because they were forced out of their community. Primary care is about continuity and long term relationship. Hospital systems don't make large profits off of primary care and physicians should be allowed to operate outside of hospital fiefdoms to continue to see their patients. There's no shortage of patients needing primary care, and if a community ever had a "surplus" of primary care physicians they would likely be a healthier community. I'm happy with my current position as an employee physician, however I have often seen scenarios of hospital systems taking advantage of physicians out of greed knowing that the physician is disincentivized to leave out of a care for his patients and non compete clause that would force him to uproot his family in order to

	<p>continue practicing. Most new primary care doctors are burdened down with debt and are starting young families. They want to lay down roots in a community. However non competes contribute to burnout and primary care doctors leaving communities and leaving their patients to be without care. Non competes in medicine are bad for everyone except the hospitals' bottom line. The hospital lobby will claim is that it has patient interests at heart, but this is a fallacy. I implore you to ban non compete clauses."</p>
Kathy	<p>"Right now, noncompete agreements are being unethically used across the country to prevent workers from quitting their jobs for a better offer. Competition drives markets — and when noncompetes eliminate competition in the labor market, employers don't have an incentive to give their walkers better pay, working conditions, or benefits. One in five American workers have signed noncompete agreements — and it's a problem across industries. From Jiffy Lube mechanics to Amazon warehouse workers, employees across the country are unfairly bound to their jobs by noncompetes. Jimmy John's even tried to use noncompetes to prevent their employers from working at any other establishment that serves sandwiches. A ban on abusive and excessive noncompetes would have a huge impact on our economy: Estimates show that banning noncompete agreements could grow paychecks for American workers by nearly \$300 billion per year and open up new career opportunities for 30 million people."</p>
Susan	<p>"This is the best rule Pve seen for workers in a long time. Too many employers have workers sign non-compete clauses to lock them into their jobs by prohibiting them from using their experience to obtain higher paying positions in the same industry. Most of these jobs are not high level professionals, they encompass workers at fast food restaurants, service industries and more. The only ones who benefit are employers who use these agreements to keep wages low and employees from leaving for better opportunities and benefits."</p>
Nicholas	<p>"I've been working for a computer company for almost six years, my employer has kept me from taking multiple jobs because of a noncompete clause. These jobs offer similar pay as what I make now, however they offer significantly better benefits. When I started working for my current employer I was single with no family, today I am married with two children and I am unable to adequately provide for them with my current pay rate and health care benefits that are offered. I have multiple certifications within my field and a Bachelors Degree in computer science. I received no assistance from my employer to acquire any of those. Yet I am unable to accept a better position within my field because of the noncompete."</p>
Anna	<p>"I support the abolition of the use of Non-Compete clauses for employees wholeheartedly! Non-Compete clauses give employers power and authority to dictate the most important aspect of your life (earning a living) even after your employment with them has ended. No employer should be able to drive me from the community where I was raised, where my extended family resides and where I own a home, so that my skills and talents as an employee can't be utilized by their "competition". It goes against basic human rights, free enterprise, and it is simply not ethical. As a medical professional and a human, I fully support a complete ban on any and all non-compete clauses for employees of all types! Thank you!"</p>

David	<p>"They should be done away with. I worked for a company that had a position just to find ex employees who may be breaking their non-compete. You should have kept your employees happy then they would not have left"</p>
Elizabeth	<p>"As a Michigan consumer, non-compete clauses limit my access to innovative, competitive business. As it stands now, should talented individuals choose to break off from established organizations with restrictive non-competes, they are often limited in their ability to join alternative institutions, but even more severely dissuaded from venturing into business on their own for fear of legal and/or financial retribution. Thus, non-compete clauses are a direct affront to the free-market, stunting commerce and squashing innovation. It is outrageous that a powerful business aimed with a non-compete can essentially establish a monopoly in a community. This is at the expense of consumers certainly, but moreover, non-competes hold employees hostage vulnerable to poor working conditions, inferior pay, professional stagnation, etc. Cultivating a culture of fear and restriction, bolstered by the safety of a non-compete, a powerhouse business is no longer held to a truly competitive standard. This leaves all involved — employees and customers alike — with fewer quality alternatives and arguably less quality overall. Healthy market competition is touted as a cornerstone of the American economy. Let's prove this is so by banning non-competes and allowing the best to rise to the forefront instead of blindly bolstering those who were simply there first."</p>
alexander	<p>"I am a veterinarian who is in support of banning non compete clauses as they exist only to benefit the employer. These rules are anticompetitive, stifle innovation and economic competition. They often result in employees staying with an employer in a job that they are unhappy with. Many employers have non compete clauses which extend to in such a large geographical area that veterinarians can no longer practice medicine in the same city. The arguments for maintaining non compete clauses generally boil down to the desire to not take away the client base from a particular practice. Non solicitation agreements and medical record protection laws are sufficient to assuage these concerns without limiting an employee's workforce mobility."</p>
Liselle	<p>"Non-compete clauses make it harder to move on from a job that underpays or mistreats you, by allowing your former employer to sue you if you go to work for another company in the same industry. It is impossible to move on in your field if you are blocked from looking for work or going back to work because of a non-compete clause."</p>
Eric	<p>"Support removal of non-compete clauses from physicians especially pediatricians at Tenet owned Children's Hospital of Michigan in Detroit, MI where we were told we would be sued for breaking away from University Pediatricians practice plan if we stayed with Wayne State University. Then, we stayed with WSU but UP never sued us BUT nearly 100 physicians were scared of being sued so they all stayed. Time to fly my brethren!"</p>
Christie	<p>"I support a ban on non-compete clauses because non-competes slow down innovation, disrupt the relationship between doctor and patient, and remove doctors from the workforce (in a time where we are already short-staffed). Banning non-competes is a good thing for patient care."</p>

Sarah	<p>"This ban is necessary. Employers hold non competes over employees heads to underpay them. If these employers would just pay their employees fair wages these would be a non concern. Especially for anyone in sales."</p>
Lawrence	<p>"I have been in a service industry for over 35 years. Every company I have worked for has had a non compete of 12 to 18 months. Time spent with each company has ranged from 1 year to 20. Many of these changes were the result of my competency and reputation in the industry (come work for me) While with them I watched them claim to pursue non compete compliance against others, for taking clients as they left. The basic understanding was I could not directly contact former clients. However every company I had joined wanted prior customer lists, so that their sales department could pursue the client. Many the clients these firms already knew of, just had not been able secure contracts with them. In 2022 I was released after almost 10 years with the company, no write ups in my personnel file. The terminating statement made was "they did not feel I was grasping the current program". Because I own my home, and my wife has longevity with her company, I have been forced to change industries. This change has reduced my compensation by over \$15,000. With my 35 years of experience, I would have loved to start my own business. I understand some of the reasons for the non compete. But have several thoughts related to them. 1) I believe it should not be a one side agreement. They terminate justified or not, the contract should be voided. 2) The Customer / Client should be able pursue the vendor or service specialist they are comfortable with. If the employing service providing company cannot meet the customer needs, that customer / client will likely find another provider when the contract ends. If the employee is so critical the company business, the employer should be better engaged in employee retention. Creating a better work environment or compensation package so that the employee has no desire to leave, or be lured away. 3) Customers / Clients do not change vendors / service providers without cause, There are to many corporate processes required to justify a contact terminate to simply change vendors I agree with eliminating or modifying non compete agreement, restricted convents, etc..."</p>
Erica	<p>"Dear Federal Trade Commission, I am writing to urge you to ban non-compete clauses for all employees, including physicians. As you know, non-compete clauses restrict an employee's ability to work for a competitor for a certain period of time after leaving a job. While these clauses may be useful in protecting a company's proprietary information, they can have a significant negative impact on employees and the public. In particular, non-compete clauses for physicians can have a devastating effect on patient care. If a physician is prohibited from treating patients within a certain geographic area, it can limit access to healthcare for individuals in need. This is especially concerning in rural areas, where there may be only a few physicians available to treat a large population. Additionally, non-compete clauses can limit career opportunities for physicians and discourage them from seeking employment in certain areas. This can exacerbate physician shortages and reduce access to healthcare for patients. Therefore, I strongly urge you to include physicians in any ban on non-compete clauses. It is crucial that we prioritize patient care and ensure that individuals have access to the healthcare services they need. By prohibiting non-compete clauses for physicians, we can</p>

	<p>help to increase access to healthcare and improve the overall quality of care. Thank you for your attention to this important matter."</p>
Anne	<p>"I am a veterinarian. When I was in my final year of vet school and looking for jobs I was offered a job that was excellent except for the non-compete clause. It was a great practice in an underserved area with only a few practices. The non-compete clause was 50 miles for 5 years. The practice was located in a rural area. The non-compete clause would prevent me from working anywhere in that region if I left the practice. I was not comfortable moving to a new location and new practice with this contract term in place. I ultimately did not take the job because of my concerns with the non-compete clause. I know other classmates that took jobs with these kinds of terms and have suffered great hardship either with having to move or drive long distances to be able to work or incur significant legal fees. There are not enough veterinarians to serve the public and non-compete clauses make it harder for us to leave practices and stay in underserved areas."</p>
Melanie	<p>"I highly support this proposal. As a practicing physician i can attest that non-competes have contributed in part to the burnout problem in physicians. By forcing them to chose between sustainable work and family geographic obligations this leads to emotional distress and even leaving the workforce."</p>
Andrew	<p>"Non-competes give organizations an unfair advantage over labor. These agreements are often forced as terms of employment, taking advantage of a person seeking new opportunities. This needs to be stopped to give working people fair opportunity!"</p>
Nick	<p>"Non- compete clauses stifle income growth and innovation and should be banned."</p>
Ed	<p>"I support removal of non-compete clauses, including those for physicians. As a now retired physician and physician leader, I was subject to a non- compete clause in both my clinical and leadership roles. The non-compete was quite extensive given the footprint of the organization. It essentially required me to leave my community and most of the State. The leadership non-compete was tied to severance. However the severance was only for one year and the non-compete was for two. The clinical non-compete did not exist when I started with this company in late 2014. In late 2020, in the middle of the pandemic the leaders of the organization determined that non-competes for physicians were what would be needed for the organization to preserve our employment and keep us whole. During this stressful time, when the opportunity to look elsewhere was challenging, the minimally veiled threat that job security was tied to a non-compete, resulted in very little push back. Almost everyone signed them. I retired before the end of the pandemic so I am not aware of what happened to those who didn't. It should be noted that in my leadership tenure we had many more physicians join us than leave. This included those who worked out their non-competes from other local organizations in other communities and then returned to us. We retained most of our employed physicians WITHOUT non-competes. Those who left did so because they didn't want to be employed by larger systems. They remained in the community and provided high quality medical care. When they needed hospital</p>

	<p>care, these physicians used the system in which they were formerly employed. Good for patient care. Good for the community. Good for the system. Again, NO non-compete. The way to retain those you want is to treat them with respect, compensate fairly, and make working with you the best choice for them. Forced engagement with non-competes, while penny wise in the short run is pound foolish in the long term."</p>
David	<p>"I have two thoughts on the non compete. When I was a device rep, there was a non compete I had to sign. This kept me from jumping to another company and potentially taking my customers with. In my 25 years as a rep, Whenever someone jumped to another company, it was rare that they took many of their existing customers. What this rule effectively did was allow the group I was contracted with to underpay me for my services. I have since moved on to be a Certified Nurse Anesthetists, working at a Critical Access Hospital in rural northern Michigan. We are expanding our surgical services and are in need of an increased number of CRNA's. I know of at least two CRNA's from another hospital that we are not allowed to approach, even though they have since left their prospective practices. As an OR based anesthesia provider, they will not be stealing any proprietary information, or taking patients from their previous employer as patients do not travel from one hospital to the next based on the anesthesia provider, but based on the surgeon performing the procedure. For rural Critical Access Hospitals, this makes it very difficult to provide safe anesthesia without the proper amount of personnel."</p>
Larry	<p>"Non-compete clauses continue to place downward pressure on competition and wages for workers. They should not exist as this only benefits an employer and can bans employees forcing them to uproot their entire lives to comply with them."</p>
Chris	<p>"Non-compete clauses in employment contracts area detrimental practice that should be banned. These clauses restrict the mobility and earning potential of workers, often leading to lost wages and reduced earning power. First, non-compete clauses disproportionately harm low-wage workers and limit their ability to secure higher-paying jobs. For example, a fast food worker may be restricted from working at a similar restaurant for a year after leaving their current job, even if they are only making minimum wage. This puts them at a significant disadvantage when trying to find new employment and limits their ability to improve their financial situation. Second, non-compete clauses are also often used to prevent highly-credentialed professionals, such as doctors, from moving to new employers or starting their own practices. This stifles competition and innovation in these fields, as well as limiting the options available to patients in need of medical care. Third, non-compete clauses can also be misused by employers to prevent workers from leaving for a better opportunity. This can lead to an overall reduction in worker bargaining power, resulting in lower wages and fewer benefits for all workers. A total and retroactive ban on non-compete clauses is necessary to protect the rights and earning potential of all workers. This ban should apply to all workers, regardless of their level of education or job type, and should be retroactive to cover all current and past employment contracts. This will give workers the freedom to seek better opportunities and improve their financial situation, leading to a more fair and equitable economy for all. In addition to the negative effects on individual workers and specific industries, non-compete clauses are also a symbol of the shift</p>



	<p>in power that has occurred in recent decades between workers and employers. Over the last —50 years, the balance of power between workers and employers has shifted dramatically in favor of employers and corporations. This has led to an unacceptable status quo where workers are at a significant disadvantage when it comes to negotiating wages, benefits, and job security. Non-compete clauses are just one example of the ways in which employers and corporations use their power to limit the mobility and earning potential of workers. This shift in power has led to a decline in worker bargaining power, resulting in stagnant wages and fewer benefits for workers. This not only harms individual workers and their families, but it also has a negative impact on the national economy. When workers have less money to spend, businesses suffer and economic growth is stifled. Additionally, when employers have too much power, they are able to maintain higher profits at the expense of workers, which contributes to income inequality and undermine the overall economy. In order to address this power imbalance and create a fair and equitable economy for all, there needs to be a concerted effort to strengthen worker protections and level the playing field between workers and employers. A total and retroactive ban on non-compete clauses is a step in the right direction, but it is just one of many necessary actions that must be taken to restore balance between the interests of workers and employers."</p>
Chet	<p>"As a practicing physician, given the employer-employee model of medical practice these days, I strongly support the invalidation of non compete clauses, especially as I do not construe anything that would exempt physicians and physicians in training from its protections"</p>
Michael	<p>"Employers I've known who force workers to sign non-competes have been scumbags, so for that reason alone I oppose non-competes. If we must have capitalism then the workers should at least be tossed this bone."</p>
Summer	<p>"I am writing in support of the proposed rule banning Non-Compete Clauses. Non-Compete clauses are utilized today in a widespread manner, and they often cover lower level employees who are forced to work in different industries or risk being faced with litigation that may have resulted in the non- compete being found illegal, which they do not even have the opportunity to find out because of the high costs of litigation. Employees cannot defend themselves against corporations who have general counsels the side of a small business with millions of dollars to litigate every manner presented to them. People are forced to accept the conditions of employment presented to them, which are often unfair and extremely harmful to people, their careers and livelihood. I believe the overuse of Non-Compete clauses in employment handbooks and agreements are extremely detrimental to employees, especially when many of them prevent employees from working in the very industry that they have been trained and have knowledge in. These employees to note pose a risk of competition to their former employees, it is away to intimidate and threaten employees into submission. I strongly urge that the FTC publish a final rule preventing the use of employee non-competes as soon as possible because this is an urgent issue."</p>
Lisa	<p>"Thanks you for trying to stop non-competes. These contracts limit my ability to provide healthcare/anesthesia services in my metro-Detroit home location. One company's contract had a 50 mile radius no-compete from any of their contracted facilities for 2 years. That would have banned me from working in almost all of</p>

	<p>lower Michigan. I would therefore be unemployed. The healthcare field does not have any "company trade secrets." How we care tin patients is universal ie. same medications, surgeries, procedures, etc... at all facilities."</p>
Lisa	<p>"I am for the non-compete clause rule. I am in independent contracting CRNA (certified registered nurse anesthetists.) Administration of anesthesia has no trade secrets. Anesthesiologists &amp; CRNAs both do it the same way. Healthcare professionals are in demand &amp; the shortage is real - everywhere Limiting where a person can work contributes to the shortage &amp; impairs access to care. However, a no solicitation clause is different."</p>
Syed	<p>"I strongly support the ban on non-compete clauses. This rule/policy must be permanently banned. I am an expert in my field, with 30+ years of experience. But when I joined one of the company, on the day 1- they asked me to sign a `non compete" document, which prevented me to have another job in my field for a period after leaving the company. I had no choice but to sign the document. I already resigned from my previous company. On the day one, either I sign the document or I become unemployed. The company never disclosed that I have to sign a non compete clause during the processes of "multiple" interviews. It was presented to me on the day one when I joined the company. I had to find something else before getting back to my field."</p>
Babu	<p>"Non compete laws should be removed. They are preventing a physician to earn a living and preventing access to care for patients. It's morally wrong. It's a blatant misuse of our by hospital corporations."</p>
Vera	<p>"Noncompete clauses in healthcare are bad for both physicians and patients they essentially penalize physicians from voting with their feet if they don't agree with decisions being made by hospital systems. They either have to be complacent to a system that places profits above patients or they have to risk unemployment/lack of job prospects in the very community where they've dedicated their time to. Obviously this is to the detriment of quality medical care or clinician career longevity. 117,000 physicians left the workforce in 2021, which is roughly 10% of the physician population. In an era where profits are continuously being put above patient care and the physician shortage is amplifying dramatically as physicians leave the field in droves secondary to widespread frustration and burnout, it is important for physicians to be able to speak out about these issues or leave their jobs without fear of retribution or the inability to provide for themselves and their families."</p>
Beshoy	<p>"End non-competes"</p>
Audrey	<p>"Non-compete classes break up families."</p>
Bradley	<p>"Mom competes about absolutely be banned. I work in anesthesia, and if I wanted to leave my job, I would have to physically move my family to avoid the restrictions set forth in my contract. I can't take business away from my employer, so the idea that I would be "competing" with them should I leave is nonsensical."</p>

Mohannad	"Do it"
Sarah	"Having recently started a consulting company in which I am providing statistical and data analysis advice to a number of different companies, I strongly support eliminating non-compete clauses. I have found companies wish to constrain even consultants where there is a minimal relationship on a per- contract basis using non-compete agreements just because it is standard in their state's hiring practice. This harms the ability of consultants like myself to have a full complement of clients and also harms companies looking for specialty expertise on a per-contract basis. However, I do believe that non- disclosure agreements remain important to maintain trust between consultants and clients that their proprietary information will not be shared with other clients. While I think non-compete agreements should be eliminated, I would prefer to see appropriate non-disclosure agreements continue to be enforceable."
Jonathan	"I am a private practice orthopedic surgeon in Michigan. I recently quit my job due to the poor decision making patterns of my prior employer. I signed a 10 mile noncompete that my prior employer enforced. The noncompete effectively blocks me from working in the practice of my choice and serving the people of my city that I seek to serve. I talked with a lawyer that informed me that my best way forward is to not fight the noncompete. But a ruling blocking all noncompete clauses could change everything. I would be able to work where I want and help the people that need me in my community. Therefore, I enthusiastically recommend this rule be voted into effect. My opinion is that employers need to be incentivized to value their employees so that they don't want to leave in the first place. Removing the noncompete effectively provides a proper incentive."
Kevin	"This should not even be a question. Non-compete clauses penalize workers by denying them the opportunity to change jobs and practice their skills and knowledge. It verges on a form of slavery."
Mary	"One in five Americans have been forced to sign noncompete agreements at the time they were hired, leaving these workers with lower wages and worse benefits. It's clear as day that noncompete agreements are bad for workers. Stop these attacks on workers for the greed of companies."
Mary	"This policy would raise wages and increase opportunities for workers. This policy needs to end!"
Janet	"Non-Compete Clause Rulemaking, Matter No. P201200 I am a consumer who has been affected by Non-Compete Clause in the major and minor ways. I believe that Non-Complete Clause is an unfair way to keep employers in control, lessen the control workers have on their own careers, and negatively impact clients. My doctor left the area due to a non-compete clause. I was not able to find another doctor with her compassion and specific skills. Yes, I found another doctor, but did not receive care commensurate with what she had provided me. Hairdressers are not as important to me as doctors. However, their employment is vital to them. Having a hairdresser move her place of employment far from my neighborhood

	does affect me, and affects her and her family. There is no valid reason for employers have this heavy handed control. Janet Osborn"
David	"This is outstanding. Thank you for doing this for our people and country. Corporations have too much power and no agency or party seems willing or able to address it. Very happy to see this proposal."
Paul	"From a healthcare perspective, the benefit that every American would see in improved care is so great it is difficult to put into words."
Paige	"This is excellent! As an employed physician x 2 different employers, I speak from experience. This idea that a physician has to uproot their life and move abandoning patients — because they changed employment is devastating for the doctor and the patients. Patients are not owned by any health system or business, they can seek care with whomever they chose. Forcing doctors to move miles away and transition to a different hospital, is devastating for all involved. Non-competition clauses force physicians to stay in unfair work environments with unfair pay because the cost to move is overwhelming."
Kartik	"Non compete are detrimental, especially in the healthcare field. We don't have the freedom to change jobs without uprooting our families, lives, and friends. Creates havoc for families and children, especially when they have to leave friends. It gives the employer and hospitals the upper hand in terms of negotiations and unfair treatment This clause also needs to include non-profit organizations because it should be any different when their CEOs are paid millions. Coming from a hospital employed physician."
Anne	"I am a hairstylist. My non compete agreement was almost a career killer. My old employer came after me with lawyers and bullying tactic. It was a horrible year for me and my family. I gave her 17 years of employment. And when I wanted to better my life all I got from her was a threatened lawsuit. Non competes effect so many commission based hair stylists. And the fear of breaking them keeps these poor people in bad work environments all the time. Do away with non competes!"
Stephanie	"Non-compete clauses negatively affect any field where they are implemented. Their only purpose is to take agency away from employees and their ability to move jobs for better pay, work/life balance, or opportunities. I personally am an emergency Veterinarian who is impacted by a non-compete clause. Corporate veterinary clinics have rigid contracts that an employee signing on has little to no say in what can be changed and the veterinarian is taken advantage of being a single person against a team of lawyers. It negatively impacts an already struggling profession. There are not enough veterinarians to patients in the United States and every veterinarian that leaves the field puts more strain on the ones who stay. Many veterinarians I know would rather quit the field entirely than continue in the confines of a non-compete from a job they are likely wanting to leave due to terrible work hours and work life balance. There is a high rate of suicide in my field. Partially because veterinarians fee trapped in jobs that do not align with their skills or desires and their inability to go across the street to a slightly different model of practice where they could be working in a place that aligns more with their ideals. I personally believe that the ban of non-compete

	<p>clauses would positively impact the veterinary field and we would lose fewer doctors. It would positively impact doctors influence on their own lives, help with mental health and overall lead to better work environments that ultimately lead to better patient care for our pets."</p>
Ben	<p>"I am an Interventional Radiologist in Michigan. I currently am employed by a very large radiology group, the third largest in the nation. Over the past few years, our group has expanded and merged with numerous other groups in Michigan and now service 85 different sites. It goes without saying that our footprint is very large in Michigan. Our contract included a 3 year non-compete clause stating we can not work within 15 miles of any site serviced by our group. My current position has me located at one site in the middle of the state and I do not travel to any other site. With the size of our practice and the wide spread coverage throughout the state, I would likely have to move to a different state in order to change jobs. Obviously, this is undesirable for a family to be uprooted because I wanted to change jobs even in a sizeable state with many opportunities which are not possible given the non-compete clause in my contract with the third largest group in the country who services a very wide geographic area throughout the state of Michigan. I urge you to ban non-compete clauses in contracts. I believe ultimately this will greatly improve care through increased job satisfaction because physicians will be able to work where they want and for who they want and they will not be stuck at in a position in which they are unhappy or being forced to relocate. Thank you for your consideration."</p>
Devin	<p>"A company should not be able to fire you at whim, and then hold you hostage when you have separated to work in the area of expertise. People. Are. Not. Property. You should not be able to dictate the livelihood of an individual if they choose to leave or were forced to leave."</p>
Rodger	<p>"A non-compete cannot be ethically justified if an employer lacks legitimate business interest for it. Non-competes were originally created to protect trade secrets and other confidential information. While they remain prevalent for well-paid and highly educated workers, these agreements are increasingly more common even in underpaid industries, irrespective of job duties or access to confidential information. This original purpose is rarely present now and particularly in the case of hospital employment where trade secrets needing protections are very rare. In the medical community non-competes are employed to limit the ability of physicians to move freely even when all other indicators may suggest the alternative is better for both the Physician and the community. This variety of non-compete is often used offensively by the hospital against physicians doing business in any way that may be construed as competitive. The medical industry is marked with wide sharing of process improvement and best practices. Taken together these two facts result only in an unfair protective advantage to the hospital as compared to the physician who may have better avenues for self and or the community than they experience in continued hospital employment. For businesses, these restrictions block competitors from entering and expanding their businesses. Physicians often find hospital employment necessary at the beginning of their career for financial reasons after graduation and or to establish skills and reputation but they then find themselves prevented from taking advantage of improved circumstances and innovative ideas and business skills elsewhere for their own or community benefit. There is a range of studies suggesting that, in</p>

	<p>industries where enforceable non-compete agreements are used en masse, the whole labor market is slower moving, there are fewer job offers made, job mobility is lower and job satisfaction is lower. In general, noncompete contracts block workers from freely switching jobs, depriving them of higher wages, better benefits and working conditions, and depriving other similar 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.</p> <p>Noncompete restrictions harm both workers and competing businesses. The legality of non-compete agreements of course differs from state to state. In most states, noncompete clauses are allowed so long as the scope of the restrictions are reasonable. Reasonable covenants not to compete are permitted in Wisconsin on freedom of contract grounds so long as consideration is exchanged. This may be why so many States have already banned non-competes. In California, North Dakota, the District of Columbia, and Oklahoma, non-competes are either entirely or largely unenforceable as against public policy. Other states, including Maine, Maryland, New Hampshire, Rhode Island, and Washington, have banned non-compete agreements for low-wage workers."</p>
<p>Kimberly</p>	<p>"We are from a small town with very little options. Our current non-compete covers such any area I cannot remain a part of my community to practice if I left my current employer. They use this as leverage against us to not negotiate fair contracts. The only ones who benefit from a non compete are corporations. It has nothing to do with good patient care."</p>
<p>Chris</p>	<p>"I urge you to consider banning Non-Compete Clauses, especially for anesthesia providers for a variety of reasons. I signed a non-compete as a new grad not really understanding the ramifications as a 26yo grad student. I spent 17 years with the company and they changed many things over the years without our ability to negotiate in response, yet I couldn't leave because of the non-compete. As a nurse anesthetist I do not have proprietary company knowledge, I do not have exclusive clients, nor would my leaving lead to a loss of business as they have the contracts with the hospitals. However, the Non-compete has caused wage-stagnation which has kept them in the lowest quarter of the region, allowed them to enact staffing changes (longer hours) without any means to object, and a loss of new recruits to make the working conditions easier. My non-compete has since expired but I asked to leave and work 43 miles away (non compete was 60mi) at a location two other former employees were allowed to go to. I was denied because I was deemed too valuable to them. So I took a position 62 miles away and have driven that far daily since I left in 2020 as other positions inside that area are now filled. My non compete lasted 24 months and was excessive in both duration and scope because my leaving would not hurt them directly. Since I left I know 16 providers have left in the past 12 months alone. ALL of them driving more that 60 miles and leaving my community short of essential highly trained nurse anesthetists. This impacts healthcare for me, my family, and my community as they continue to make new hires sign this restrictive covenant and have not hired anyone in the past 8 months. Please end these ridiculous clauses and open up the labor market to competition to allow the best work place to recruit and retain talent. I do support clauses for protecting client lists or proprietary company information as that is intellectual theft if used against a former employer for gain at a new employer."</p>

<p>Joseph</p>	<p>"s of: March 21, 2024 Received: March 15, 2023 Status: Posted PUBLIC SUBMISSION Posted: March 19, 2024 racking No. Ifi-hm48-npgz Comments Due: April 19, 2023 Submission Type: API Docket: FTC-2023-0007 Non-compete Clause Rule (NPRM) Comment On: FTC-2023-0007- 0001 Non-Compete Clause Rule (NPRM) Document: FTC-2023-0007-21167 Comment from Quigley, Joseph Submitter Information Name: Joseph Quigley Address: Kalamazoo, MI, Redacted Comment Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. I have been directly affected by them and your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. My non-compete, while written terribly and would not hold up in court, has enough of a chilling effect that I am seeking work in a different industry, as I an unhappy with my employer but do not have the moms to defend myself legally in court. My employer knows this and uses it to artificially suppress my wages because they know I could earn more elsewhere but the threat of legal action is preventing me from leaving. Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, Joseph Quigley Kalamazoo, MI Original Comment Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. I have been directly affected by them and your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. My non-compete, while written terribly and would not hold up in court, has enough of a chilling effect that I am seeking work in a different industry, as I an unhappy with my employer but do not have the means to defend myself legally in court. My employer knows this and uses it to artificially suppress my wages because they know I could earn more elsewhere but the threat of legal action is preventing me from leaving. Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, Joseph Quigley Kalamazoo, MI 49004"</p>
<p>Mary</p>	<p>"I have been impacted by non-compete clauses for most of my career. I'm in tech and they are very common in my industry. I invested heavily in my education to prepare for a career in tech. I have build a base of experience that many companies would value. My education, but mostly my experience are what make me marketable and enable me to earn an income. Non-compete clauses have been so detrimental to my ability to searsh out better opportunities, higher pay, and better working conditions. At one point I had a non-compete agreement that was so detailed and air-tight that when I was layed off I was still not able to work in my industry for 1 year. Because changing industries is so difficult, I didn't work and had no income for 1 year. I have often wondered how these agreements can be legal since I've had no choice but to sign them (if I want to work). If I did not have to sign them I would have more MUCH more career mobility, I would be earning a higher income today, and there would be better working conditions and more innovation, in general, in my industry. I have considered fighting the non-compete agreements that I signed in court. I had a situation where I was offered a job that I wanted to accept but my non-compete prevented me from accepting. The company offering me the job was not a direct competitor of the company I was currently at, but the agreement I had to sign was so broad that my attorney felt strongly that I would lose in court if my current employer wanted to sue."</p>

Ramin	<p>"Physicians took an oath to put patients first, they also have a fiduciary responsibility to their patients. The corporate practice of medicine is illegal in most states. Noncompete agreements are in direct conflict with the ethical practice of Medicine because they put Physician's at risk of being strong, aimed into practicing unethical medicine, and into putting their employers over their patients. Physician should have a right to work and move freely just like every other person. Physicians are the value creators. There's no intellectual property or business value that is created by health system employers -they bring patients and doctors together, they are compensated, handsomely for that service, and they should have no further influence or jurisdiction over the practice of medicine."</p>
John	<p>"Non compete clauses are used to trap physicians in jobs removing their agency in decisions about relocating that may be based on any number of things included unhealthy working environments, burn out, limitations on practice, and family concerns. It is my fervent hope that these clauses are banned. They have unreasonable outcomes on employed physicians abilities to pursue happiness in their work. Furthermore, unreasonable non compete clauses deter physicians from practicing in areas they may be needed because many of my colleagues will not sign a contract based on the nature of a non compete. Removing these clauses will provide more latitude in physician choices related to their career and practice location. Furthermore it may have the pleasing side effect of encouraging physicians to practice in locations where they are most needed."</p>
Gagu	<p>"I was stuck on a former job with a non-compete agreement. This sort of agreement, should only be applicable to jobs that at lower level. At this level, these agreements serves the employer by keeping wages suppressed. Kudos to FTC proposal to ban these sort of agreement Thanks"</p>
Stephen	<p>"Slavery was outlawed in the United States, yet we still allow non-compete agreements, which enable a modern form of employment servitude. I fully support the proposed rule and applaud those responsible for advancing it as a new rule."</p>
Chris	<p>"I am in favor of this rule. Non-compete clauses as now used by employers serve no purpose but to limit the rights and power of those employees under them. Please take the necessary steps to provide a more level playing field. The employer/employee relationship should be mutually beneficial, not tilted in favor and power always toward the employer."</p>
Steve	<p>"Please Stop the Non Compete... I am 62 years old and only had 2 jobs for the past 40 years of my employment. I would like to take a job in my same industry but I have a non compete. I want to leave because of bad leadership but I am stuck. I only have a few years left for me to provide for my family and cant move"</p>
Beeravolu	<p>"I am opposed to No compete clause by corporate hospitals and practices. It defeats the purpose of free and fair competition and tramples on the freedom of practicing medicine"</p>
Naomi	<p>"I think it's a great idea to ban non competes. An employer shouldn't be able tell a worker what they are allowed with their time after they no longer work for them Non-competes also takes away bargaining power from employees. If an a person works in a more niche job they can greatly limit their job options. There should be no exception for ANY profession. The rule should be amended to include</p>



	independent contractors and should still keep professionals and exempt employees because they deserve the same rights as everyone else"
Robert	"Just about every physician who has ever signed an employment contract has been affected by a non-compete clause. They are wrong and affects patient care negatively. Right now there is an issue that relates non-competes in Grand Rapids Michigan between Trinity Health and Orthopedic Associates of Michigan. This is affecting our ability to cover orthopedic patients in our ER and affects my ability to get my patients needed orthopedic care. This proposed rule cannot come soon enough."
Rayna	"Noncompetes have prevented me from leaving toxic work environments and seeking employment elsewhere. You don't really ever have an option to decline signing. It's predatory, and needs to be done away with."
Eric	"I fully support and look forward to this non-compete rule taking effect. Thank you. The healthcare industry in particular is filled with non-complete clauses that allow hospitals and clinics to underpay their workers or fester toxic or unsafe working conditions, holding their workers hostage with fear of their non- compete clauses. It is unacceptable from a mental health and work-life balance perspective for the doctors, nurses, and other workers. Please do not acquiesce to any healthcare industry lobbying and make sure that non-competes are banned for doctors and nurses, including veterinarians. It is about time the employers in that industry have to compete for talent on a level playing field. I understand that the proposed rule's scope is only to ban non-compete clauses, and does not speak to non-client-solicitation or non-disparagement clauses. A doctor does not necessarily have the right to poach a previous employer's patients. That being said, a doctor should have the right to advertise their new/current place of business and allow patient transfers if they happen to find the doctor's new location outside of any direct solicitation. I would request that the FTC clarify that when an employee leaves an employer, they are allowed to advertise their new work location, but not necessarily directly solicit previous customers/patients. To forbid advertising your new work location would effectively still be a non-compete clause. For example, you should be allowed to list on a business's website that you work there, and your previous employer should not be able to prohibit that. Similarly for online professional directories like Lirikedin or other professional memberships/associations, a previous employer should not be able to prohibit you from listing your new employer. For example, if a veterinarian moves from one clinic to another due to poor working conditions, they should be allowed to list on the new clinic's website that they work there, as well as list with the American Veterinary Medical Association or other professional directories."
Shelby	"It is unfair for employers to impose non competes on employees. Young professionals are being negatively impacted by these rules. I am for the ban on this policy. Please consider this highly."
Robert	"I personally have been impacted by this recently. I accepted a promotional position at a competitor of my previous employer. My new employer read my non compete and put in place processes so that I would not violate my non compete. My old employer ended up suing my new company and my new company didn't

	want to take on all the legal fees associated with "winning" in court and allowing me to continue working for them. So they ended up letting me go because of this. Now I am unemployed and starting from scratch. Non competes need to be removed and replaced with common sense regulation. There was no conflict between my old role and new role at the competitor and it ended up being that my old employer had deeper pockets that I am now unemployed."
Kari	"In any profession, a person should always have the right to seek employment elsewhere. I cannot think of any situation where a physician should not be able to leave their employer and be free to work in another establishment. As a patient, I want to know that the doctor I'm seeking medical attention from is happy in their profession. I'd say being forced to work somewhere or else, would cause subpar care."
Thomas	"Non-competes stop us from getting jobs when we get laid off. This needs to stop because we need to feed our families!"
Deborah	"This is vital for a number of reasons, in my view. They endanger workers. It removes any avenue to defend your right not to be abused by a Corp. or it's poor management. Why let wrongs be conunitted on the American workers in the name of greed, dishonesty & power imbalance. The greedy get greedier & the rest of us suffer. No more hiding!"
Jordan	"While I do not work for a business that has a non-compete clause, I understand the effect they can have on an individual's life. I can see that they cause harm not only to those seeking new employment after they leave a company, but to the local economy by stifling potential competition. I am in favor of the proposed rule by the FTC."
Seely	"Please ban non competes as they hurt so many veterinarians every year!"
Myles	"I am currently a sub-contractor with a non-compete clause. My options are to quit my profession or uproot my family and move to the other side of the state if I want out. I'm locked in with no way out, and can be terminated without cause at any time, but the non-compete still applies. I'm literally being forced to work for them or risk losing everything."
Sonam	"I am against non compete. It would be great if this rule is passed as it's currently harming employees as they are not able to get the market average salary, treated unfairly all in the name of non compete. Employers know that the employee is unable to resign to take a better position else where and in the long run it hinders growth. Without it there will be a true exchange of salary and growth per any one person's qualifications and expertise."
steve	"from reddit and I agreed with the below statement. "Non-compete clauses should not exist. When threatened with regulation corporations claim they stifle the free market and unfairly restrict business. What are non-compete clauses but a restriction on the market of labor? Make them illegal and restore a tiny bit of the power back to workers.""

<p>Scott</p>	<p>"Intellectual property is protected in US law in many, more-than-adequate ways. Non-compete clauses are a tool to suppress economic mobility of the workers. Regulating the ability of a corporation to exercise extra-market controls over its workers will improve the economic growth and stability of the workforce, putting money back in their pockets to then circulate for homes, cars, consumer goods, vacations, rather than lining the vaults of the uber- wealthy, stagnating our economic growth as a country."</p>
<p>Richard</p>	<p>"I am 100% behind removing non-compete clauses. Even though I'm not under one, I believe an employee should have the freedom to move about if another company offers better conditions, wages, benefits. I'm using the term freedom since we area free country, and no business should ever be granted the right to restrict a citizen's civil rights. What I've saw over the years is companies that have these clauses tend to be lower paying. Now some of the higher end wage earners also fall under this, it should still be outlawed as it restricts the employees ability to move up. I know a few radio personalities that were let go from iHeart radio during the big purge they had. Those employees were barred from going to another radio station until the non-compete clause period ended. How does that help someone who was in radio for 20+ years if they have to wait months or years? Another example is tv news personalities. A local tv meteorologist decided to leave a local station due to pay, and the availability of the chief meteorologist position at a competitor station which had better pay and benefits. That said meteorologists was forced to stay off air for 1 year in any local market competitors. She ended up going to Chicago taking the same position offered in Lansing, MI due to not being able to be on air. Even some trucking companies are trying to add these in (that is my field), or else they'll black list you on or psp claiming you abandoned a load. It's time businesses have to compete with each other, and raise pay, benefits and working conditions to stay competitive. If a company cannot compete then they should fail if no one want to work for them. We the people deserve to be free to choose whom and where we work, and no company should ever be given the upper hand with a decision that belongs to us."</p>
<p>Garrett</p>	<p>"I endorse this idea. I have found it stressful and non-competitive for companies to give non competes. The current situation of stopping employees from being able to seek any employment is a restriction of financial freedom and personal well being"</p>
<p>Carol</p>	<p>"People must be able to go on to a better paying job without threats from their former employer. It is absurd that individuals cannot improve their living/job situation without harassment from a former employer."</p>
<p>Cody</p>	<p>"Hello! I want to voice my support of removing the non-compete clause. I am personally working in the mortgage industry where wages and opportunity vary drastically depending on the lender or company you work for. The pressure should be on the company to keep and retain good employees not trap them. Removing this barrier would create more Innovation across all industries, new opportunities in local neighborhoods with small businesses , and overall a win for everyone but the "big business" Owner If maintaining your employees is a problem, the business should focus on getting better not attacking those who leave. I would love to create a small brokerage in a local community. Employ and impact locally however I live in fear that my "big box employer" Will come after me."</p>

<p>Paul</p>	<p>"Non-complete Clauses are very common for physicians. This leads to an inability to remain in the same community to continue to serve the same patients who have developed a doctor-patient relationship. When a physician wishes to find a new employer (i.e., a new health system or physician organization) they are forced to move out of the community. A common stipulation on health system contracts is a geographic barrier of 25 mile radius from the physicians work place. This traps a physician to one health system. If the physician has a family and home in the community they have no choice but remain with the same health system. Why is this done by the health system? It is the doctor-patient relationship. Most often patients stay with their known primary care physician. If the physician moves to a local competitor the health system will lose potential future insurance revenue due to lost services. The practice of non-compete clauses in healthcare leads to poorer work environments for physicians, earlier physician bum-out, and physicians leaving a career of direct patient care for non-clinical work which is not bound by the non-compete clause. Look at the Toledo Ohio community where the ProMedica Health System has become the dominant healthcare employer. The more dominant one healthcare system becomes in a community the more difficult it is for other health systems to flourish as the pool of healthcare providers is locked out of moving to the competitors. This leads to a lack of diversity of options for healthcare in communities. With the growing trend in having a shortage of healthcare prodders the non-compete clauses that limited physicians' movement need to be eliminated."</p>
<p>William</p>	<p>"I currently work in sales for an Asphalt company in Michigan. The company had me sign a two year non-compete agreement to not work for any other asphalt company within 50 miles if I decide to resign. After two years with the company I have been disheartened at how poorly customers are being treated and how often product quality is sub-par. I would love to start my own business because I see this as an opportunity to provide a better service at a lower cost; However, the non-compete agreement stand in the way even though there is no trade secrets and too many customers in this market."</p>
<p>Ally</p>	<p>"I support and agree with this proposal. I would like to seek other employment opportunities but am not able to without moving or traveling far due to my non-compete clause. I believe it makes for more disgruntled workers and allows employers to show less values and appreciation for employees."</p>
<p>Lily</p>	<p>"I strongly support the ban on no-compete clauses. These clauses stifle innovation and growth and concentrate power away from workers. From a growth perspective and from a humanity perspective, no-compete clauses are harmful to society."</p>
<p>Nitin</p>	<p>"Good Proposal FTC, Appreciate this effort against BIG companies. This is really good news for employees like me, Please implement ASAP"</p>
<p>Duane</p>	<p>"Non compete clauses seem like a restrictive tool aimed to limit individuals who wish to move on with their skill sets. Organizations should have to compete for workers, not trap them into worker contracts that limit them beyond their term of employment. There are other tools available to protect IP and legally safeguard unique products or business practices. Please do what you can to eliminate non</p>

	<p>compete contracts that don't allow for the freedom of worker movement, particularly if employment has ended."</p>
Vandan	<p>"The ban on non-compete clauses absolutely should also apply to physicians. Hospital organizations and other similar interest groups have been using non compete clauses to hold physicians "hostage". They allow hospital systems to abuse physicians, leaving physicians only option to either put up with the abuse or move their entire family. A physician shouldn't be restricted from finding employment elsewhere if their employer acts in negative manner. Hospitals organizations should focus more on keeping their physicians happy rather than trying to trap them into their jobs with non compete clauses."</p>
Saad	<p>"I am in support of banning non competes."</p>
Nipun	<p>"The vast majority of physicians would agree that noncompete clauses in the healthcare field are on the whole bad for both physicians and for patients. They discourage market forces that allow physicians to vote with their feet if they don't agree with decisions being made by hospital systems that are to the detriment of quality medical care or clinician career longevity. According to one report, 117,000 physicians left the workforce in 2021, which is roughly 10% of the physician population. In an era where profits are continuously being put above patient care and the physician shortage is amplifying dramatically as physicians leave the field in droves secondary to widespread frustration and burnout, it is important for physicians to be able to speak out about these issues or leave their jobs without fear of retribution or the inability to provide for themselves and their families Given the growth of large hospital systems, a noncompete clause for a physician often means that leaving a job would require a physician to leave the geographic area in which they practice. This raises several issues of the downstream effects of noncompetes in coercing physicians to accept conditions they are not comfortable with, eliminating checkpoints that market forces allow that ultimately would have led to better systems that served clinicians and patients, and contributing to the physician shortage. Physicians with noncompetes in their contracts are forced with the choice of uprooting themselves and their families each time they want to switch practice environments, and the daunting challenging of reestablishing a reputation and practice in a new location. Employers know this, and use it as leverage when 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</p>

	<p>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."</p>
<p>Joe</p>	<p>"As personal trainer non-compete contracts unfairly keep me from being able to increase my business by changing to a gym that will pay be a higher rate. Some companies make you sign an agreement that bans you from working within 50 miles of your former workplace fur up to 5 years if you quit. This makes it impossible to leave your current company and continue working in the same profession. This is totally unfair to personal trainers and puts all the power in the hands of large gym owners. Please abolish non-compete contracts as it will raise the ability to make a living for many in my industry."</p>
<p>Jacob</p>	<p>"I am in strong support of the actions Lina Khan has taken when it conies to noncompete clauses. I'm currently in school studying Computer Science. I plan on working in the field of Data Science after I graduate, which is an industry experiencing explosive growth. As somebody who plans on working in the tech industry in the future, this means I'll be able to have more chances at receiving competitive compensation for the work I'll be doing without an employer making me sign a noncompete clause. Noncompete clauses strongly hinder a worker's ability to seek out higher wages. They also hinder competition in the labor market. Bravo to Lina Khan for the proactive work she's doing at the FTC. I feel like my tax dollars are actually working for me, at least when it comes to the FTC. Thank you, Lina Khan and everybody at the FTC who has been pursuing this legislation."</p>
<p>Leslie</p>	<p>"Non-Compete Clause Rulemaking, Matter No. P201200 I am in support of removing non-compete agreements. I recently had an experience with an employer who lied during the recruiting process, promised a 40 hour work week and regular bonuses. This employer also required all employees sign a 3 year non-compete agreement, making it all but impossible to get another job in the same industry without moving due to the very restrictive terms used in the agreement. Once employment began, it became apparent that the job was actually 55+ hours a week and the requirements for bonuses made it impossible to achieve them. Additionally, the owner of the company verbally abused all of his employees and used threats and fear to try and motivate people but instead made the most toxic work environment I have ever encountered. I eventually had to quit the job for my own mental and physical health and am unemployed due to the restrictive non-compete. This company owner used this legal document to trap low level employees in jobs that stunted their growth and made professional advancement all but impossible. I fully support the banning of non-competes. There are other ways that companies can ensure that employees stay on past training periods such as making them pay back bonuses, etc. . I also feel that non-solicitation agreements are still important as it can take a lot of time and effort for organizations to grow their customer base and business network. If you area good employer that does right by your employees - they will stick around. Or they will</p>

	leave and force you to become a better business. The need for competition is the entire reason that Monopolies are outlawed in the US."
Michael	"I am a physician. My family, my patients, and I have been severely impacted by a non-compete agreement. My goal as a physician has always been to practice medicine and care for the communities in which I have grown up and continue to live. I was able to do this until I was threatened by a now former employer regarding a non-compete clause in my contract. I had to drive over an hour away to find a suitable employment opportunity. This caused significant stress and increased risk of car accidents for my patients, who decided to drive to see me, and for me. A patient-physician relationship is a sacred bond. Patients' lack of access to a physician whom they have grown to trust can have significant and detrimental effects on their health. Patients should have the choice and access to be able to see the healthcare professional who they feel understands their needs. Healthcare professionals are NOT interchangeable. I strongly encourage the Federal Trade Commission to remove non-compete clauses from contracts to allow all of us as patients, whether current or future to have access to the care we need. I am happy to discuss this further if I could be helpful in any way."
Carol	"Banning noncompete clauses would be much better for employees and consumers as well as helping to further competition in the market. Presently I have to be careful due to a noncompete clause, which prevents me from reaching out to past customers even when I could actually help them."
David	"I am a primary care physician. Non-Compete clauses make caring for my patients mom difficult."
John	"I support banning Non-Compete clauses. It's ridiculous to try and control someone's life after termination of that employment after an employer fails to meet an employee's needs. Moreover, it's ridiculous to try and control someone's life regardless of an employer meeting an employee's needs. There should never be any circumstance where a person can't work because an employer holds a signature over them."
Karen	"I recently left a position where I was not only silently underpaid my base salary for two consecutive years and a victim of sexual harassment in the workplace for almost two years. I was just slapped a non-compete that was almost 7 years old when I left to go to a competitor, that had a head hunter find me! I was offered DOUBLE in MY BASE SALARY in addition to more opportunities, larger percentage of commissions, and a company that respects me and is thrilled to have me on their team. My former employer also threatened my new employer (which I have not started yet), to sue them for 10k for allowing me to work at the new company. It is ludicrous and unreasonable to have an employee not be able to better themselves and have to endure sexual harassment until I was forced to resign. The employer still employs the perpetrator. That is not legally fair! Please pass the bill to lift non-competes!"
Richard	"No more non compete "agreements", because they are not agreements; they are actually forcefully signed under duress of not getting a job, or a benefit, or separation pay."

<p>Trevor</p>	<p>"We need freedom from the "non-profit" hospitals that restrict our work. Through their massive budgets and legal powers they are able to push out independent physicians due to their non-compete rules. Please remove the exception of non-profit hospitals and employers and the exception of not including physicians from the new non-compete FTC laws. We need freedom to be able to work where our patients need us instead of where a contract allows us to work. Our families and loved ones should not have to be separated from us for us to continue serving patients in our profession. I am tired of moving and am considering changing from clinical care to consulting after only 4 years out of residency due to the anti-competitive rulings in my state and in our country. We need competition to improve patient care for our family members and loved ones! Currently I am not able to accept a position at a critical access hospital that needs more care to take place under its roof to stay in business in Sheridan, Michigan. This community loves and needs a hospital and I am not able to work there due to a non-compete. This is of greatest loss to the patients of this community. Please listen to our pleas. Our patients need us to be free from these entrenched interest restrictions."</p>
<p>Suzanne</p>	<p>"I agree with getting rid of non-compete clauses which workers are forced to sign. Many of these workers are in low-wage jobs and should allowed to move into a better paying job if one becomes available. This helps not only the worker who gets more career opportunity but also their family and the local economy where they then spend their additional income."</p>
<p>Hassan</p>	<p>"Non-compete clauses are contracts between employers and employees that prohibit the employee from competing with the employer for a specified period after the termination of employment. Non-compete clauses have become a common feature of employment contracts in many industries, including healthcare. While non-compete clauses are often seen as a way to protect an employer's business interests, they can be harmful and disadvantageous for physicians. In this comment, I will explore the negative impact of non- compete clauses on physicians, particularly in the context of healthcare. I will also discuss the legal and ethical implications of non- compete clauses, and examine whether they are truly necessary to protect an employer's interests. The Harmful Effects of Non-Compete Clauses on Physicians 1- Limits Career Opportunities: Non-compete clauses limit a physician's ability to practice medicine within a particular geographical area. This can be a significant obstacle to a physician's career advancement, as it restricts their ability to seek new employment opportunities. Physicians who are subject to non-compete clauses may find it difficult to transition to a new job, even if it is in a different geographic region, because they may be prohibited from working in the same specialty or with the same patient population. 2- Limits Patient Choice: Non-compete clauses can limit patients' access to healthcare. If a physician is unable to practice within a certain geographic area, patients who rely on that physician may be forced to seek care elsewhere, which can be challenging, especially for patients with chronic or complex medical conditions. Patients who have built a relationship with a physician may also be reluctant to switch to a new provider, which can lead to delays in care and other negative outcomes. 3- Limits Innovation and Research Non-compete clauses can hinder innovation and research in the medical field. If physicians are unable to work with or collaborate with others in their field, they may be less likely to share their knowledge or to engage in research and innovation. This can slow progress in the medical field and limit the development of new</p>



	<p>treatments and technologies. 4- Limits the Rights of the Physician Non-compete clauses can limit a physician's ability to work and earn a living. They can also limit a physician's ability to practice medicine in the way that they believe is best for their patients. For example, a physician who disagrees with their employer's policies or procedures may be forced to leave their job and move to a different geographic region, or risk violating the terms of their non-compete agreement. The Legal and Ethical Implications of Non- Compete Clauses Non-compete clauses raise significant legal and ethical questions, particularly in the healthcare field. One of the key concerns is the potential impact of non- compete clauses on patient care. Patients have the right to choose their healthcare providers, and non-compete clauses can limit that choice. Patients may be unable to see the physician of their choice if that physician is subject to a non-compete agreement, which can lead to delays in care and other negative outcomes. Non-compete clauses can also limit a physician's ability to practice medicine in the way that they believe is best for their patients. Physicians have an ethical obligation to provide the best possible care to their patients, and non-compete clauses can limit their ability to do so. For example, a physician who believes that a particular treatment or procedure is in the best interests of their patient may be prohibited from offering that treatment if it is not approved by their employer. Non-compete clauses also raise questions about the freedom of contract. While employers have a legitimate interest in protecting their business interests, non-compete clauses can be overly restrictive and can limit an employee's ability to work and earn a living. Some legal scholars have argued that non- compete clauses are incompatible with the freedom of contract and that they should be subject to greater scrutiny by the courts."</p>
<p>Trina</p>	<p>"I am in support of the banning of noncompete contracts. They give employers an unfair advantage and undermine the free enterprise system of the United States of America. Thank you for your consideration."</p>
<p>William</p>	<p>"Banning non-competes is a great idea. The most ridiculous non-compete I had signed was in my early 20's I worked for a company that did Chess classes for grade school kids. I was an instructor for a while, a few years in I did sonic graphic design and layouts for the company and had to sign a "7 year" non compete. The information I had access to didn't change. The only change was now I was laying out the files that would become the worksheets that all the instructors were using. The work was no different from any other graphic design job I would do for another client except for the non-compete. To this day I haven't met anyone who has signed a "7 year" non-compete. After this I have worked on other educational programs as well as working on IPs for aerospace and medical industries and never had a non compete last that long. I believe in a total ban of non-competes based on how it can negatively impact the total pool of knowledge and talent in any industry thus slowing the progress of an industry. Thank you, William Stanigar"</p>
<p>Zach</p>	<p>"Hello, This ruling would open up so many doors for employees who feel trapped in industries and professions they have dedicated their working lives to. I have been coerce into signing non competes in four different skilled trades and companies. The latest is my current trade and company in contract line work. Our client company has had several mid level management personnel ask me to apply to their company. They would love my experience and skills put to work through their</p>

	<p>company, however the non compete strips that reality away from myself and my family. Better benefits, more time home, and better work life balance. The client company went as far as to read through the non compete to find a "loop hole", turns out my company found it first and amended the loop hole to ensure no employee from my company would have a chance to thrive at our client company. I signed a non compete in the past, as I could not have been hired without it, that stated I could not work for a competing company or open my own company in the same field within a 150 miles radius to our company office if I quit or if I were fired. This is from a pest control company where I earned a base \$13.00 an hour. Middle class blue collar workers are taking the greatest hit while the companies that strong-armed us into these NCs are happily paying us less than we are worth knowing we have to either completely uproot our lives to find better companies in the same field or change trades all together. Middle Class men and women should not have to give up on countless hours of mastering a craft in order to make better living conditions for ourselves and our families. I pray that this ruling passes and passes quickly. So many men and women have better opportunities that want their experience, work ethic, and dedication to their craft. One piece of paper strips them of all of that. Thank you for bringing it to the table, it gives the working class hope"</p>
<p>Nick</p>	<p>"Non competes are unfair and stall careers. Get rid of them. Thanks!"</p>
<p>Lori</p>	<p>"I am in favor of banning non compete clauses in employee/employer contracts. These are an unfair practice that can cause harm to not only the individual employee, but to the community we live in. An example of harm against the individual: big box companies hire an individual from their competitor. The business makes an irresistible offer to the individual and part of the offer includes a non compete clause for an extended period of time. Employee accepts and starts the new job. Employee is then fired early in their employment. Business has removed an outstanding employee from their competitor but has destroyed an individual's career in that field (ie manager of a specific department at a big box store). 2nd example is a young veterinarian who lands her dream job at a clinic in her hometown. She is outstanding in her job for 3 1/2 years but has discovered that working in this clinic is not the dream it was presented as - 70 hour work weeks, on call 24/7, and what some would consider to be an abusive owner. But this vet's contract prohibits them from working within a 10 mile radius of the city for two years. There is a severe shortage (as in 0) vets working in their specialty area within that area. So they are prohibited from providing lifesaving care due to the noncompete clause in their contract. This vet is threatened with lawsuits if they practice within that 10 mile radius, which includes most of the population of this very rural area. This is life and death for animals and great heartache for the families who love them. And yes, this vet signed the contract with the noncompete clause, but there was no job without it. Especially in this time of worker shortages, I strongly hope that noncompete clauses are eliminated."</p>
<p>Melanie</p>	<p>"Non- competes hinder a workers ability to seek employment in a field that they are familiar with. I work in sales and my non-compete states that I cannot work with a referring business partner that I spent years developing the relationship. The</p>

	<p>partnership is based on my working hard to take care of their clients and the interpersonal relationship I built. Many times It is after business hours. My company because of this non-compete has employees fearful of finding another job with a competing employer who might be offering better pay, or benefits. A hard working employee should be able to work wherever they want without fear of a lawsuit. It is unfair to hinder that employee, it's the employee that puts in the work so that employee should be able to take their skills to another employer. Non-competes should be eliminated for all workers."</p>
Simon	<p>"We are a country of immigrants that moved to this land for freedom, the non-compete is the exact opposite of the origin of this country. Non-competes in my opinion represent oppression, the government nor an employer should ever have the ability to deter an individual from making a living or a better living; this is exactly what non-competes are doing. If abolished you will see economic growth as well as innovation, individuals stuck in situations will be able to not only look for better work but in many cases be able to open more efficient businesses of their own. Please abolish the non-competes."</p>
Sean	<p>"This is a wonderful rule! Americans have an inalienable right to work and earn a living. Taking that away from people is frankly immoral."</p>
Sean	<p>"This is long overdue! All Americans have an inalienable right to earn a living. It is inexcusable for companies to be able to take away someone's very livelihood via non-compete clauses."</p>
kevin	<p>"While I applaud the FTC's proposed Non-Compete Clause Rule, I fear employers will simply migrate to Non-Disclosure Agreements or similar instruments to maintain their insidious and unabating fear of litigation. May I suggest a broader definition of a Non-Compete Agreement to include most Non-Disclosure or similar agreements? Otherwise I think decades of litigation will be spent over semantics. Why not be clear from the beginning?? Thank you."</p>
Michael	<p>"I am writing to support the proposed rule. Non-compete agreements, as they exist in practice, are bad for business and for employees. I recognize that companies are interested in protecting such things as client lists or specific trade secrets. However, many agreements go beyond that. The agreements I am currently bound by have vague language. There is no way for me to consider a particular position and verify that it would be allowable under my agreements. The employers are not obligated to identify the specific information, industries, or competitors I may not work for. My current agreement says I may not "... engage in or support the development, manufacture, marketing, or sale of any product or service that competes or is intended to compete with any product or service sold, offered, or otherwise provided by [my employer] ... that [I] worked on or supported, or about which [I] obtained or received Confidential Information." There is no well-maintained list of "confidential topics" that I can consult. The criteria of something being "intended to compete" is impossibly vague. I cannot know what might run afoul of this agreement. While a non-compete may be reasonable for executives and officers, it is unfair for employees. The only way an agreement would be fair is if the employer was required to provide a list of competitors they are concerned about or a list of specific trade secrets that may not be disclosed. With mutually</p>

	<p>understood constraints, I can know which employers I can move to, and they can hire me with the confidence that there will be no resulting litigation. However, that's not how today's agreements work."</p>
CT	<p>"To whom it may concern: Thank you for asking for public comment. Shortly after I started my medical career in the early 1980's, I learned about the non-Compete restrictive covenants in some work contracts. They were a new thing. These usually were not being upheld in courts-of-law and also were generally overlooked when an employee left their job. The idea was that your colleagues would not go down the street and set up shop to compete with your business, especially after you may have trained that individual. Now with very large conglomerate companies owning and buying hospitals and medical practices, things have changed. Promises are made to employees and not kept. Under the guise of these promises in order to keep a job they may have had for years, employees are required to sign a "Non-Compete" agreement when the practice is purchased by a venture capital group. What is more the courts are now upholding these coerced contracts. These generally effect doctors just starting their careers. For instances, a medical specialist I know would need to go out of state or move to the upper peninsula of MI at least 50 miles from the bridge to seek another position because of the restrictive Non-Compete clause signed by her to keep her job. The practice was sold to a "for Profit organization" just after this physician got settled in up north in MI. Commuting is out of the question and taking call would be impossible. Additionally, I've seen a similar "buy out" within three months of my daughter starting her job in a Veterinarian practice here. It is no small move to come to the upper part of MI. Home purchase, children in schools etc. I have learned that the same has happen to other Veterinarians in different practices in the area. While the distance of the restriction is less, the circumstances are similar, i.e. promises made, non-compete contract signature required to keep the job and nothing changes except the company takes money off the top. No new equipment. In rural up-North Michigan it becomes necessary for these doctors to do "fill in" work if they leave there position and they often need to work up to 66 miles away from their families. That is a ridiculous commute created unnecessarily by these non-compete Clauses. That is why I believe that the non-compete covenants are restraint of trade and a personal hardship imposed by big business on small families with few available options. These young doctors cannot fight this in the courts. They don't have the time or the money. They are just wrong."</p>
R	<p>"Non competes are an unethical way to keep workers from leaving jobs for more favorable working conditions. They should not be legal."</p>
Tina	<p>"I fully support this rules change. Having been a family physician in a rural area, and being forced due to a non compete clause to travel a significant distance to a new practice, this was a difficulty for me as a new physician. In addition, I had a very loyal patient panel who also did their best to travel to see me. This place a significant strain on the health care in the community. With primary care physicians being such a significant shortage allowing corporate medicine to utilize non-compete clauses is negatively impacting the overall healthcare availability in communities particularly those in rural areas."</p>

Nikki	"A non-compete clause forced me to have to commute 70 miles one way and drove me put of practice."
Nathan	"I unequivocally support a stop to non-compete clauses. They are nothing but predatory and, from an economic standpoint, stifle competition in the workplace. They have helped stagnate wages and do nothing but hurt workers."
Meghan	"I support the ban on non-compete clauses in regards to employment contracts. As a board certified, licensed, physician assistant, who works as a part of a medical team it is unfair that an employer would be able to set the terms under which I could find additional employment, even if leaving a job in good standing. The fact that an employer can set the terms that can limit one ability to find additional employment, inhibiting one's ability to provide for their family regardless of their actual ability but only based on geographical distance is laughable."
Mary	"I work in a remote rural area. A company owned by venture capitalists bought our health system. The health system can not provide the care my patients need. My non-compete clause is 2 years and 50 miles! For the sake of myself and my patients' welfare, I joined a non-profit health system 1.5 hours drive away from where I live. I drive treacherous winter roads most days to provide my patients with the care they deserve. Many of my former patients have followed me. My sister the at age 18 due to a MVA during a winter storm, so I do not take this lightly. I have 4 school aged children who I refuse to uproot and move. Please pass the law outlawing non-compete clauses so for profit venture capitalists can not do this anymore!"
Kirk	"Dear Chair Lina Khan, I have several friends that work in the construction industry or housing industry that have been stuck in jobs where they are unhappy and underpaid. This because of non compete clauses. Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, Kirk Trainer Ferndale, MI"
Rachel	"I am in support of passing this new rule, Non-competes only benefit the employer and prevent employees from perusing better opportunities in their field. Forcing an employee to stay in a job they no long want to be part of is counterproductive for both parties. Unhappy employees are not very productive. On the flip side if you treat your employees well and pay them fair, they will want to work hard for you. For businesses with intensive training who don't want a revolving door maybe a 2-5 year employment contract would be an acceptable alternative. They should not be locked into a non-compete with a specific company indefinitely.."
Cal	"Essentially half of the amount of money I could be making as a contractor goes to my contracting agency and I'm locked into quitting my job for a year to have the opportunity to try and get it back or take a position with less pay to get out of it. This new rule would allow me to change my income by at least 50% in the 6 months after it takes affect and then by another 50% a year later without changing my actual job position or duties."
Amy	"Thank you for addressing this topic. Non-competes have become pervasive in nearly all physician contracts now and I strongly believe they should not exist. They only serve to allow hospitals to treat physicians poorly, limit fair market influences, and compromise patient safety by trapping physicians in toxic jobs with

	<p>worsening burnout. In the face of massive physician shortages, a pandemic that has spiked burnout to an all time high and thousands of healthcare workers leaving the workforce, non competes only worsen these effects. To understand, for a physician to leave a toxic workplace it first requires 90-120 days on average notice as well as 4-6 months to become credentialed at a new institution; add on top of that non competes that in order to change jobs force doctors to leave the city they serve, move their families (often out of state entirely) and it's clear the burden is unreasonable. I beg the FTC to do what is right and protect our healthcare workers who have protected our nation during this pandemic and do away with the toxic practice of non compete clauses."</p>
Lauren	<p>"To whom it may concern: I am highly in favor of passing the proposed restriction of non-compete clauses in employment contracts. Non-competes prevent workers from seeking alternate employment for their own benefit. Companies should seek to retain employees by adequate wages and benefits, not by making it legally difficult to leave. Non-competes stifle free-market movement of employees. I have also come to understand that the AHA has recommended that doctors be specifically excluded from the non-compete restrictions. Employed physicians should not be treated differently than other employees and should not be excluded from this law. Physicians should be able to change employers if it is advantageous for them to do so - regardless of where they move to. If physicians are, in fact, excluded, hospitals should be required to pay full wages for the duration of the non-compete clause. This would prevent hospitals from taking advantage of its employees' inability to leave. There is no shortage of patients needing medical care. If hospitals are losing patients due to physician movement, the solution to that problem cannot be "legally require the physicians to stay where they are." The hospitals must employ and retain excellent providers and provide excellent medical care, and patients will gladly come for treatment. Thank you for your consideration, Lauren Verstraete, DO"</p>
April	<p>"I think we should get rid of non-competes. They make it impossible to leave bad working conditions."</p>
Christopher	<p>"Please help independent contractors/self employed individuals reach there true market value Banning non-compete clauses would definitely provide a competitive and fair market throughout the country."</p>
Matthew	<p>"in the past, I had a non-compete in place with an organization that was not able to provide the services they wanted me to sell. Because I had a non- compete in place, I had to hire a lawyer, at my own expense, to get out of the non-compete and continue my career. It was an expensive lesson to learn, and I will never take a job offer with a non-compete in place again unless it offers back end compensation for the duration of the non-compete period. Additionally, employers would put a clause in the non-compete that part of your salary is to pay you for agreeing to the non-compete. They don't define how much, but as non- compete's are removed, salary should not be removed from the employee."</p>
Stephen	<p>"Other than trade secrets of a specific company, if an employee is so integral to the functioning of an organization that them working for a competitor gives a company a specific disadvantage, shouldn't the company just retain that</p>

	<p>employee? Non-compete clauses seem to just put undue power in the hands of a corporation. If employees are indeed expendable enough to be released wantonly or treated poorly enough to leave, they can't possible cause such harm to the organization in their release."</p>
Patricia	<p>"I am a physician requesting that noncompete clauses be outlawed. Non compete clauses historically have protected businesses from training workers who then took their skills to another local business. Now, they are used to strong arm professionals into staying in increasingly toxic and frankly abusive employment situations without recourse. We have families and communities and simply cannot move our families and lives long distances to satisfy noncompetes. Noncompetes are unfair labor practices that must be outlawed."</p>
Rebecca	<p>"I STRONGLY support The FTC's proposed ban on NON Compete Contracts. Having been employed for 17 years, to be FIRED early January this year and told they would be enforcing my Non-Compete. It was completely crippling to me and these contracts not only hold you hostage, they can absolutely cause financial mishap for a person. They limit competitive ability for both employers, and employees. I had to hire an employment lawyer to force my previous company to release me from said contract."</p>
Lucas	<p>"This is outstanding policy that will directly increase socioeconomic mobility for everyday workers while raising the standards for products across the board as companies compete for the best and brightest laborers. In an age of ever increasing consolidation and anti-labor initiatives, pro-worker policies such as this are imperative to protect democratic norms and deliver an equitable future for both current and future laborers."</p>
Renae	<p>"I had no idea this was happening in what I consider the regular job market. I always thought the non compete clause was reserved for hi tech jobs. I had no idea this could happen to anyone! It's obvious this rule is being abused to keep people loyal regardless of their work environment &amp; to keep wages low. It's actually quite ten-ifying to learn. It's an abuse that should not be allowed to continue. I see why businesses are fighting so hard to keep this rule in place. Why wouldn't they! It's got to be abolished. Please listen to workers, not businesses."</p>
Chris	<p>"I am a nurse practitioner, I have been laid off once as a nurse practitioner and spent five months trying to find work that would work around my noncompete clause. I ended up finding work as a regular nurse writing clinical guidelines, and that company lost a contract and I was laid off there. I'm currently under a two-year restrictive noncompete clause. I think they should be abolished. It has prevented me from furthering myself, and it has prevented me from getting wage increases. I think if employers don't treat their employees well, they should lose them to their competition. Nice to think about someone looking out for the little guy ."</p>
Denise	<p>"My family is in health care; patient care is impacted negatively by forcing physicians and nurse practitioners to move their practices out of the area instead of being allowed to provide continuity of care. The noncompete allows hospital systems to effectively lock in their providers benefiting no one else especially the patients."</p>

James	"Physicians are locked into a location because they do not want to move and change the whole family dynamics because they continue to have noncompete clauses even after years of work and are held hostage to the organization no matter how they are treated."
Brenda	"I agree with the ban, our average wages are far below the cost of living. We as American should be allowed to improve our quality of life, as stated in the constitution. So in essence being forced to sign this contract should be unconstitutional."
Gabriel	"I strongly agree with prohibiting non-complete clauses. I am currently bound by a non-compete clause myself as an employer of a large health care system. I, like many other employees, carry no "trade secrets" or "company secrets" with me. The non-compete clause only serves to restrict my choice of employer. Employees like me are forced into long commutes or financial hardship to try to escape these anti-competitive contracts. Non-compete clauses are clearly suppressing wages (studies have borne this out). They lead employees like me to resent their employers. Please listen to employees like me, not to wealthy corporations, and ban non-compete clauses."
Kelly	"Non-compete agreements trap employees. They are solely for the benefit of the employer. These contracts overreach and are often not specific i.e. "cannot provide similar services" when in fact services are not similar and are not direct competition. Employers intimidate employees and employees are afraid to leave because they might violate the agreement. This leads to employees tolerating poor management and low wages while employers have the upper hand by threatening the employees with legal action which the employee often cannot afford. Employees are unable to improve their financial situation or are subjected to undue hardship by having to commute far from their home to a new employer outside of an arbitrary mileage mark set at the employers whim. This replaces "at will" employment and "traps" the employee instead. Non-compete rules should be abolished."
James	"I support the proposed rule. Non-competes limit a free market and hinder the ability for individuals to grow and excel."
Mary	"I believe a person should be able to leave a job if not getting enough money to pay his bills and feed his or her family. I know from experience it happens time and I worked two minimum wage jobs."
Nathan	"Non compete clauses artificially lower wages and make the marketplace less efficient by trapping people at their current employer."
Robert	"The Federal Trade Commission should ban the use of non-compete clauses in employment contracts. These clauses violate anti-trust laws because they work to limit competition in the labor market. We have a largely free enterprise economy. Workers at any particular company should continue to be free of any legal constraints to leave a current employer to seek a better position at another company."



Jamison	"I have never been subject to a Non-compete agreement, but I am a Soldier with 20 years of service. I'm preparing for retirement and entering the civilian workforce. I have a broad and specialized skill set that I hope brings me into well paying, white collar jobs. The idea of having to deal with NCAs frightens me, and makes me apprehensive to work with certain employers. Banning them is the right move."
Kuan Ting	"Noncompetes are anti business. I am in favor of making noncompetes illegal."
Laurel	"I agree with the proposed rule. I am a Certified Nurse Midwife and my current employment agreement contains a non-compete clause. This gives the employer far too much power, especially in subsequent contract reviews and salary negotiations. I agree with the current document's points, elucidating the reasons why non-competes are problematic, and the ripple effects to other workers other and areas of the economy. I strongly support this proposal to end non-compete clauses."
Taima	"Non-compete agreements can be very harmful to workers and the economy, and I believe that banning them in the United States would be a positive step forward. Firstly, non-compete agreements can limit an individual's ability to find new employment and make a living. They prevent workers from using their skills and knowledge to earn a living in their chosen field, even if they are not competing with their former employer. This can lead to reduced job opportunities, lower wages, and decreased economic mobility. Secondly, non-compete agreements can stifle innovation and progress. If workers are unable to move between companies and industries, it can limit the exchange of ideas and expertise. This can hinder the growth and development of new technologies and industries, and limit the benefits that they can bring to society. In addition, non-compete agreements can be particularly harmful to low-wage workers and those in industries with high turnover rates. These workers are often the most vulnerable and may not have the financial resources to challenge or negotiate the terms of these agreements. Overall, I believe that banning non-compete agreements in the US would help to promote a more competitive, innovative, and equitable economy, and provide greater opportunities and protections for workers."
Anna	"s of: May 04, 2023 Received: March 04, 2023 Status: Posted PUBLIC SUBMISSION Posted: April 18, 2023 Tracking No. leu-27kq-72nc Comments Due: April 19, 2023 Submission Type: Web Docket: FTC-2023-0007 Non-compete Clause Rule (NPRM) Comment On: FTC-2023-0007-0001 Non-Compete Clause Rule (NPRM) Document: FTC-2023-0007-15146 Comment from Young, Anna Submitter Information Name: Anna Young Address: Charlevoix, MI, 49720 Email: agyoung555@grmail.com Phone: 12314974164 Redacted Comment Please remove the Non-compete clause. As a physician in a rural area this program is very harmful for filling positions for all providers and all support staff. We need a free competitive market for employees. Non-compete clauses really harm employees. Thank you for your consideration in this matter. Anna G Young MD, Charlevoix, MI. I am happy to discuss this further with you. Original Comment Please remove the Non-compete clause. As a physician in a rural area this program is very harmful for filling positions for all providers and all support staff. We need a free competitive market for employees. Non-compete clauses really

	<p>harm employees. Thank you fur your consideration in this matter. Anna G Young MD, 411 prospect, Charlevoix, MI 49720. I am happy to discuss this further with you."</p>
Daniel	<p>"Unleash innovation and improve American competitiveness by letting workers accumulate skills and move to their most efficient place in the knowledge economy without being penalized."</p>
Sameena	<p>"I support a federal ban on non-competes. We're currently in a physician shortage. Non-competes are an undue burden and lead to physicians either stopping the practice of medicine completely or leaving their communities either temporarily or permanently. Both of these outcomes only worsen this shortage and directly impact the health of the American people. Physician employers also often change their contracts/impose pay cuts etc and then physicians have no leverage to negotiate due to restrictive non-compete clauses (and employers know that)."</p>
Sarah	<p>"Physicians play a crucial role in ensuring access to quality healthcare, especially in underserved communities. Non-compete clauses in physician contracts limit their ability to practice medicine in a specific geographic area after leaving their current employer, making it difficult for them to move to areas with greater need or to start their practices. Moreover, such clauses restrict competition among healthcare providers, which can lead to higher healthcare costs for patients. They can also limit the patients freedom to choose the healthcare provider they prefer, which is essential for fostering a robust and accessible healthcare system. Therefore, banning non-compete clauses for physicians could lead to greater access to healthcare, increased competition among healthcare providers, and lower healthcare costs for patients, ultimately resulting in better healthcare outcomes for all."</p>
Kelly	<p>"I support banning non-compete clauses because it restricts worker autonomy to find employment in the industry where they have experience. Work satisfaction and company culture need to align with an individual's goals and desires. Working in another industry or geographic location doesn't necessarily support 'life, liberty and the pursuit of happiness' for someone. I've seen families torn apart by one parent bound to stay in an area (a teacher) while he husband was laid off as a healthcare finance executive with a non-compete had to live 3 hours away from his family for years. It was stressful and disturbing how a company could restrict a person's ability to support their family in person. Totally not what our forefathers intended."</p>
Catelyn	<p>"Noncompetes are horrible to work with. Keeping noncompetes for truly privileged employees is fair. Yet Michigan, I see noncompetes from people making sandwiches at Jinuny Johns. Yes, the sandwich makers were apparently contractually prohibited from working any other foodservice job upon leaving JJs. Ridiculous. Even for the majority of office workers, they are not privy to actual trade secrets. Noncompetes hurt our workforce. Companies will not be materially affected by employees working in the same industry after leaving any specific place of employment. The spirit of noncompete clauses is to prevent trade secrets from being exploited, but employers use them to chain employees to jobs by threat of unemployment. My partner is a physician in Michigan and he is unable to work within a 60 mile radius of his previous employer, regardless of reason for leaving</p>

	<p>employment. What possible trade secrets could he be taking to other employers? He is one of the few physicians who will work in the city because of this contractual stipulation from this employer (who is one of the only healthcare providers in the city). So the citizens suffer because of an employment policy that scares talent and trained providers away. Banning noncompetes is a good thing!"</p>
<p>Isaiah</p>	<p>"Some non-compete clauses are written in a way that is mutually beneficial for both the employer and the employee. In my case, I have an agreement with my employer to pay my salary and some other benefits for 1 year after my employment is terminated, so long as I do not join a competitor during that year. This clearly benefits both of us. I would like this new ruling to take into consideration mutually beneficial scenarios like this one. Paid non-compete periods should either be allowed so long as they conform to reasonable mutually beneficial limits, or they should be allowed without limit so long as they are completely voluntary and nullable any time after employment is terminated."</p>
<p>Donald</p>	<p>"Upper Great Lakes Family Health Center (UGLFHC) is a 501(c)3 nonprofit, Federally Qualified Health Center (Health Center) that, based on our current understanding, would not be subject to the Proposed Rule. UGLFHC is exempt from coverage under the Federal Trade Commission (FTC) because we are not organized to carry on business for profit. In the event our understanding of the Rule's applicability is incorrect, we offer the following comments. UGLFHC admires the FTC's efforts to address the potentially negative effects of unequal power between employers and certain types of employees. UGLFHC employs a variety of personnel, from clinical support staff like medical and dental assistants to nurses and licensed clinicians, such as physicians, dentists, and clinical social workers. Some employees are extensively educated: some have completed entry-level training programs. Some are highly compensated: some are lower wage. Given this variety of staff, not all employees present the same considerations with respect to non-compete agreements and we are apprehensive at the prospect of rulemaking that applies one standard to all employees. For example, UGLFHC has no objection to prohibiting the use of non-compete clauses with individuals that are, or would be hired as, low-wage earners. These employees experience the greatest degree of power imbalance in hiring and employment processes and are more likely to experience negative impacts from non-compete arrangements. In fact, Michigan's state legislature is already considering legislation that would prohibit non-compete arrangements with low-wage employees (as numerous states have) and we have expressed no concern with that aim or approach. The intention to improve fairness in employment practices for low-wage employees is admirable. However, highly compensated clinicians working at UGLFHC, like licensed medical, dental, and behavioral health providers are different from lower-wage employees. In most employment circumstances, these highly paid employees have significant leverage in negotiating their employment arrangements with little of the power imbalance observed with lower-wage employees. In addition, health centers often make extensive investments to establish a clinician's practice within their organization and reasonable non-compete arrangements provide some assurance those investments will result in stable services for health center patients. Additionally, our communities experience an ongoing shortage of licensed clinicians. Non-compete arrangements help moderate scarcity-driven competition which can lead to wages skyrocketing well</p>

	<p>beyond what would be considered fair or competitive compensation. These factors can be community-specific, which is reflected by the fact that not all health centers need or choose to use non-compete clauses. We strongly feel it is important for our organization who has a deep knowledge of the workforce landscape in our communities to have the flexibility to use reasonable non-compete clauses with highly compensated employees when necessary. We encourage the FTC to re-focus the Rule to more narrowly focus on lower-wage employees who have genuinely unequal power and thank you for considering our comments."</p>
<p>kathleen</p>	<p>"I am writing to state my views regarding non-competes between Franchisor and Franchisee. Although it is imperative that franchisees do not immediately open in the same spot a directly competing business, one that is a direct replacement to the franchised business, the non compete in the FA must be specific to this and not be so vague that anything even slightly related to the franchised business is considered a violation. Consider my situation. I owned an Honor Yoga Franchise from 2016-2020. Late in 2020 I had to file bankruptcy as the FA was up and due to disagreements with the operations of the franchise I did not want to renew. I opened a well-being coaching business that offered mindset classes that used mediation and movement classes, specifically not marketed or intended to be yoga but be an option for those overweight and unhealthy to slowly get back in shape. These classes were not the core of our business, but rather an entryway to our coaching programs, the bread and butter of the business. The franchisor, Honor Yoga, is now suing me for non compete violation. But my expectation of a competing business would have been a yoga studio, offering and marketing yoga classes, not a coaching business with classes similar but not yoga. This limits what an owner of a franchise can do for work after leaving the franchise for whatever reason. A non compete within a franchise agreement, must allow the franchisee to work in the industry, but not directly compete. It must be limited to specific direct competition. Many FA's simply state "competing business" and this is far too vague. If there is a non compete clause in a FA, it must be specific and detailed in the agreement so there is no confusion as to what is implied."</p>