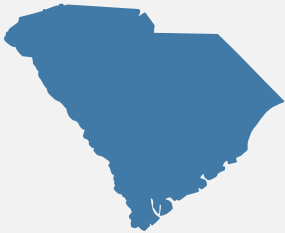


Constituent Support for the FTC's Noncompete Rule



South Carolina | Statewide Impact

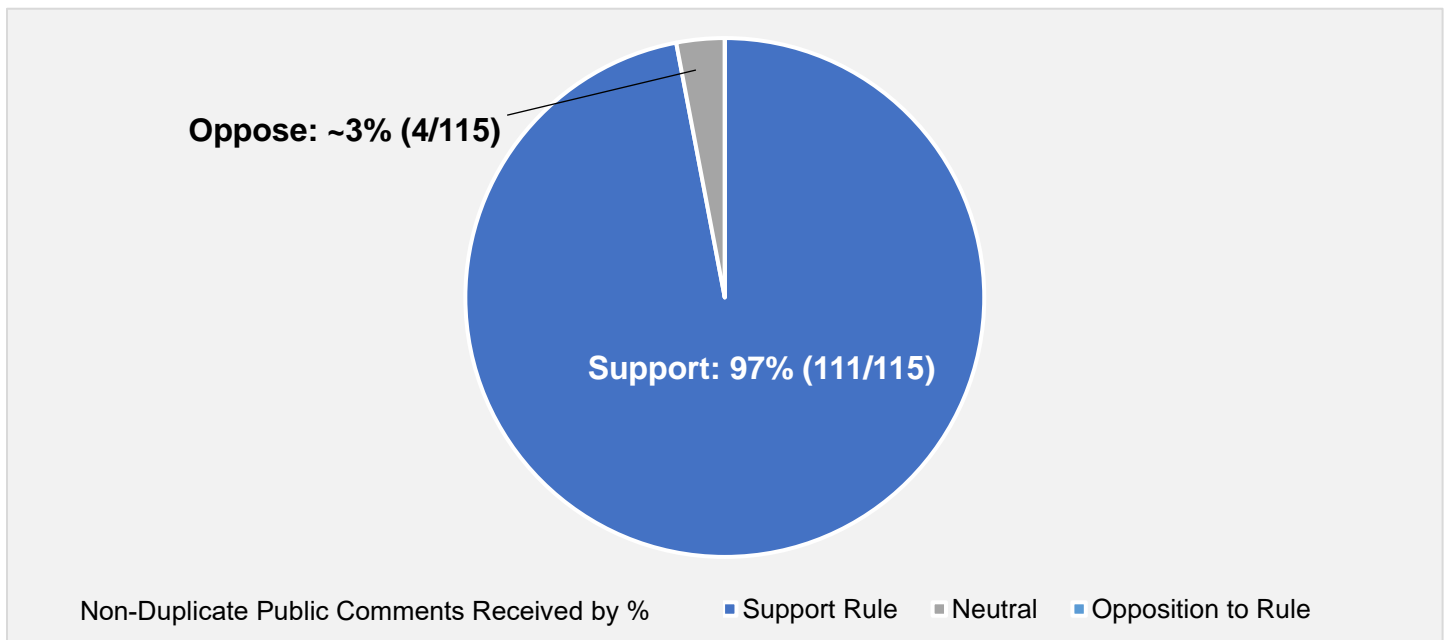


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final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

South Carolina Covered Workers	Increase in Total Annual SC Worker Earnings	Increase in Average Annual SC Worker Earnings
1,745,274	\$858,798,497	\$492


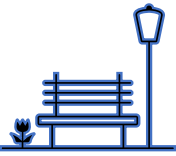

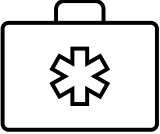

[Estimated Increases in Total Annual and Average Worker Earnings by State \(ftc.gov\)](https://www.ftc.gov)

Notice of Proposed Rulemaking: 111 of 115 SC Commenters Support



Support Across Sectors of South Carolina's Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"I thought we'd labor under this feudal law forever. Biden will go down in the [history] books as a hero..."</p> <p style="text-align: right;">-Loretta</p>
	<p>"Noncompete agreements are as unamerican and anti capitalist as the Chinese Communist Party is and they destroy the competitive advantage of the middle class and these clauses should be against the laws of the United States of America."</p> <p style="text-align: right;">-Gary</p>
	<p>"I would like to voice my support for the FTC to make Non-compete clauses illegal in the USA. They do not allow for employees to seek better opportunities. They also diminishes education, and experience, that employees work hard to obtain."</p> <p style="text-align: right;">-Shaylynn</p>
	<p>"Making physicians have non competes only benefits the hospitals. Make them stay at jobs That are more destructive, bad jobs because of location. This hurts moral injury and should be lifted!"</p> <p style="text-align: right;">-Crista</p>
	<p>"I'm a perfect example. I'm working for a healthcare group and my wages are stagnant for last 4 years. A competitive healthcare system in town is offering attractive position but I can't join it because I have a 12 month non compete. My only choice is to leave my current employer, find one in nearby town, drive 3 hours a day and wait for a year before I can join the other group IR leave the town altogether. It is a modern day slavers and I'm an educated slave. Please ban non compete. Thank you"</p> <p style="text-align: right;">-Syed</p>

Additional Support from South Carolina

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Jennifer	"Please do not exclude physicians from the non compete rule. Physicians should have the ability to choose their own working environments and be able to change jobs without penalty like anyone else. Thank you."
Kristen	"It defies logic that noncompete clauses were ever allowed in the first place. American workers deserve the right to work for whomever they choose wherever they choose. We should not be forced to accept lower paying positions or be forced to uproot our families to find a better job. Do the right think and end this now. If the US government does not end noncompetes it will be because of corporate greed."
Nitesh	"Non-compete clause is a plaque of modem society and it is a violation an individual's right to work. Large organizations use this clause to bully physicians into working under unsafe conditions and prevent free movement of labor. Most physicians are not privy to business dealings of hospital and they are no threat to the interest of these hospitals. As a Physician, I strongly oppose Non-Compete clauses and support freedom to work."
Callie	"I support doing away with non competes. Our company makes everyone sign one even though SC is a right to work state. We aren't able to go work for another company and support our families - even if we are laid off."
Mclaren	"I don't understand how restricting competition is a good thing."
William	"I support the ftc on this matter. Non-compete clauses reduce marketplace competition."
Mike	"I strongly support the FTC banning non-compete clauses, including rescinding those already in effect. These are one-sided and predatory clauses that for too long have been used against workers by employers and hiring parties to unfairly exert control over them, including preventing them from seeking a better position. When a company or management is doing a poor job, or they don't offer the right situation for a worker, then the worker should be free to leave and continue their work elsewhere. Please ban non-compete clauses! Thank you."
Lauren	"I strongly support the ban on non-compete clauses. These clauses give employers far more power over their employees' lives than any rational society should allow. Please bring this unjust practice to an end."
Kathy	"I support the proposed rule to ban exploitative noncompete agreements. Right now, noncompete agreements are being unethically used across the country to prevent workers from quitting their jobs for a better offer. Competition drives

	<p>markets — and when noncompete agreements eliminate competition in the labor market, employers don't have an incentive to give their workers 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 noncompete agreements. Jimmy John's even tried to use noncompete agreements to prevent their employees from working at any other establishment that serves sandwiches. A ban on abusive and excessive noncompete agreements 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. With corporate profits at obscenely high levels, corporations' excuses about wage increases creating huge losses have lost credibility. Pass this rule immediately."</p>
Lawrence	<p>"On January 13th 2023, as a result of a corporate merger, my position was eliminated Included in the separation document that is required for me to get my severance package, I am forced to agree with a non-compete clause. My company was a global company that merged with a global company. They have 10's of thousands of clients and subcontractors. By agreeing to their clause to receive my severance, I am basically unable to get employed in my very segmented industry of Electronic Security. Please stop this practice of employers unlimited overreach, even after they terminate the employee. Thank you. Best regards, Lawrence Burgio"</p>
S	<p>"This must pass and it must include healthcare workers - from MD physicians to technician workers. EVERYONE must be exempted from no compete contracts and the hospital private equity 1% cannot be allowed to get their way with healthcare worker exemption"</p>
Jose	<p>"I am a practicing physician and throughout my professional career have worked in underserved and suburban areas. Noncompete restrictions in contracts hinder the ability of a professional to deliver quality of care in front of the financial interest of the employer. There is a growing shortage in the number of medical subspecialties and now even primary care providers for the population of the United States of America in general, more so in rural and suburban regions. Noncompete restrictions hurt the population because when a physician may have any kind of disagreement with an employer (the great majority of those putting financial interests before quality of care) the physician cannot stay in the community and continue to serve the population that he/she has cared for, in some instances for many many years. The Freedom of one's decisions to provide the best care possible should not be obscured by the fear of having to uproot one's residence and in some cases family just based on verbiage included in a contract that typically employers are unwilling to negotiate. The free market, and individuals decisions should guide the geographical location where a person can be successful or a person chooses to seek medical care and not financial interests of corporations which headquarters are usually 100s of miles away from the area in question."</p>

Paul	"I agree there should be an end to common non-compete clauses. It definitely prevents people from being able to expand their own opportunities. They are typically put in place with the employee under duress of not being able to start a job or keep an existing job. I agree with not being able to share a companies intellectual property from a technology perspective. But if a person has years in an industry and builds contacts from several companies/clients over the years it should not be considered intellectual property or restricted by a non compete."
Kathryn	"I support banning Non Compete Clause Rule. This is a positive step to helping particularly lower income people from derailing their work and career opportunities."
Judith	"As more and more physician practices are owned by hospitals, especially in primary care, noncompete clauses have become pervasive and harmful. When physicians cannot move a practice within a community without prolonged waiting period or a huge payout penalty, they and their patients are harmed. Physicians are forced to move and patients forced to find a new provider in a saturated market. This sort of financial imprisonment needs to be made illegal."
Matthew	"Absolutely, ban non-competes. They are horribly restrictive. I believe that they constitute an unfair and predatory business tactic."
Clayton	"Please end non-competes. As a worker I should have the right to navigate the free market to optimize my own work and compensation."
Christine	"I have worked for over 30 years in the Tecycling Industry and am barred by a non-compete to work in this industry should I leave my company. This is an agesious law/rule that prohibits me from getting a higher pay and furthering my career. In no way does this have anything to do with non-disclosure agreements. Please recind this ridiculous and constraining Non-compete clause by employers."
Eileen	"PLEASE ban noncompetes! This has long been a tool used by corporate conglomerates to suppress wages since to leave your job you can't go work for a better paying competitor in town, you'd have to uproot your entire family and move. Banning this would force corporations to treat their workers better!"
Shannon	"Dear Legislators., please vote to make Noncompete clauses illegal. I am a board certified family medicine physician of 21 years. I have had patients who I served for many years. When I decided to leave my job, those patients were left without their trusted Doctor because I had to move away from the "restricted area" of a non compete. These current regulations only serve to hinder care, ensure further breakdown of the medical system and penalize physicians from finding a practice that is not solely concerned about money rather than quality of care. From one physician standpoint, the system is broken. Allowing physicians to choose a position they feel will allow them to give good quality care directly to patients without having to move from their home, or traveling to other areas so as to not have a legal obligation of Noncompete hanging over them frees the system. It would allow access to patients with the same doctors who know them, have an established patient relationship with them and provide consistent quality care. I ask that you vote to eliminate Noncompete clauses. From a non physician standpoint I

	<p>also believe this to be true as it does not encourage fair market rights. It does not encourage innovation and stimulation of local economies. This law is outdated and should be revoked"</p>
Tara	<p>"As a Licensed Counselor, I believe that Non-Competes should be banned. They are harmful to the therapeutic connection and leave many clinicians deciding between litigation and client abandonment. Mental Health Care should be protected in that if you find a counselor you like and want to continue if they are leaving the current practice, you should be able to continue with that counselor without repercussions. Many other states do not allow non- competes, and it is time for South Carolina to follow suit."</p>
Amanda	<p>"I support the rule to end non compete agreements. It puts people in a corner if they decide to leave their job but want to continue in that industry. It's either they start a new career or stay st a job they might hate."</p>
Blake	<p>"As a fourth year medical student and future psychiatrist, I have already seen how non-competes hinder good healthcare delivery. Doctors who would stay in underserved areas by opening their own practice are prevented from doing so by non-compete clauses in contracts. Instead they are forced to move away to new areas far from where the patients who they have already established with are. This leads to a lack of continuity in care and fewer doctors in underserved areas if there is one group that has been imposing non-competes in that area. Often times new medical graduates will want to work for a group for a few years before starting their own practice. So for example, if a new grad joins a group (and the group imposes a non compete clause) in an underserved area (it is usually easier to find jobs in underserved areas, so this scenario isn't uncommon) but then with a few years of experience wants to open their own practice, they will have to leave the area. Thus the group continues to maintain a monopoly in the area, patients are abandoned by a doctor who could have helped them for years, and the area remains underserved by healthcare providers. Of course there can be people who start a new practice in an area before agreeing to work with another group, so a group imposing a non-compete is not a true monopoly. However, in a time when healthcare stability is desperately needed in so many areas, any regulation that pushes talent out of an area needing healthcare is damaging to that area. Non-competes are certainly doing just that. This rule would be a big win for patients everywhere, especially underserved patients. I urge the FTC not to listen to the lobbying of large corporations who want to keep their bargaining power and put it above the interest of consumers—in this case patients."</p>
Elizabeth	<p>"Dear Federal Trade Conuission, 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</p>

	<p>from seeking employment in certain areas. This can exacerbate physician shortages and reduce access to healthcare for patients. Therefore, I strongly urge you to include physicians in any ban on non-compete clauses. It is crucial that we prioritize patient care and ensure that individuals have access to the healthcare services they need. By prohibiting non-compete clauses for physicians, we can help to increase access to healthcare and improve the overall quality of care. Thank you for your attention to this important matter. Sincerely, Elizabeth Dray"</p>
<p>Abigail</p>	<p>"I am writing in support of the FTC's ban on noncompete agreements. In veterinary medicine, non compete agreements are onerous and place significant stress upon those who sign contracts with them. If all goes well at the clinic, there is no problem. However, should the employee seek to switch employers they may find they are limited to rather excessive time/space limitations which would essentially require them to move in order to continue working, particularly for some specialties. Emotionally and financially this can be extremely distressing. For those seeking veterinary care, it may mean more limited options and suppression of less expensive competitors as the veterinarians find themselves limited in their ability to practice due to their non competes. I am not as familiar with non competes in other professions, but assume that it must be similar. Thank you for your consideration, Abigail Duvall, DVM"</p>
<p>James</p>	<p>"The current situation with noncompetes accelerate the physician workforce shortages that we are currently experiencing. There are many physicians that are forced to cut back clinically or leave the workforce entirely because they can not change jobs. The current situation with non competes make it difficult for physicians to speak out about poor patient care conditions at their current employer. This is due to physicians being "tied" to a certain employer due to non compete clauses. This causes physician to not speak up/take issue with things such as poor care delivery, poor quality care, unsafe workplaces, etc. A single physician leaving a hospital does not typically cause a big financial issue. If it does, the hospital needs to evaluate what role they played in the separation. If many physicians leave in a short period of time, the hospital needs to evaluate what role they played in the separation. Hospitals have had unfair advantages due to non compete clauses and have not provided good workplaces. The current proposal by the FTC needs to be revised to include non profit hospital systems. The majority of hospital systems in the US are designated as non profit hospitals and would not be impacted by the currently proposed changes. The current rule would yield an unequal playing field compared to independent physician practices and for profit hospitals. The rule definitely needs to be applied to non profit hospitals as well."</p>
<p>Cory</p>	<p>"To whom it may concern, I am writing with regard to the FTC's consideration of a change to address Non-Compete Clause rules. I am both a business owner, and an individual in the employment of another company. My primary means of supporting my family is my employment as a salesperson for that company. So, I am writing from the perspective of an employee. It has been my experience with non-compete clauses, that they unfairly limit competition in the employment marketplace. The FTC has taken significant steps to prohibit anti-competitive business practices, from one company to another. The FTC should address anti-competitive business practices in the employment workplace as well, and do so with the utmost haste. Non-compete clauses have the effect of prohibiting an</p>

	<p>individual from moving from one employer to another, thereby severely limiting that individual's ability to increase their own wages, or to improve their standard of living. On the other hand, they also limit the ability of companies from hiring the best and most experienced employees. Because they cannot leave without making a radical change to another industry, the employer does not pay the individual what they are truly worth, so the non-compete keeps wages down for affected workers. In addition to this, it has been my experience that potential employers will hire younger workers, versus those with more experience, to avoid the ramifications of hiring an individual under a non-compete. Effectively harming older workers more significantly than younger, less experienced people. I am, myself, under a non-compete agreement with my current employer. It has had the effect of prohibiting me from moving to another employer within my industry. It has created a high level of career dissatisfaction and limited my compensation. Beyond limiting the potential move from one employer to another, in the event that an individual gets terminated by their employer, and is under a non-compete, that document can prohibit the individual from gaining employment within the industry where they have expertise and experience. Because of this, it has the effect of keeping the American workforce from reaching its full potential. Furthermore, in the event that an individual leaves one employer for another, where a non-compete is in effect, where both the employee and the new employer have every intention of following the non-compete from the prior employer. Regardless, the former employer files the previous employee and the new employer, causing significant financial harm to both entities. I see this as a form of anti-competitive business practice, from multiple perspectives. Myself, I would like to see the FTC ban future non-compete agreements and clauses and nullify any that are already in effect. But in addition, I would like to see severe penalties put in place for companies that pursue legal action, or engage in other forms of harassment, against individuals in the company's attempts to enforce these agreements and clauses. I wish you all the best, and hope that the FTC takes action firmly and quickly as outlined above. Attachments FTC Letter"</p>
<p>Jimmell</p>	<p>"I am a practicing pediatrician for the last sixteen years. Since 2015, I have been an employee of a hospital owned practice in South Carolina. At the end of my contract this year, I plan to open a medical practice of my own. I do have a non-compete clause that states that for two years after termination of the employment agreement, that I cannot work for any competitor within a 30-mile radius. The 30-mile radius is problematic for physicians who are unhappy with their current employer and wish to find employment elsewhere. Case in point, the federally qualified health center in my town needs pediatricians. However, I am contractually bound to this non-compete clause and I cannot work there for two years. Think of all the underserved children that I could be serving if it were not for my non-compete clause. Also, the vague wording of any competitor concerns me. As one of the largest employers in my town, who would the hospital consider its competition? One would assume that the clause refers to another hospital. However, the hospital owns most medical practices in town as well. The only opt out is to start an independent practice or not practice in my field of pediatrics for another entity within a 30-mile radius for TWO years. These non-compete clauses end up placing all the power unfairly into the hands of large hospitals by limiting where a doctor can practice medicine. In the days post COVID, with the mass</p>

	<p>exiting of physicians from the front lines of medicine (by early retirement, shifting to nonclinical jobs or even sadly suicide), the time has come to get rid of this antiquated practice that has always favored big corporations over employees and small businesses. The fact that non-compete clauses interfere with competition may have been under the radar, especially in medicine, as there previously was much competition with private practices. However, for the first time in 2020, the share of physicians in private practice dropped below 50% according to the Physician Practice Benchmark Survey. Since 2012, the trend of healthcare systems buying up private practices, continues to erode competition in the medical industry between hospital owned physician practices and private practices. The competition now predominately occurs between the larger healthcare systems and the independent practitioners have been feeling the squeeze. The pressures of medicine including the loss of physician autonomy, the mounting administrative duties, and the lack of understanding of the sanctity of the doctor-patient relationship from hospital administrators have caused physician burnout at alarming rates. According to a recent bldg article by Dr. Peter Grinspoon at Harvard, "The US is expected to face a shortage of primary care physicians ranging from 21,000 to 55,000 by the year 2033." That is an alarming statistic for a nation that is also increasingly becoming unhealthier. I am so glad that the Federal Trade Commission is finally looking at this. Especially now with the rising doctor shortages and new concerns for patient choice and autonomy, these clauses explicitly hinder solutions for both. The elimination of the non-compete clauses would immediately give physicians the freedom to consider other options for employment or small business ownership. It would also provide patients more choices for where they can receive their medical care. I believe the elimination of the non-compete clause in contract agreements among physicians and hospitals across the country, will increase competition in the medical industry, but ultimately it will increase competition in all areas of industry. I plan to leave my employed position and start my medical practice non-compete in tow. I am hopeful that you will agree that non-compete clauses should be eliminated from all contractual agreements. This may be the impetus the medical field needs to right the ship before it sinks. Thank you so much for your consideration."</p>
Michael	<p>"Non-compete clauses are an effective way to stifle innovation and trap workers in sub-optimal conditions. They use a legal form of coercion to artificially manipulate the employment marketplace. They should be removed. Health care workers should not be excluded from the pending reform."</p>
Michael	<p>"Non-compete clauses are an affront to the American ideals of free enterprise by artificially leveraging the power imbalance between employers and employees to the exclusive benefit of the employer. They should be universally disallowed without regard to industry."</p>
Gary	<p>"Non compete clauses are contrary to the spirit of capitalism and competition being the main factor in keeping prices both moderate and competitive. Full Stop. GFW"</p>
fNatalie	<p>"Please remove physician non competes- it sets up predatory and anti competitive behavior by hospitals and causes physicians to have to move if they need to find a new job"</p>

Don	"Please pass this. Thanks for being proactive."
S	"Non-Compete agreements are the equivalent of modern-day, corporate enforced, slavery and having the governments of the various states be complicit in their enforcement is shameful. Companies have designed these repressive, self-serving and oppressive agreements to eliminate ordinary competition, restrain employee mobility, and suppress wages in the relevant labor market. Seeing the FTC finally lead action to eliminate these oppressive agreements is a welcome change that many others and I are happy to support."
Todd	"Healthcare non-compete clauses are a significant contributor to decreased access to care (particularly pertaining to rural settings), drive up the costs of healthcare while simultaneously lowering the value of care provided, and worsen patient safety outcomes. The sole benefit is that they allow large healthcare organizations to maintain their market share and stifle competition. As a physician from a small to moderate sized southern city, my plan was always to seek exceptional training elsewhere, and bring that expertise back to my home community to help advance the care of pulmonary disease locally. The city has a hard time recruiting outside talent, as it is not a particularly attractive market to those from other regions of the country. Therefore, I saw my return home as a success - an opportunity to gain a new and well trained physician who was likely to have a career that would span several decades. Instead, I find myself stuck working for a large hospital system that is continually cutting costs, continually understaffed, and has degrading facilities. I am not able to provide the care I feel my patients deserve within this institution. However, I am stuck working for a poorly managed organization if I desire to stay in my home town, serving the community I love due non-compete issues. The non-compete clause forces me to continue to provide care that is below my capabilities and below my patients' expectations. The non-compete clause forces my patients to stay within the current hospital system. The non-compete clause actually impairs people like myself from coming home and serving their community. It is largely able to attract outside talent only by offering large sign on bonuses and elevated salaries to bring people into a community they do not know. In turn, these hires often only stay for the first 3 years of their contract (once the sign on bonus no longer binds them) before moving on to another area of the country where they are not restricted by the non-compete. The non-compete discourages the timely reporting of patient safety issues (or even fraudulent billing practices) by physicians due to fear of repercussions from institutions to which they are chained by the non-compete. The non-compete is anti-capitalistic, and is low hanging fruit in regards to the numerous and significant shortcomings of the United States Healthcare System."
Thomas	"This is common in the medical profession and is significantly impacting patient safety and care when physicians cannot switch jobs in the same area to provide needed assistance to other hospital systems. At the same time administrators switch systems all the time for better paying jobs."
Michele	"Non-competes exacerbate physician shortages! And patient access to physician led care! We shouldn't be stifled to say where we are abused. We need freedom to leave at will and go where we can practice in a nurturing environment."

Michele	<p>"Non competes area way to hostage physicians. Why hold a physician back because you don't want to treat them well. You don't hold nurses or any other medical staff this way. Stop the non compete!"</p>
Stephen	<p>"I strongly support an out-right ban on non-compete agreements for individuals entering into an employment agreement As a young professional (28)1 have already had negative experiences with non-compete agreements that are too broad. Rather than limiting working in a specific role, non-competes are too general and lead to outright bans from industries. While employers do invest in the employee, the employee is also investing in themselves and in the company. To argue that a financial and time investment is being made by an employer but not being made by the employee who is actually doing the learning while performing is lackluster. My specific non-compete after discussion with legal counsel was Bound to be un-enforceable as it was inhibiting me from working in non-competitive industries an non-competitive roles in the same industry. The cost and time had to be incurred by myself to and many other may be unwilling to pursue that risk furthering the employer power in negotiation. While working in a sales role, I was being inhibited from transitioning into supply chain management from a non-compete with a 2 year, nationwide range Non-Disclosure Agreements and Non-Solicitation Agreements are already in place to protect industry and trade secrets of employers without negatively impacting the employee. Employers unfairly bundle these agreements into one agreement as well Since leaving my previous employer and the non-compete, I have been able to realize salary gains of 45% and transitioning into a role that better fits my skillsets"</p>
Alane	<p>"This is a step in the right direction to protect workers from slimy and biased corporate tactics to exude control over employees. Non-compete agreements restrict workers from quitting their jobs and taking new jobs at rival companies or starting similar businesses of their own within a specific time period. In doing so, these agreements have unfairly denied workers the freedom to change jobs, negotiate the better pay, and start new businesses. The FTC itself estimates that a ban on these agreements could increase wages by nearly \$300 billion annually as they allow workers to pursue better opportunities. It's about time the government does something to benefit its electorate rather than politicians corporate donors!"</p>
Corinne	<p>"Please vote to end non-compete clauses for employees"</p>
Tessa	<p>"As a physician who has been subject to non-compete clauses I wholeheartedly support the proposed Non-Compete Clause Rule. My non-compete barred me from practicing medicine within a 10 mile radius of any office of my employer's practice for a period of two years. That would have barred me from working at any of the local hospital systems or most practices in a 3 county radius. Now that I am planning a return to full time practice I know that I cannot sign another non-complete clause like that one, which significantly limits my ability to choose a practice that is best for me. I think it is also important to remember that non-compete agreements in physician practices not only affect the ability of physicians to freely seek new employment but may indirectly affect the ability of patients to choose their healthcare provider. While I understand the desire of a medical practice to keep its patient base, that should not happen at the expense of</p>

	<p>patients. I firmly believe that a patient should have the ability to choose continuity of care with a trusted physician over profit for a medical group. Non-compete agreements in physician practices prioritize keeping patients (and physicians) hostage for profit over allowing them to make decisions about the best medical care for themselves as patients and physicians."</p>
Steven	<p>"The FTC must include franchises in the ban on noncompete provisions. The noncompete in a franchise agreement limits a franchisees ability to make a living at the expiration of the term even if the franchisee terminates the agreement. It enslaves franchisees to choose into signing a renewal agreement with much worse terms than their current agreement because they are locked out from earning a living if they don't."</p>
Elizabeth	<p>"Please pass this and make it cover all employees. I am an equine veterinarian and my current non compete is 30mi past our coverage area for two years. Our coverage area is over an hour wide. This means that I would have to move in order to get a new job. My boss knows I would have to move and it negatively impacts my contract negotiations because she knows I do not want to move. Removing non competes would make it better for employees to advocate for themselves."</p>
CHARLES	<p>"I couldn't agree more. Non-competes stifle competition, am absolutely key component of capitalism. It not only suppresses employee wages but also makes small businesses unable to compete for the best employees to suit their businesses hence making them less competitive overall."</p>
Jamila	<p>"The current non compete clause, especially in health care , is unconstitutional"</p>
Candice	<p>"I am in favor of banning all non-compete agreements. It harms me in my creative industry. My ideas are my own, I should be able to use them to benefit myself instead of waiting years because a company that was not paying me enough in the first place put a non-compete in my employment agreement."</p>
Lindsay	<p>"Our lives have been dramatically affected by a 3 year non-compete. My husband wasn't able to continue his career where we were at and the company who held the non-compete agreement had so many attorneys on staff and billions of dollars - there was no hope to fight it. So we had to move across the country with our three children to be able to support our family. Non-competes give some employers extra bargaining power to get employees to sign such agreements which leaves many employees in a less than ideal situation and they are stuck. Non-competes harm competition by blocking workers from pursuing better opportunities and by preventing employers from hiring the best available talent. Please vote no to non-compete agreements!"</p>
Dean	<p>"Life, Liberty, and the Pursuit of Happiness". Non-compete agreements are by no means an agreement. They represent unilateral threats of continued unemployment made to coerce a signature, designed to maintain power over an employee long after the employment is terminated. I am victim of such an agreement. I made the decision to terminate my employment because of the personal habits and business practices of the owners which were detrimental to the employees and the future of the company. I do not feel that because of a non-compete agreement signed under duress that anyone should be forced to stay</p>

	<p>employed in a toxic environment or not be allowed to work in their chosen industry within 2 states for 2 years. Non-compete agreements should be repealed to allow more competition and allow the public more options for goods and services and put pressure on bad owners and companies to change or get out. Thank you. Dean K. Haines Attachments Scan_20230225 The attachment is restricted to restrict all because it contains confidential business information data Scan_20230225 (2) The attachment is restricted to restrict all because it contains confidential business information data"</p>
Carrie	<p>"Being in a non compete was truly one of the worst things I've had to deal with in my career. Not only were my former employers unethical and immoral but then when I finally got the courage to leave I had to search fin- jobs outside of a 25 mile radius. It cost me money and my mental health dealing with their aggressive behavior towards me for over 2 years. Get rid of them, they only work for the employer and allows them to treat employees however they want because they know they have them captive."</p>
Scott	<p>"I have applied for many different leadership opportunities at my company and have been entertained by none of them. I have more experience than any of the managers I report to, most of the time I am training them how to do their job. I have an opportunity to grow my career at a competitor but cannot afford being jobless for 6 months due to the non-compete I signed in order to qualify for a bonus. The non-compete was signed 2 years ago, and since being required to sign it to be eligible for a bonus, they have not paid any bonuses. I love the work that I do, but not the people I do it for. Now I'm stuck in a dead end job until I can save up to be jobless for 6 months."</p>
Carole	<p>"Pm surprised this isn't already the standard It makes so much sense that a person can go to another company if they are being mistreated at their job. To require that they cannot work for another company doing similar work is ridiculous."</p>
Kelly	<p>"As a physician, I should not be restricted in where I may practice and therefore the community I live in, by my employment contract. Hospital systems create non-compete clauses with physicians with restrictions of 50-100 miles. Hospitals want to hold non-compete clauses over physicians as a way to keep them in undesirable contracts and poor staffing conditions. This restriction therefore affects patient care and quality by not allowing physicians to leave poor care situations to move to other hospitals. The expansion of some hospital systems to include multiple hospitals may restrict a physician to move out of state in the setting of a non-compete clause. As an emergency physician, I am not going to "steal patients" from a hospital system, nor or many other physician specialties. This would negatively care in rural communities. Please do not allow corporations to continue non-compete clauses."</p>
Jonathan	<p>"Noncompete contracts are an unjust means to force employees to remain with an employer who has no incentive to maintain competitive business practices and fair treatment of their employees, knowing that the employee bears the full financial and personal consequence of leaving employment. If during the course of the contract, an employee is mistreated and underpaid, they must either go without employment or pay fur their high skill set for the terms that may even extend beyond the working contract period, or relocate themselves and their family to a new location. Such a burden places an unfair binding of the person to their</p>

	<p>employer. The employee bearing this financial debt without pay is nearly modern indentured servanthood and why I, as a physician impacted by these non-competitive and unfair contracts, support the FTC proposal to prevent employers from entering into noncompete clauses with workers, and require employers to resend existing noncompete clauses."</p>
John	<p>"I was required to sign a contract with a non-compete clause when I taught at a for-profit college. I don't think there would have been an attempt to enforce it if I had accepted a teaching assignment at another school, but it certainly made me think less of my employer. The proposed rule is entirely reasonable. Existing IP laws are more than sufficient to protect legitimate interests of employers."</p>
Daniel	<p>"My ability to earn a living has been severely limited by a non-compete agreement. When the company I had been a sales rep for (for 19 years) was bought out by a much larger company, I was forced to sign a non-compete agreement just to keep my job. When my new employer let me go after about a year, they informed me that I couldn't call on any of my existing customers many of whom I had developed and called on for over 20 years. This was to be in effect for the next 18 months. I was later hired by a former competitor and began selling for them. Without the ability to call on any of my former customers (about 100 accounts) I was basically starting over as a brand new sales rep with lots of prospecting and cold calling. Needless to say, my income dropped dramatically. I was later wrongly accused of visiting some of my former customers and threatened with a lawsuit. At this point, I had to hire an attorney to help me deal with these false accusations and threats. This process was very costly and at my own expense. This issue is still pending and I worry about it every day. Many others are laboring under the same restrictions as I am. The unjust practice of forcing people to sign a non-compete agreement as a condition of their employment needs to be stopped."</p>
Tait	<p>"I support a ban on non-compete agreements, they increase employer power in an already unbalanced power dynamic between employees and employers. They also drive down wages and decrease competition."</p>
Benjamin	<p>"As a veterinarian, I strongly am in support of a total ban on non-compete clauses. It is standard in our profession to expect a non-compete clause as a basically a requirement for accepting a position. As a result of this, veterinarians are limited in their ability to negotiate, beyond being willing to uproot your life and move as a negotiating tactic. I personally know many veterinarians who have faced hardship over the consequences of non-compete clauses when leaving a bad work environment. The worst part of the situation is that from my understanding, most non-compete clauses are not legal or enforceable currently as is. The problem is that the mere threat or mention of enforcing a non-compete clause, prevents veterinarians from being able to consider their options. A personal friend that I know was sued for breaking a non-compete clause, and legal fees were at least \$20,000, which fortunately were paid for by his new employer. This is completely one-sided and unfair practice to limit the geographical range of veterinarians, especially considering that the veterinary industry is riddled with depression and suicide. We need to empower workers to have the right to maintain residence in a location, while being able to negotiate for their own best interests without worrying about non-compete clauses."</p>

<p>Matthew</p>	<p>"I am a Resident Physician in the state of South Carolina practicing to become a board certified Family Medicine Physician. It has come to my attention that groups like the AFIA are advocating for physicians to be left out of the FTC noncompete ruling. I believe that this would be a grave mistake. It is physicians and other providers, not healthcare systems, that do the vast majority of patient advocacy for the community. Crippling our negotiating power severely reduces our ability to adapt and improve our services to better serve our patients. It disincentivizes our employers to heed our concerns about these issues and is a significant driver in work dissatisfaction, burnout and healthcare labor force shortages. Institutional policies currently determine - Who we can serve: determining which insurances we can or can't accept without physician input, delaying or preventing access to care for an untold number of patients. These patients then show up to the emergency room for complications of untreated medical issues, leading to astronomical bills with poor collection rates and increased financial burden to the patients and taxpayers. - How we serve them. For example, limiting our ability to perform certain procedures we are sufficiently trained in, both delaying treatment and increasing the cost burden to the patient and taxpayers by necessitating extraneous specialist involvement when not medically indicated. As physicians we currently have very limited ability to fight for new equipment and staff necessary to expand and improve the quality of procedures and surgeries. - Where we can serve: Punitive measures assessed by non-competes create severe financial penalties for young physicians, both increasing risk of relocation to positions in areas with severe health disparities and discouraging discerning, intelligent people from pursuing medicine as a career in the first place. As it stands, many young physicians have to choose between serving their community in environments detrimental to their mental wellbeing, switching practices and financially crippling themselves beyond an all time high student loan burden, or abandoning their home communities to avoid financial ruin with no guarantee of a better scenario in the new practice. For these reasons I believe physicians and all healthcare workers with patient contact should be included in the abolishment of noncompete contracts by the FTC."</p>
<p>Sal</p>	<p>"It would be mundane to reiterate what is already known by the FTC. A "covenant not to compete" ("Covenant") is a restraint of trade as well as burdensome to workers. It has long been contrary to public policy. To help explain better why, I can give a viewpoint as an orthodontist (dental specialist). As an employee, after signing a Covenant with a 2 year and 5 (or 10) mile restriction, if I begin to work for a company that I soon find out emphasizes profits above patient welfare, I am faced with a difficult dilemma. If I do what is best for the company, I break my ethical duty to the patient which is to do what is best for them. If I instead rightfully put the patient first, I have created a stressful work environment where I must fear for the loss of my job. With a Covenant in place, this means a move to a different city. This is very burdensome on the dentist, but even more so on his children. Fortunately, I have always put the patient first (even before my family) so I can look myself in the mirror; unfortunately, it has caused repeated moves in the last 19 years which has made things very difficult for my 5 children. While it is easy for even an outsider to see how stressful and disruptive it is to the life of my family, what may be less apparent to the same outsider is what Covenants do to the general public. For example, if the company charges \$5,000 dollars for a set of</p>

	<p>braces that I do well, but it is delivered in an office that does not treat its patients well from a customer service point of view, those patients might seek another office. In a smaller town, that may not be possible which would require a significant drive to another town for the patient. However, if a Covenant were not in place, I could open up my own office in the small town, give them an exceptional customer service experience along with the same clinical result for the same \$5,000. And I could likely give it to them for less than \$5,000 because I would not have a bloated corporate structure which is full of inefficient parasitic load (aka, middle managers). This would force the corporation that I left to find ways to reduce overhead to become more competitive. Hence the public benefits. Some Covenants include language regarding 'Trade Secrets'. In all my 19 years of practicing, never have I been privy to these supposed trade secrets. Why? Because there were never any. I was clinically trained in school and for business training, we learned through the school of hard knocks. Owner dentists all seem to think they have invented the wheel. But business generally run the same: some more efficiently, others less efficiently. If some "supposed" trade secret were learned while employed which allowed more efficient operation. the subsequent taking of this information by the employee to another business or his/her own business startup could only help the public pay less due to the increased efficiency. With regards to the sale of a business. I can see the FTC's point here. If a dental practice owner sells his practice for \$2 million dollars, then that is a large yoke on the new owner's neck to handle for many years. If the former owner opened up the next day right next door, it would basically be seen by patients as a transfer to next door. The new owner would be left with none or few paying patients. Yes they would have nice expensive equipment, but they would have a large loan and no income stream to service that loan. Meanwhile the former owner would open his new practice for \$300,000, pocket \$1.7 million and have an instant income stream. The new owner would close and the public has not had any increase in competition. I want to thank the Commission for turning its attention to this long standing problem which has been not only injurious to workers, but also the Public."</p>
<p>Salvatore</p>	<p>"It would be mundane to reiterate what is already known by the FTC. A "covenant not to compete" ("Covenant") is a restraint of trade as well as burdensome to workers. It has long been contrary to public policy. To help explain better why, I can give a viewpoint as an orthodontist (dental specialist). As an employee, after signing a Covenant with a 2 year and 5 (or 10) mile restriction, if I begin to work for a company that I soon find out emphasizes profits above patient welfare, I am faced with a difficult dilemma. If I do what is best for the company, I break my ethical duty to the patient which is to do what is best for them. If I instead rightfully put the patient first, I have created a stressful work environment where I must fear for the loss of my job. With a Covenant in place, this means a move to a different city. This is very burdensome on the dentist, but even more so on his children. Fortunately, I have always put the patient first (even before my family) so I can look myself in the minor; unfortunately, it has caused repeated moves in the last 19 years which has made things very difficult for my 5 children. While it is easy for even an outsider to see how stressful and disruptive it is to the life of my family, what may be less apparent to the same outsider is what Covenants do to the general public. For example, if the company charges \$5,000 dollars for a set of braces that I do well, but it is delivered in an office that does not treat its patients</p>

	<p>well from a customer service point of view, those patients might seek another office. In a smaller town, that may not be possible which would require a significant drive to another town for the patient. However, if a Covenant were not in place, I could open up my own office in the small town, give them an exceptional customer service experience along with the same clinical result for the same \$5,000. And I could likely give it to them for less than \$5,000 because I would not have a bloated corporate structure which is full of inefficient parasitic load (aka, middle managers). This would force the corporation that I left to find ways to reduce overhead to become more competitive. Hence the public benefits. Some Covenants include language regarding "Trade Secrets". In all my 19 years of practicing, never have I been privy to these supposed trade secrets. Why? Because there were never any. I was clinically trained in school and for business training, we learned through the school of hard knocks. Owner dentists all seem to think they have invented the wheel. But business generally run the same: some more efficiently, others less efficiently. If some "supposed" trade secret were learned while employed which allowed more efficient operation, the subsequent taking of this information by the employee to another business or his/her own business startup could only help the public pay less due to the increased efficiency. With regards to the sale of a business, I can see the FTC's point here. If a dental practice owner sells his practice for \$2 million dollars, then that is a large yoke on the new owner's neck to handle for many years. If the former owner opened up the next day right next door, it would basically be seen by patients as a transfer to next door. The new owner would be left with none or few paying patients. Yes they would have nice expensive equipment, but they would have a large loan and no income stream to service that loan. Meanwhile the former owner would open his new practice for \$300,000, pocket \$1.7 million and have an instant income stream. The new owner would close and the public has not had any increase in competition. I want to thank the Commission for turning its attention to this long standing problem which has been not only injurious to workers, but also the Public."</p>
John	<p>"I strongly feel non competes should be thrown out. Let workers move freely among the workforce. Most companies that enforce non competes are started because they didn't have one."</p>
Ashleigh	<p>"Large hospital systems are drawing the life out of doctors and they have become so big it is impossible to "get out of their zone." Doctors should be able to care for patients. Period. There should be NO stipulation of where a board certified, licensed doctor can work"</p>
Ashleigh	<p>"As a physician wanting nothing more than to provide excellent medical care to my patients, I am currently struggling with a noncompete versus a hospital system, who has managed to have a monopoly in the southeast. As the company gets bigger, the patient experience and well-being becomes less and less important. Physicians work hard to become doctors and should be allowed to take care of patients wherever and whenever available. Please get rid of this antiquated law and stop allowing the hospital systems to become so big that they no longer focus on patient care."</p>
Kellen	<p>"The potential positives from the proposed Non-Compete Clause Rule far outweigh the negatives. Employees should be able to use experience garnered from working in their field to their advantage. The non-compete clause as it stands today</p>

	<p>hampers production and allows for businesses to become stagnant. If there is no competition, the original business will not innovate. The proposed Non-Compete Clause Rule will encourage industries and businesses to innovate which in turn would render a better product or service. Although this might hurt smaller businesses that have more specialized products or services, the best product or service on the market should win."</p>
Matt	<p>"Non-compete is a completely archaic and outdated process, especially during a time when we are seeing tech layoffs hit all time highs and many of those who have been laid off will not be able to easily get comparable jobs because they have non-competes that are valid even after a company forced RIF. Non-competes exhibit the ability to continue to work as well as innovation based on continued improvement."</p>
Mary	<p>"Technology companies are currently making non-competes broad and required to sign before starting at a company Banning these are essential for growth of the United States technology sector. I cannot support this more."</p>
Cindy	<p>"I totally agree with this change. I am in a situation right now where the employer is making changes which will decimate my number of clients because they will not like what is happening. Yet if I leave and want to service these clients many of whom I have worked with for 30 years I will have to pay 115% of fees charged the prior 12 months. I cannot afford to do that. So the clients will still leave over this and my professional practice will be decimated! Thank you for proposing it. It will probably be too late for me but will help another person."</p>
Anthony	<p>"Please do this. Sick of my employer thinking they have leverage on me due to a non compete. This will create competition, curb inflation, and increase wages. As it stands now the owners sit back and do nothing and collect all the money while holding us hostage. Please get this done for us!"</p>
Marc	<p>"I fully support this effort and it is long overdue! Let me use myself as an example. I work for HB Fuller company, as of —6 years ago as part of an acquisition. I'm technical - specifically a chemical scientist working in R&D. I'm an excellent employee and my boss and his boss would love to promote me, but they can't and won't even try because they know that I will not sign a non-compensating one year Non-Compete (no compensation during the period of non-compete) that you agree to abide and argue with under the law and courts of Minnesota (I live in South Carolina) - H.B. Fuller requires this of all new hires and promotions. I've never signed one because I was acquired from a bought company. I will never sign this because, if the company decides to lay me off, I would not be able to work in my field of expertise for one year - rendering me untouchable by the field I specialize in and having to settle for a new field, of which I'd be at a severe disadvantage for hire or salary. As it stands, an evil company with a reputation of non-competes could simply suggest to another company that their new hire has signed this, even if he or she didn't, and pretty much destroy his or her job offer. I can't believe this sort of thing is legal, and I beseech you to pass this rule - companies should not be able to hold any employee hostage to bad treatment or poor compensation by threat of a non-compete."</p>

<p>Marc</p>	<p>"I have previously commented on this proposed rule with full support of it as written. I feel compelled to make an additional comment after reading reporting on your comment process with some asking for concessions to your rule, such as not making it retroactive or limiting the rule to low-income employees (which may leave them intact for the most targeted of employees — professionals and scientists who are not executive level). I disagree with these changes. In the spirit of the chief complaint against your rule, that companies fear employees may disclose confidential information if they change jobs, but little acknowledgement that non-competes grant unprecedented power to an employer over an employee --- I propose that if you were to make any change to your proposed rule, it would simply and only be this: In any situation where a non-compete is allowed, then said non-compete MUST compensate said employee at least full salary and benefits during the period of non-complete, regardless of how the period of non-compete goes into effect. And this should be retroactive to all unexpired non-competes agreed to before this rule. It is awful that non-competes stop an employee from seeking the best compensating job they can find, but the two greatest fearful situations arising from a non-compete are 1) A company lays off said employee (essentially declaring that employee to no longer being useful to the company) and that employee cannot practice his trade anyway elsewhere and 2) that working conditions become very bad at a company for that employee, but an employee must endure it to continue to practice his trade. I posit that if companies' only concern on eliminating non-competes is to safeguard their proprietary information, then they should have no problem compensating employees with full salary and benefits throughout the period of non-compete if the period of non-compete is in effect, whether it be by layoff or resignation. I think, with the requirement that non-competes carry with them always full salary and benefit compensation during the period of non-compete, you'll find that most companies will stop using them."</p>
<p>Lee</p>	<p>"As an Emergency Physician working in a competitive market, non competes significantly hamper our ability to find work or leave abusive employers without having to move. There is no reasons to exclude physicians. Our local nonprofit hospital is the worst offender. Please do not exclude anyone. This is abusive to physicians who have no due process and no current ability to organize."</p>
<p>Taylor</p>	<p>"Non compete clauses stifle competition and harm a physicians ability to practice and earn an income for their dependents. A non compete can keep you in a situation that may not be ideal but can't leave out of fear of having to uproot the family. Lastly the non-compete clause harms the patient doctor relationship which should take precedence over a business"</p>
<p>Thomas</p>	<p>"As a worker, I do not want to be held hostage on mandatory non-compete clauses. If a company doesn't want to compete with the market they shouldn't be able to limit a workers fee rights to find work at another company just so their current company can pay them less. Please don't fail the public and bow to lobbyist money and do the right thing. We are so close."</p>
<p>Hallie</p>	<p>"Non competes are detrimental to physicians. It allows for no negotiation of salary and traps you in a terrible job or forces you to leave your home."</p>

Tyler	<p>"I support the banning of Non-Compete Clauses. In our previous city located in Georgia, my spouse, a Physician Assistant specializing in Cardiology, had grown weary of her current practice and was ready to find a new employer. However, due to her non-compete contract she was unable to find another job in cardiology within an extremely large radius. To find her new job, we ended up moving out of state to the Charlotte, NC area. So as a result of this non-compete, we were forced to uproot our lives, move out of state, and re-establish ourselves in a new area. The state of Georgia lost out on our tax revenue, in addition to the small businesses we used to support. And worst of all, the patients in that community lost out on being cared for by a skilled and knowledgeable Physician Assistant."</p>
Joe	<p>"These documents should be illegal and no longer allowed. They are anti-capitalistic. These does are used in to many none specialist positions and are now abused. I do not think companies now how to correctly use these without abusing them. I have heard that companies making people sign them after employees accept a job offer."</p>
Veerai	<p>"100% support the rule. Non compete clauses restrict physicians from working and earning a livelihood particularly if they were previously associated with a hospital, because the hospital monopolizes the area. In time of such health care need, these non compete clauses make no sense"</p>
Kevin	<p>"Doctors are highly skilled professionals who have invested years of their lives and a significant amount of money in their education and training. They provide essential medical care and services to their patients, and their skills and expertise are in high demand. Noncompete clauses are legal agreements that prevent employees from working for a competitor or starting a similar business for a specified period after leaving their current employer. Here are some reasons why doctors shouldn't have to sign noncompete clauses: 1. It limits patient choice: Noncompete clauses can limit the ability of patients to choose the doctor of their choice. If a doctor is prevented from practicing in a particular area, it can be challenging for patients in that area to access the medical care they need. 2. It restricts access to medical care: Noncompete clauses can limit the number of doctors available to provide medical care in a particular area. If doctors are prevented from practicing in a particular region, it can result in a shortage of medical professionals, which can lead to longer wait times and reduced access to care. 3. It can be unfair to doctors: Noncompete clauses can prevent doctors from practicing medicine in the area of their expertise, which can be unfair to them. They may have spent years building their reputation and developing a patient base in a particular area, and a noncompete clause can prevent them from continuing to work in that area. 4. It can impede innovation and progress: Noncompete clauses can prevent doctors from working on new and innovative medical treatments and techniques. If doctors are prevented from working for a competitor or starting their own practice, it can limit their ability to develop new ideas and advance the field of medicine. In conclusion, noncompete clauses can be detrimental to both doctors and patients. They can limit patient choice, restrict access to medical care, be unfair to doctors, and impede innovation and progress in the field of medicine. Therefore, doctors should be allowed to practice medicine in the area of their expertise without being forced to sign noncompete clauses. I, as an independent physician, support the FTC proposal to eliminate noncompete clauses."</p>

<p>Wesley</p>	<p>"Non-compete clauses disrupt our family's life forcing people to move outside of rural cities where anesthesia providers are needed for no real benefit to the company that requires it beside forcing workers to stay at one hospital even if better opportunities exist. It is anti-competitive practice and limits and disrupts providers lives. Please eliminate this as it is a corporate overreach and is unnecessarily harming families and rural communities"</p>
<p>Bethany</p>	<p>"Hello, As a Family Physician and medical school faculty member, I urge you to remove non-compete clauses. We already have enough problems getting adequate medical staffing in rural areas. Non-competes further disincentivize Physicians. Physicians do not want to risk getting trapped into a bad job or forced to uproot their families when considering new job locations. Thank you for your time and consideration regarding removing these excessive restrictions."</p>
<p>THOMAS</p>	<p>"I would like to share my thoughts on why Non Compete clauses should be illegal as it pertains to my specific industry & situation. I am a Chartered Property & Casualty Underwriter in the Insurance industry. I work for an underwriting firm that contracts out to several Excess & Surplus lines insurance carriers. We then underwrite P & C insurance policies for retail insurance agents in our designated area. We have many other competitors who provide the same type of service. These competitors: Also contract out to the same E&S Insurance carriers as my firm does Also solicit business from the same Retail Insurance agents as my firm does The main thing that separates the underwriting firms who operate in this space is service and technological innovation (which allows for better service to the retail agent). Upon my hiring, I was required to sign a 2 year Non Compete Clause stating if I resign or get fired I cannot work for any competing firm in this space for 2 years from the day of my exit from my present firm. If the other firms also have contracts with the insurance carriers that my firm has contracts with then those contracts are not exclusive and/or proprietary contracts. If the other firms call on the same retail insurance agents that my firm calls on for business then those retail agents are not exclusive and/or proprietary intellectual property. But yet, my firm restricts me for 2 years from taking a job, with a competing company that operates in this space. Rather, my Non Compete prevents me from furthering my career and providing a better financial opportunity for my family. Sincerely, Thomas</p>
<p>Sarah</p>	<p>"I am a resident physician and would like to specifically advocate AGAINST proposals to exclude physicians, nurses, and other skilled workers from changes to the non-compete clause rule. I live in a fairly small state (South Carolina), and my observation is that noncompetes negatively impact appropriate distribution of physicians within the community. Hospital systems use them to suppress wages and prevent flow of physicians through the community, which sounds fine until healthcare workers forgo public hospitals entirely in favor of private practice because they aren't sure if they can endure low wages and adverse conditions in the long haul, and they don't love the idea of literal banishment if a job doesn't work out. I appreciate the "poor little rich girl" view that some people take of this, despite young physicians drowning under hundreds of thousands of dollars in education debt that is required as an "entry fee" to be allowed to serve our communities, but it really is a serious and significant public health concern. Furthermore, I would ask why we specifically should be denied the rights of</p>

	ordinary citizens. I do not matter more than anyone else, but I hope that I also do not matter less. Thank you for your consideration."
Stacy	"I am strongly in favor of eliminating all non-competes. This is h I am strongly in favor of eliminating all non-competes without exception. Especially for healthcare which should not run firstly as a business but foremost for patient care. Holding physicians and nurses to non-competes is in no one's interest but the corporation."
Brian	"Non Compete is a ridiculous archaic way of thinking People should be able to find work in their career field no matter how close it is to the company they left. I support the proposed rule by the ftc to end Non-compete agreements. They are unfair to employees seeking better opportunities. They also hinder those working in right to work States from finding employment in their chosen field."
Seth	"I'm a resident physician in Charleston, SC. This would be massive for healthcare. A lot of times patients lose their physicians because they leave a company or other group due to disputes or poor support staff or a myriad of other reasons, and unfortunately in those cases a lot of patients are hung out to dry without the physician they've had sometimes for multiple years. Sometimes there isn't a physician readily able to replace that individual as well and it can be difficult to find a new physician to resume their care and it's detrimental Watching corporate entities gut practices which essentially forces a physician out and then their forced to move is a story that is far too common in recent years. Having continuity with patients and also the providers in the city you work in is so important and getting rid of a way that corporations disrupt these relationships because of their interests would be a huge boon for patients and physicians alike as the people making these decisions do not understand the harm these noncompete clauses cause from a clinical standpoint."
Jeffrey	"Please take action against non-compete clauses. Iain a physician and have been negatively economically impacted by a non-compete clause. Non- competes are harmful to the medical profession and to patients who want to maintain a relationship with their physician instead of with a corporation. I am an emergency physician and my wife is a physician assistant. I work in an Emergency Department and the non-compete made it impossible for me to be the medical director for my wife's medspa because they viewed it as a competition. They had a one year post-employment clause as well which was detrimental to my wife's livelihood. Due to the radius of the non-compete our only option is to move to a different city. It's an American privilege to be able to work hard and make a living but these non-compete clauses take away the American dream."
Erin	"I agree with eliminating non competes. Companies are given more rights than individuals. People should be able to work where they please in whatever capacity that is and not be forced to move or have extended commute time just to be able to work."
Erin	"Noncompete clauses are predatory and only in the interests of big businesses. In a free society people should be able to change jobs without having to move! I am a physician and my noncompete clause directly harms people of my community. Should I leave my job, I'd have to move out of my town to find work and deprive the community of a physician."

<p>Mitchell</p>	<p>"The use of non-compete clauses against common workers is an abusive practice designed to undermine the free market. It has absolutely no place in America and should be banned. If a company really wants to keep you off the market for a period they should be able to but only if you're paid at your full wage plus a premium for the entirety of the non-compete. Something akin to Garden Leave as it exists in the UK."</p>
<p>Alec</p>	<p>"I'm currently bound by a non-compete agreement with my employer. I have been at my current job for 5 years, and I do not believe that I will have another opportunity due to the non-compete. The only way I can get another job in my field is to move and relocate my family. I live in the area where I grew up and my whole family is here, so I feel trapped in my job for the long haul. There are good opportunities for me to transfer to another business, but I cannot get another job due to my non-compete. I work with a guy who has been at his job for 18 years without a raise, he has not been given any additional vacation time, and all he has done is work his life away without growing in his job. Our employer didn't have to allow him to grow financially or just give him more time off for his service because he has all of the power and my friend couldn't leave. Please make it illegal for my employer to enforce this non-compete clause in my contract. This would give me so much opportunity to better myself and family."</p>
<p>Michael</p>	<p>"I was recently fired for reporting my company to the Department of Labor because they pulled a scam on us and stole tens of thousands of dollars from we, the ground level workers. We are pest control technicians. My company became toxic all the way to the very top including the parent company. Very corrupt! They pulled a scam where they offered an incentive paying additional commission above our usual commission. 20% above pest control services and 10% above termite services. That was what they told us and unlike every other incentive they've ever offered, this time they refused to put it in writing In the end, some techs received a small percentage of what they were owed and some of us received none that was owed us. I worked very hard and EARNED the technician of the year award for the mid-Atlantic region and they did not give it to me and gave the award, along with the paid 3 night trip to New Orleans to the technician who was telling on me. The work environment there was extremely toxic. Management terrible! The workers terrified of fighting it. They fired me to get me out of there because they knew I reported them to the authorities. They fired me three days after I advised them that I had reported them and that retaliation against me is unlawful. Then, only to try to paint me as a criminal myself, which is what criminals always do to the good guys, they hired armed security to guard the office against me and even provided the guard a photo of me as to whom to look out for. Very humiliating and most definitely unnecessary!!! I got a job with another pest control company and when my clients found out where I went, they have now began to move to the company I went to work for. When they call me to service them and sign a new agreement, I simply refer them to the manager to sign them up. It did not take long for the toxicity of the poor management to find it's way to the clients. They cannot keep workers nor do they train them properly. They are two months behind in their services. They are performing February services in April! On top of that, they have increased their prices about 10% to make up for all the cancellations and refunds they have had to give. They are terribly dysfunctional, and their customers are very unhappy and that is why those customers are seeking me. I loved my clients and</p>

	<p>they loved me. I was ranked #2 in the entire company of 1100 technicians for cancelations. My customers did not leave me. They even told me that the only reason they stayed with that company was because they were loyal to me because of my loyalty to them. They became my true circle of friends and I truly want to continue caring for them. There is a whole lot more to my story! Now, I have received a letter from their attorney accusing me of soliciting their customers and telling me I am not allowed to work in pest control within 75 miles of the city where I live. I am in strong support of the legislation to ban non compete agreements."</p>
Amaris	<p>"I support the FTC to ban non-competes. I work as an RBT doing important work. However I can't provide services to people who need them because of predatory non compete clause from my former employer."</p>
Adam	<p>"As an employee that would need to either be unemployed for 1 year, or move to an entirely new city to find a new job, I support this rule change. I am a professional with a noncompete with a 10 mile radius, which completely encircles my entire town. To get a new job, I would need to move to a new city, creating a tremendous amount of inefficiency and waste."</p>
Ben	<p>"Dear Federal Trade Commission, I am writing to you today to express my strong support for the proposed rule to ban non-compete clauses. As a physician, I am deeply concerned about the effects of non-compete clauses on the health care industry and on the patients we serve. Non-compete clauses restrict healthy competition and limit patient access to specialty care. These clauses give employers an unfair advantage during contract negotiations, allowing them to limit the number of physicians available to treat patients in their region. This reduces the quality of care available to patients and can lead to longer wait times for appointments. Additionally, non-compete clauses often require physicians to relocate their families, disrupting continuity of care and making it difficult for patients to continue receiving treatment from their preferred provider. Non-compete clauses can also prevent physicians from taking advantage of new opportunities and taking on additional responsibilities. For example, if a physician is offered a position at a larger practice or hospital, they may not be able to accept the offer due to a non-compete clause. This prevents doctors from advancing their careers and providing the best possible care to their patients. The proposed rule to ban non-compete clauses is a step in the right direction and will help ensure that patients have access to the highest quality of care. I urge you to pass this rule and help create a healthier and more competitive health care industry. Sincerely, Benjamin D, M.D."</p>
Ronald	<p>"Non-competes are yet another chain corporation use to suppress wages and control employees. It allows them to not compete to retain their employees by limiting their ability to earn a living without having to uproot their lives and moving away. Non-competes must go."</p>
Andre	<p>"The non compete rule should include all medical providers including physicians. Non competes limit access to care and force physicians to endure terrible working conditions. It'll be the ultimate act of subservience to the for profit medical corporations if physicians are excluded from this."</p>

<p>Lauren</p>	<p>"This would help people in my profession tremendously. I am a Physician Assistant and was forced to sign a non-compete in order to renew my contract. Later, the company I work for discriminated against me for trying to take time off for maternity leave. I tried to find another position in my field and my company threatened to sue me. My company has made it impossible for me to practice somewhere else without leaving the city that my family resides. They haven't given me a cost of living raise for almost 10 years, but still won't allow me to look elsewhere without threat of being sued."</p>
<p>Patrick</p>	<p>"Please make this proposal LAW ASAP! I currently had my wages cut in half because of a non-compete and I have to pay for lawyer fee's for both parties and my ex-employer is trying to collect on money I haven't even paid taxes on. I can not afford the legal fees or the stress this is putting my family through. I thought non-competes were suppose to be for learning a business secrets but I was never taught anything and was convinced to leave my management position with my old company for a "better opportunity" only to make less than I was making I feel he lied to me and treated me poorly just to get me to sign his non-compete only to get rid of his biggest competition in the Myrtle Beach area. I was never taught or shown anything. this non-compete just says I worked for him and now I cant work near my home for 2years to provide for my family. I now have to drive hours away to make half of my usual earnings I can't believe this evil is allowed."</p>
<p>Kaitlin</p>	<p>"This would be such an incredible help. I am in a healthcare IT role where we've been told we can't work in any IT project management job for a year if we choose to leave. I've stayed with the company 12 years, even though I am wider compensated compared to consultants in our field. The fear of being without a comparable salary for 12 months keeps many of us - myself included - locked to the company. Colleagues in the market are making \$30,000- \$50,000 more for equivalent work, and get paid overtime wages. If we had the opportunity to move around the free market, my corporation would have to become wage-competitive rather than keeping talent for less than we are worth."</p>
<p>James</p>	<p>"Noncompetes in healthcare unfairly restrict healthcare providers. We are beyond the small town practice model with large corporations now controlling healthcare. Healthcare practitioners are now either forced to move (disrupting their families) or leave healthcare (in a time when they are sorely needed) to honor these agreements which are unfortunately more compulsory then optional in our current system."</p>
<p>Aaron</p>	<p>"Upon graduation with a four year degree I took a very low paying job in my career field. AFTER quitting my job and moving across country I had to sign a non compete agreement to keep this job. I feel that I do not work in my field of study due to having had to sign this 21 years ago. There is little to no place for a non compete clause in todays labor force."</p>
<p>Eric</p>	<p>"should apply to nonprofits as well a large majority of physicians are affected"</p>
<p>Laura</p>	<p>"I've been a physician for the past 14+ years. Non-competes seem to be standard in our contracts. The mileage and timeframe that are put in place make it extremely difficult to get a new job without relocating. For instance, with my most</p>

	<p>recent job I could not work within 25 miles for about 2 years. Any job that was available was over an hour drive each way. That's not conducive to spending time with my family and at the time newborn when I'm spending my time commuting. In the end, I relocated to another state for a job. I once again have a non-compete and should I need I/want a new job in the future I will be in the same situation I was just in. Why should I have to choose commuting an hour+ each way versus completely uprooting my family so that I can work??? It's kind of ridiculous. The reasoning behind it is also ridiculous. Patients go where there insurance covers them so it's not like I'd be stealing a whole patient panel away from a prior job. It's all about money and profit, which is very disheartening."</p>
<p>Sanford</p>	<p>"Noncompete clause is held by large hospital systems stifle competition, and lead to ineffective hospital management maintaining power, despite stagnation within their workforce. For large businesses, such as hospital systems to include noncompete, clauses, as a rule, is anti-competitive. Initially, building noncompete clauses will lead to increase cost for hospital systems with some workers may depart, this will ultimately lead to more favorable power dynamic for physicians and cost savings as redundant admin positions and positions with no healthcare value are eliminated to provide resources where physicians see will help their practices run more efficiently. Particularly in small towns, healthcare quality will be expected to improve with competition."</p>
<p>MARK</p>	<p>"My best guess is that in 80-90% of cases, a non-compete is just a bad idea. As a small business owner this issue really hits home. No business wants to spend time, effort and money to train a new hire, only to have them jump ship. A non-compete seems a simple answer but is basically worthless for all but a few types of businesses. Most businesses would be better served by offering a bonus for time served for an employee retention plan. Nonetheless, this is not a "one size fits all" situation and some businesses should have the ability to mandate a non-compete. Completely banning non-competes is a terrible idea. Sincerely, Mark "</p>