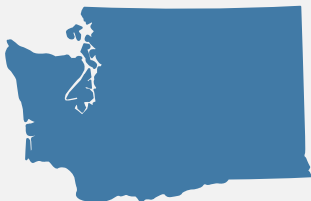


Constituent Support for the FTC's Noncompete Rule



Washington | Statewide Impact

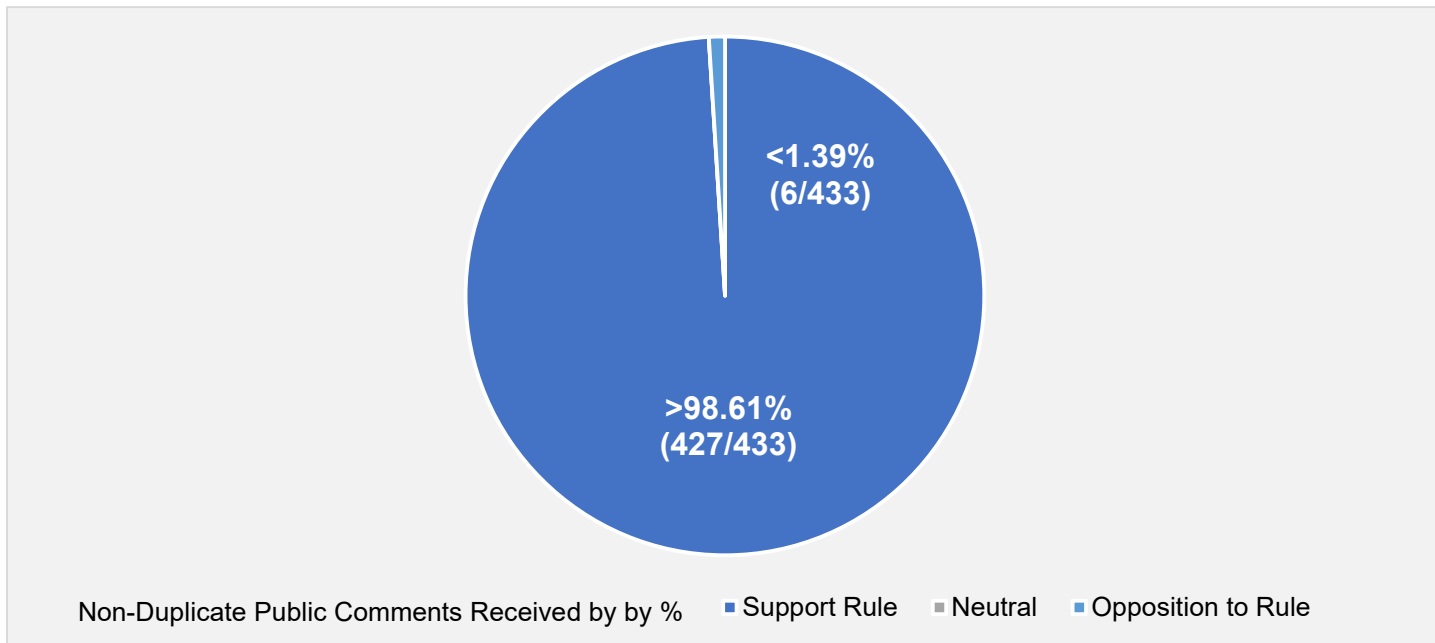


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final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

Washington Covered Workers	Increase in Total Annual WA Worker Earnings	Increase in WA Average Annual Worker Earnings
2,809,814	\$2,090,953,114	\$744




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



Notice of Proposed Rulemaking: 427 of 433 WA Commenters Support



Support Across Sectors of the Washington Economy

*Some comments condensed due to length.

Profession	Comment
	<p>“I am a gastroenterologist in Seattle, WA. Unfortunately, I had to contend with a non-compete clause from my [former] employer. As a result, I had to spend 18 months at a satellite hospital where I wasn't able to provide medical care according to my skills and qualifications (I sub-specialize in Crohn's disease and ulcerative colitis). I believe the non-compete clause is antiquated and unfair for both patients and providers. Essentially it prevents patients' access to a provider with whom they established sometimes long- term relationships and instead it forces them to choose a new provider from the old institution. In many cases this leads to lower patient satisfaction and quite often lower quality of care given the difficulty on the new provider to getting familiarized with a new and sometimes very complex patient. I think patients' interest should supersede petty financial interests from healthcare institutions and therefore, I am strongly in favor of repealing the non-complete clause nationally.”</p> <p style="text-align: right;">-Michael C.</p>
	<p>"This is an amazing initiative. I am in retail where I have hit the upper limit due to my title as diem are never higher level openings. My non compete essentially prevents me from going to any other retailer that has more than 100 stores or 100 million dollars in revenue. In other words, I see many qualifying jobs but I cannot be hired into those because of my non-compete. In other words , I am now slave to my current company as my experience is not directly transferable to non-retailer companies in the senior level positions."</p> <p style="text-align: right;">-Jar C.</p>
	<p>"I am a veterinarian in the Pacific Northwest, and I've personally seen the [harm] non-compete clauses have caused the veterinary field, as well as pet owners and their pets... At the hospital I worked in, a couple of veterinary neurologists felt that due to staffing, their patients and clients would be better served if they moved to a different clinic... the non-compete clauses are contributing to the shortage of veterinarians - not only restricting the movements of veterinarians who are seeking better working conditions, but subjecting pets and pet owners to egregious wait times or long drives to seek the care they need...This is egregious and heavily impinges workers' rights...To summarize, non compete clauses in the veterinary field have become an undue burden and hamper workers' ability to leave a workplace when their needs are no longer being met. It has consequences not just on veterinarians but also has a hugely negative impact on pet owners and pets. These are just a few specific examples."</p> <p style="text-align: right;">-Hannah C.</p>

	<p>"I am writing because non-compete clauses have negatively impacted my family. My son signed a non-compete clause when he went to work as an Optometrist in a small town. After several months the owner of the business/Optometrist decided to retire and sell his business...Because of the non-compete clauses he was forced to commute 2 hours a day in Seattle traffic and can't spend that time with his girls. It has resulted in loss of family time that is huge in the growth of children. He has a good job but die commuting is very stressful and has impacted his health and relationships with family. Without a non-compete clause he would have been able to maintain his Optometry practice in die local community with less stress and more family time. Please end this unfair archaic practice...My husband was also subject to a non-compete clause when we lived in Oregon. He lost his job as a printing press technician and repairman. He had worked for the employer for many years but suddenly at about 50 years old he was jobless and could not get a job locally because this Company was all over Oregon. He had to move out of state or start over in a new career...It is not only costing employees a great amount of money, it is putting undue stress on the family unit. "</p> <p style="text-align: right;">-Debra L.</p>
	<p>"I was forced to sign a non-compete agreement that limited my ability to work even with the other employees, Of course I couldn't work in my profession (CPA) when I made 60,000 a year from the company. It gave access by my employer to my bank records, and forced me to pay all attorney fees if I ever disputed the agreement. This is a horrible business tool and should be prohibited."</p> <p style="text-align: right;">-Carol J.</p>

Additional Support from Washington

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
G D	"I strongly support the FTC's proposal to federally ban noncompete agreements."
Michael	"We absolutely must ban non-compete agreements. They are cynical and unfair, quashing competition and workers' ability to get a fair value for their labor. It is the workers who need protection from vastly more powerful corporations, not the other way around."
Sarah	"I support this rule. NDAs already cover proprietary information. If employers don't want to waste time and resources on training employees, they should

	compensate them satisfactorily so they don't want to leave. No one wants to innovate for a company that has them locked down against their will."
Rajiv	"I completely agree with making non-compete illegal. I have seen many employees get stuck with their current employer and fall victim when they are not treated well/fairly and the employee has no choice. Often, even when there is some doubt about the mat church of duties with the new employer, employees do not risk against their big company thinking they will lose to the big company. This also has an impact on their lifetime compensation. Non-compete has been misused by employer's."
Hasan	"Non competes are terrible for employees and should be banned for all professions including physicians. Hospitals have gained too much power in employees having to stick with them due to non competes. They only have the employer's best interest but not the employee. It would serve the American public to get rid of non-competes."
Iram	"As a physician, these non competes are terrible. They have become an excuse to keep salaries low, our hours long and does not motivate our employers to seek the best and brightest. Often times they get extended to not just one hospital or system, but to ANY location associated with that system (way more common know with healthcare becoming corporatized), so to change jobs we are forced to uproot our lives and move out of town to seek better opportunities, and many of us have kids in school, spouses with jobs so the only option is either to leave the field entirely or stay and be miserable. Lawyers don't sign non competes, why are we held to different standards?"
Glen	"HERE IS MY COMMENT: I STRONGLY SUPPORT the FTC's ban on non-compete clauses!!! Non-compete clauses DISEMPOWER EMPLOYEES and put them at a serious disadvantage in their careers!!! Those clauses SUPPRESS WAGES!!! The FTC must ALLOW WORKERS TO MOVE FROM JOB TO JOB -- and to EARN WHAT THEY ARE WORTH!!!!"
Kirsten	"I'm a family physician, and I have a non compete clause. I wish I had never signed it, but I felt my hands were tied when this was "required" at every position I looked at after residency. I did not realize the implications for my future family at the time, but I feel stuck in my current job while wanting to stay in the community that my family is deeply embedded in. Please do away with non competes for every one in this country, including physicians."
michael	"20 years ago I was doing frequent consulting work in manufacturing and ERP System implementations. The organization I worked for didn't require a non- compete agreement and we never had issues with consultants jumping ship to compete with us since the company we worked for was ethical and provided fair compensation as well as treating us appropriately. Some of us

	<p>even became 'independent consultants' rather than employees and then worked for the same organization as subcontractors giving them a large percentage of the billings....Companies argue these are needed to protect themselves from hostile actors - but the only thing they protect is profit margins by preventing competition and keeping wages low. If a person can get a higher salary from a competitor (and that competitor still makes a profit so is OK with that) then the current employer can also make sufficient profit paying that same higher wage. Non-Compete agreements are a restraint of trade, block employment opportunities and limit worker mobility. In a "free market" employees need to be able to move from bad employers to better employers without artificial constraints else an effective "employee monopoly" is created. I fully support the action of the FTC to block all past and future non-compete agreements."</p>
<p>anonymous</p>	<p>"Please act to limit the use of non-compete clauses. As a Director at a publicly traded company, I have been required to sign a non-compete clause at every job I've taken in the advertising/marketing industry since the early 2000's - even when I was operating in entry level and junior positions. My exposure to risk from an employer pursuing me for violation of the contract has been a career limiting factor for me. There is a substantial lack of clarity around whether the non-compete will be enforced, and at what level companies start to "care" about violations. As an employee, it feels like an imbalance of power for my employer to apply these handcuffs as a condition of employment. I've also struggled with the fact that the industry I'm in is broadly defined, so it is often hard to know what would be considered competitive."</p>
<p>Anonymous</p>	<p>"The multi-specialty clinic with whom I am employed has all providers (I am a pediatrician) sign a non-compete clause at time of hire. The stated purpose of this non-compete is to keep administrative affairs secret from local competitors. This could be achieved by a non-disclosure agreement. The non-compete makes seeking new employment in the area very difficult. We have not seen a raise since 2019. They have also recently rescinded a dividend from our building ownership. Taking inflation into account, this has resulted in a 20% decrease in real pay. There is little leverage an individual physician has to affect this, as finding new employment means uprooting one's family and basically starting over. As a lower paid physician, I feel trapped in my current employment situation. Basically the non-compete is anti-competitive, and does little to achieve the stated purpose of keeping "trade secrets". I prefer not to include personally identifiable information for fear of retribution from my employer."</p>
<p>Anonymous</p>	<p>"I appreciate the FTC reviewing Non-compete policies. This only supports organizations and negatively impacts employees in many ways. My company was part of an acquisition and the new company upholds non-compete clauses. The new company also laid off many workers and these former colleagues are unable to look for work in their area of expertise due</p>

	<p>to non-competes in place. This also holds employees hostage from looking to other roles which can preclude them from furthering their career and opportunity to earn more money. Employees can't use trade secrets if they transfer to new companies because that would still be illegal. The only beneficiary of non-competes are the corporations who already pay their CEO's extremely large packages while holding pay scales in check and not in line with inflation. I urge you to remove non-compete clauses for the benefit of the millions of employees affected."</p>
Oscar	<p>"The non compete clause is problematic at least. It prevents us from looking for a better set of working conditions on our area of expertise."</p>
Sandra	<p>"I 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. This is especially egregious in the health care industry where medical providers are unable to leave a group practice or emergency room. 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>
Danielle	<p>"I feel that this law is completely unjust. I had to tip toe around changing jobs a few years ago due to this. My husband works in a very specialized field and these non competes would require our family to relocate out of state if ever he needed to change jobs. Please do all that you can to eliminate this law."</p>
Glenn	<p>"I support the rule change as proposed, to ban non-compete clauses. I am an IT professional working in Seattle, and non-compete clauses are standard and pervasive across my industry. I find them insulting and coercive, and a clear attempt to suppress wages and prevent workers from advancing to other companies without having to pay them a market wage or good benefits to persuade them to stay. Tech employers will argue (falsely) that such clauses are necessary to protect their intellectual property, but that is utter nonsense. Companies own their IP regardless of whether their employees are free to go work somewhere else, and if they believe an employee has taken their work product to another company, they can sue or criminally prosecute that employee for doing so. Simply preventing them from taking a job with another company is unjustifiable. Further, because non-competes are ubiquitous, their enforcement is also highly selective and capricious, meaning that in practice, they create an imbalance of power and force every worker to contend with the idea that their company might try to prevent them from finding work elsewhere in their chosen field, subjecting them to legal costs and potentially denying them a job opportunity that they have earned. These clauses are not reasonable, they're not fair, and they serve no</p>

	purpose besides allowing employers to systematically collude to suppress worker wages."
Jacob	"As a University student upcoming into the job market, non compete clauses are one of the most scary parts about the labor market. They can chain you to a company fully and completely and in my opinion take away personal rights and freedom. I don't think being forced to move cities in order to change employers is ever a good thing for workers or the economy. Even if corporations lobby against real people and workers, I hope the futures and freedom of the younger generation persuade you to make the right decision and protect workers freedoms and my future."
B.L.	"I have worked in information technology for over 33 years. Many was the time I turned down work for fear of this rule. As a single parent, I could not afford to take the risk that some vindictive business would ruin me rather than see me work for a competitor. I cannot emphasize enough the difficulty and suffering that threat of non-compliance with no compete clauses caused myself and many others. Relieving our future of this burden cannot possibly happen soon enough."
David	"It is a shame that hard-working people and any level of business should be kept from pursuing there professional and job needs. Non-compete clauses are a corporate crime."
Brianna	"I am very pleased to see this as a consideration. The use of non competes is unfair to the individual. I have had corporations try to "sneak" in non compete verbiage into a contract that was explicitly to NOT have a non compete. It is manipulative and truly only protects the corporation."
Stephen	"Noncompete requirements are simply one more tool the corporate world uses to keep expenses for labor at an absolute minimum. These agreements force potential employees to "voluntarily" give up their constitutional right to choose their employers. BAN THESE UNCONSTITUTIONAL TACTICS!"
Stephen	"NONCOMPETES- MANDATORY ARBITRATION- UNION BUSTING- RIGHT-TO-WORK LAWS- STRIKE BUSTING- ENOUGH! WORKERS' RIGHTS ARE BEING ASSAULTED BY BOTH CORPORATE AND GOVERNMENTAL ACTIONS, AND THIS MUST S T O P ! OUR WORKING-CLASS IS RAPIDLY BEING TURNED INTO THE WORKING- P O O R CLASS, AND OUR NATIONAL SECURITY IS BEING ERODED BY THIS EGREGIOUS DESTRUCTION, CREATING A TWO-CLASS (RICH AND POOR) SOCIETY, WHICH IS DESTROYING OUR ECONOMY JUST AS RAPIDLY. ENOUGH!"

AnGee	"Please remove noncompete clauses. It is contributing to wage suppression at all levels including myself, a physician. This is in the best interest of everyone."
Susan	"I am a physician in Seattle and am working for a private group that required me to sign a noncomplete clause in order to continue with the group as a partner. In die event that I may not want to continue service with this group I would be required to drive a long distance in order to obtain employment. This is not practical. There are plenty of opportunities in Seattle and my family lives in Seattle. I am not sure what reason for the noncompete clause is my field as an anesthesiologist. I am not a threat to the group that I would take patients away from their practice. Anesthesia doesn't work that way. If anything, it would force the group to provide an acceptable salary and benefits package if they felt they had to invest in retaining providers."
stu	"Please continue this work and listen to the workers, not the employers! My wife is currently under a non-compete that is making it impossible for her to continue her work as a civil engineer. We would love to see these abolished!"
Erin	"I am one of only 50 Rheumatologists in my state but 75% live/work in the only major city in the State. It is unfair to force me out of the city where my family has made a home just because 1 want a new job. Non competes should not exist for physicians, it prevents needed rare specialists from coming to my state as no one can ever change jobs- we just have to leave the State Attachments ACR-Workforce-Study-2015 The attachment is restricted to restrict all because it contains copyrighted data"
travis	"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements."
Ben	"Non competes limit employee's' options to earn a living. Many companies require them to get a job. Those same jobs often require similar work experience. Meaning I'm either trapped at that job or when I look to leave i often need to move to a new space. Being trapped often means lower wages or staying in a job that may no longer work for an employee."

<p>Reilly</p>	<p>"I am firmly against non-compete clauses for physicians in private or non-profit entities. Non-compete clauses are predatory, banning the physician and the patient populations that they care for. This is particularly evident in rural areas where when non-compete clauses are embedded in the contract, often forces the physician to leave their community if they want to leave a toxic/harmful workplace, as there are often no other reasonably nearby facilities that they can provide services to. I strongly urge the FTC to act on this and restrict the use of non-compete clauses. Right now, we are in a physician shortage crisis. We can not afford to authorize another barrier to healthcare access."</p>
<p>Helena</p>	<p>"Please remove the exception of a business sale. No business, just as employees, should be limited by a large corporation to open another business. I am a healthcare provider. The only way on can work is by having a practice. By selling a practice to a large corporation, they are restricting me from working within 20 miles or to open another practice in the state. I would have to uproot my family to be able to provide for my family. There is a shortage of healthcare providers in my state already. Restricting to work within such a large area of 20 miles after the sale of the business or to open another practice really affects access to care. Please consider to remove the business sale exception."</p>
<p>Helena</p>	<p>"What about non-solicitation of customers and other employees. Would that fall into the non-compete law? I am a healthcare provider and in addition to the restricted miles within which I cannot provide care, my contract also states that I cannot solicit any patients, referrals or employees. There is a financial penalty per occurrence. That means, if a patient of my previous employer walks in, should I refuse to provide care to that patient? Or if the patient was referred to me from the same referrer who also refers patients to my previous employer, should I still refuse to see the patient? Please consider to include the ban on such non-solicitation."</p>
<p>Tatyana</p>	<p>"As a future nurse practitioner and current nurse, non compete clauses have the potential to affect my employment opportunities. Many of my peers and coworkers have been forced to work in poor and dangerous conditions due to these clauses. If they choose to seek employment elsewhere they have to uproot their entire life and move unreasonable distances to seek new employment opportunities. These policies are unethical and only benefit corporations."</p>
<p>Stephen</p>	<p>"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility,</p>

	<p>and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, Stephen Bernstein Ravensdale, WA Original Comment Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, Stephen Bernstein Ravensdale, WA 98051"</p>
<p>Thea</p>	<p>"Hello. I started a job with a noncompete in a small community on the Olympic Peninsula of Washington state where there are not a lot of options for employment. The job turned toxic the second day I was there. I was so stressed out and it only got worse. I didn't know what to do since there was a noncompete and I'd just moved to the area from out of state and bought a house. I became very depressed and actually had an outbreak of shingles three months after starting because of the daily stress and wondering what I could do for employment if I quit. The only thing I could figure out was to try to get an online job in my field to hopefully get around the noncompete clause. I was thinking if I didn't get an online position I'd have to drive 1 hour each way to an open position that was out of my noncompete 10 mile radius. There just aren't a lot of options available in rural, more remote areas like where I live. Fortunately I cold called a business that was just outside of the 10 mile radius in my noncompete who said they could use me and I was able to quit and move to the other position. Noncompete clauses should not be legal. They keep people in bad situations and allow employers to continue abusive practices because the employees maybe can't find another position outside the noncompete radius that they can practically and economically commute to. It also very much decreases personal power for the employee. It can be like indentured servitude in some circumstances that 100% benefits the employer and harms the employee. Had I not found the nearby job, I was considering selling my house 6 months after buying it and moving to a location where I could find a job that didn't require an hour or more commute through small rural roads that can be icy in the winter and have a lot of wildlife at dusk/dawn that area hazard. Thank you for considering my comments. I strongly urge that noncompete clauses become 100% illegal. Thank you."</p>
<p>Elena</p>	<p>"Iain in favor of banning non- compete clauses. These may make sense for CEOs or other highly-paid individuals, but they are being used against everyday workers and making it impossible for them to find other work. These clauses are a drag on the economy and only benefit big corporations.</p>

	So much for everyone having the right to "life, liberty, and the pursuit of happiness." Please vote to ban these undemocratic clauses."
Barbara	"I'm just a citizen with no personal investment one way or the other in non-competes, but to this I say: Praise die lord. Finally! YES to the non-compete clause."
john	"Having been and currently working under a non-compete clause, I support banning non-compete clauses. They hurt employees and prevent career advancement. I work at a toxic company and cannot leave to a lateral position with another company because they are a direct competitor and / or client to my current employer."
Frances	"Non-compete contracts are tools of oppression. Ban them immediately!"
Dawn	"Thank you for considering a rule to make illegal non-compete clauses. I was astonished to hear how many Americans have to sign them and I think it protects workers to not allow companies to require non-compete clauses. Thank you."
Tammy	"I disagree with the forcible limitation of talent and skills by an entity on the individual who possesses those hard won and needed resources noncompetes force people to abandon and uproot from communities who often times needs them. Please, do away with the noncompete clauses."
Matthew	"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!"
Matthew	"I 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."
Anna	"Having a non compete clause in the physician contract limits treatment options for patients and deprives them of the choice they might have otherwise, including finding someone to see them in low- served areas. This limits physicians' choices on where to reside and work. It is extortionist and benefits large hospitals and healthcare systems rather than encourage the growth of small businesses. Please eliminate this unfair business practice."

<p>KM</p>	<p>"It is time to remove the Non-Compete Clause from employment including workers who are no longer employed by the holder of the non-compete. People must be able to pursue work without boundaries and without fear from employers."</p>
<p>Cheryl</p>	<p>"As an executive with nearly 30 years of experience who has battled with employer offers and their attendant non-competes, I can't imagine I'm adding anything new to this comment section. I want to raise my voice as one woman who represents a total of six people who are among the most brilliant I've ever met. All of us have had to go to the legal mat -- often several times -- trying to get a succubus company off of us so we can continue our lives. Corporations can drop me with no explanation, and STILL ENFORCE A NON-COMPETE. Two of these individuals I know took massive hits, unable to take jobs for which they were highly qualified over decades of learning and development, for a YEAR. It destroyed their peace of mind and decimated their finances. How can this possibly be permitted in a free market? The best and brightest are handcuffed. (And I can't even begin to discuss more junior- level employees who fall to this, because it simply enrages me.) I am not a serf. I'm an American in a capitalist economy. I urge you to develop protective policy on this matter even if only to save the mental health and financial stability of those nailed to these things. It matters -- enormously."</p>
<p>Stephanie</p>	<p>"Noncompete clauses are contractual provisions that restrict employees from working for a competitor or starting their own business in the same industry for a certain period of time after leaving their current employer. While these clauses are often used by employers to protect their intellectual property and confidential information, they are aberrant for several reasons. Firstly, noncompete clauses restrict employee mobility and limit job opportunities. By preventing employees from working in their field of expertise, they are effectively restricting the employee's ability to earn a living. This can be especially harmful for low-wage workers who may not have the financial resources to relocate or retrain for a new career. In some cases, noncompete clauses can even lead to unemployment or underemployment, as employees may be hesitant to accept a job offer in a different field for fear of violating their agreement. Secondly, noncompete clauses stifle innovation and competition in the marketplace. When employees are restricted from working for a competitor or starting their own business, they are prevented from bringing their skills, knowledge, and experience to a new venture. This can limit the growth and development of new companies and ideas, leading to a less dynamic and competitive marketplace. Thirdly, noncompete clauses can be used as a tool for employers to intimidate and control their employees. By including these clauses in employment contracts, employers are effectively asserting their power and control over the employee. This can create an atmosphere of fear and intimidation in the workplace, leading to a loss of morale and productivity. Additionally, noncompete clauses can be used as a retaliatory measure against employees who may be considering</p>

	<p>leaving the company or who have expressed dissatisfaction with their current rule. Fourthly, noncompete clauses are often used in industries with low wage workers, where employees may not have the bargaining power to negotiate their terms of employment. This means that these workers are forced to sign agreements that restrict their future job opportunities, often without fully understanding the implications of the agreement. This can perpetuate a cycle of low wages and limited job opportunities, as workers are effectively prevented me from pursuing higher-paying jobs in their field. Finally, noncompete clauses are often overly broad and restrictive, going beyond what is necessary to protect an employer's legitimate business interests. This can include restricting employees from working in any capacity within their industry, regardless of whether the new employer or business is actually in competition with the former employer. These overly broad clauses can prevent employees from finding work at all, effectively holding them captive to their former employer. In conclusion, noncompete clauses are aberrant for several reasons. They restrict employee mobility and limit job opportunities, stifle innovation and competition in the marketplace, can be used as a tool for employer control, are often used in industries with low wage workers, and are often overly broad and restrictive. While employers do have legitimate interests in protecting their intellectual property and confidential information, there are better ways to achieve this than through noncompete clauses. By focusing on building a positive and collaborative workplace culture, employers can create an environment where employees arc motivated to stay with the company and contribute to its growth and success, without the need for restrictive employment agreements."</p>
<p>B.L.</p>	<p>"Single best idea I've seen in recent history; boon to the highly skilled and technical worker. You cannot do this fast enough. We needed it 20 years ago."</p>
<p>Logan</p>	<p>"Please stop non-compete clauses to help better our economy etc."</p>
<p>Greer</p>	<p>"This is a win for the people, and may help combat die wage stagnation we're seeing relative to corporate profits. Please pass this legislation."</p>
<p>Holden</p>	<p>"Iain completely in favor of banning non-compete agreements, as they are inherently biased against both the free market and employees in general."</p>
<p>Pamela</p>	<p>"Please support prohibiting non compete clauses. I appreciate your efforts."</p>
<p>Robert</p>	<p>"I believe that non-compete clauses are not acceptable. They only help die corporation, and never die individual. We need an open arena in employment law, such that people are free to work for whomever they desire."</p>

Brooks	<p>"I am a physician. For as long as I've known, noncompete clauses have been in place for most physician contracts. Nearly all of my colleagues are subject to one, as am I. These predatory clauses are the source of much tension for a lot of physicians. How is it fair that an employee be married to a single employer, sometimes for the life of the contract? Don't like your job? Too bad, now you're moving to a new city because most of these covenants cover large geographic areas. This disrupts personal and family freedom to choose where you live and work, and places undue stress on employees to perform. I would be very much in favor of the FTC ridding the nation of these ridiculous clauses and return freedom and fair competition to workers of all kinds, not just physicians."</p>
Greg	<p>"As a worker who has been subject to non-compete clauses, I welcome this rule. Employers are protected by confidentiality and non-disclosure agreements. Non-compete agreements provide the company the opportunity to coerce a departing or former employee into not accepting employment with a competitor or forcing the competitor to employ them in a different capacity due to the unsubstantiated belief the employee would be induced to violate those other agreements. Furthermore, having the definition of non-competes include "no-poach" agreements should be upheld as it prevents employees of a departing manager from seeking employment with the competitor in a similar capacity. If the comparative work conditions were sufficient to induce a manager to leave, restricting their reports or sub-reports from following them on the pretext of poaching should be banned as well. Most importantly, in the face of the massive layoffs sweeping the tech industry, to terminate someone's employment and then constrict their ability to seek new employment should not be legal."</p>
Mohsin	<p>"Non compete should be removed. It has great difficulty for physicians who practice on independent license in any organization. With physician shortage, if they resign, they should be allowed to continue practice in same area where they so many patients have established care with them"</p>
Jim	<p>"My daughter was working as a veterinarian in Eastern Wa. She signed a non-compete clause. In the recession of 2008 she was laid off by the veterinarian. She applied for other jobs in the area and was told the vet would enact the non-complete clause. I don't see how this can be since he violated her work contract by laying her off. I believe this is not fair. She was advised not to fight it."</p>
Tom	<p>"Strongly support the ban on non-compete clauses."</p>
Anneka	<p>" Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle</p>

	<p>entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements. I work in an industry where it can be hard to find work due to these agreements causing a rift in my life to accommodate large corporations. These noncompete clauses are unfair and ultimately create illegal monopolies of talent/skill. Thank you for your work, and please issue a final rule that bans noncompete agreements. Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements. I work in an industry where it can be hard to find work due to these agreements causing a rift in my life to accommodate large corporations. These noncompete clauses are unfair and ultimately create illegal monopolies of talent/skill. Thank you for your work, and please issue a final rule that bans noncompete agreements. "</p>
<p>Ashley</p>	<p>"I support banning non-compete clauses and contracts. For too long these devices have been a way to keep workers from taking advantage of better opportunities. It has allowed the employer to benefit at the expense of the employee. I support banning non-compete clauses because it will help level the field between the workers and the employers. For the last 50 years, employers have enjoyed an increasing amount of power and I believe we need to bring that back into balance. This is one way (along with anti-trust legislation) to do so and I applaud it."</p>
<p>Maura</p>	<p>"It is appalling that hard working middle class employees get trapped by employers who use such tactics as noncompete clauses to their employment contracts. This should DEFINITELY be struck down and free these workers to what is really an abuse of the system. Please do away with the noncompete rule and give the workers a chance at a better life."</p>
<p>Derrick</p>	<p>"Non-compete clauses are antidemocratic, pure and simple. They have no place in a free country. Freedom to work for whomever you choose is vitality important for human flourishing. Those in power - not just in government, but in business where they may make decisions that affect the lives of thousands of people - don't need this tool to control employees. If a company cannot retain employees without coercion, they do not deserve to keep them. For these reasons I 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</p>

	to higher wages and better opportunities for American workers. This would be a critical step toward strengthening die middle and working classes — ultimately building a stronger economy for everyone."
Earl Jay	"This is a great idea. Non-compete clauses should be banned. They operate under the pretense of protecting company secrets, but do you know how you prevent secrets from being leaked? Pay your employees well and don't treat them poorly. They maybe employees won't leave to competitors. This should achieve bipartisan support since ifs both a left wing and a right wing idea."
David	" Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help trillions of workers, future new business owners, and people like me all across the country. As you know, noncompete agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompete suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements. They're cudgels against unsuspecting well intentioned skilled workers who deserve a living wage, not whatever wage they were locked in at to start with, and the right to where they place their labor. Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, David Carney Forks, WA Original Comment Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements. They're cudgels against unsuspecting well intentioned skilled workers who deserve a living wage. not whatever wage they were locked in at to start with, and the right to where they place their labor. Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, David Carney Forks, WA 98331"
Linda	"It is vitally important to workers that they be free to seek new employment without being hobbled by non-compete agreements that have been imposed by an employer. I strongly support the banning of non-compete policies, contracts, agreements."
Margaret	"I strongly am pro this new rule. Non-compete clauses prevent many former employees the ability to work within their industry for a set amount of time. And that seems very anti-capitalistic and if America is only one thing it's a capitalist hell scape for the anything else than the 1%. These non-compete clauses prevent anyone not in the 1% from being able to go to a better work

	environment that can utilize their skills. Let's eat the rich and get rid of these clauses and let the people move and make some money."
Samuel	"The FTC has proposed a rule to ban non-competes, and retroactively invalidate old ones. For those not familiar, many tech companies outside of California force employees to sign horrible non-competes that prevent you from getting other jobs related to that. These are downright evil. Why? They can be super broad, capturing massive industries or technologies They can include "lists of competitors that we can add to at any time" They apply to nearly everyone, not just those with sensitive information They are absolute *****. These contracts essentially would prevent you from working at companies with the exact skillset you grew. Original Comment The FTC has proposed a rule to ban non-competes, and retroactively invalidate old ones. For those not familiar, many tech companies outside of California force employees to sign horrible non-competes that prevent you from getting other jobs related to that. These are downright evil. Why? They can be super broad, capturing massive industries or technologies They can include "lists of competitors that we can add to at any time" They apply to nearly everyone, not just those with sensitive information They are absolute bullshit. These contracts essentially would prevent you from working at companies with the exact skillset you grew."
Paul	"It's past time to end this practice. Please ensure that this rule goes through."
MLou	"This antiquated corporate bullying must be stopped."
Henry	"This rule change would be very welcomed by all stripes of workers and promote greater competition and higher wages for workers. Please move forward with the rule change!"
Brenden	"Commenting in favor of removing the ability to give non-compete clauses. Am a software engineer and believe it is toxic and bad for our industry as well as locks people into unfavorable working conditions in fear of seeking employment at a similar company in the same industry."
Tinsley	"I support a federal ban on noncompetes. I have personally been impacted by a noncompete clause and it led to my decision to leave my job as a physician at an academic medical center."
Matthew	"I strongly support the new rules regarding non compete clauses. I believe employer control of employees must end on the last day of employment. American workers currently lose their ability to get health insurance, buy a car, buy a house, get any loan, even if they have money saved to buy food. Employers should not have the power to control future employment unless they are also willing to support universal healthcare, low income loans,

	affordable housing and other policies that will soften the blow of unemployment or underemployment"
Sue	"I know attorneys who were retained to both enforce and defend against alleged violations of noncompete clauses. They enjoyed their job when they defended the employee. The employees could not believe that American law allowed such clauses to be imposed on them. Employers routinely used the burden of litigation to intimidate employees, or seek revenge for the employee's perceived personal disloyalty, rather than to protect any legitimate employer interest. I strongly support the proposed Non-Compete Clause Rule, as proposed in Matter No. P201200."
David	"Having worked in the digital health field for 10+ years, I can say without a doubt that this is stifling innovation. In the healthcare field alone, we are seeing doctors and clinicians are already facing extortionate NDAs that are intended to lock them into toxic work environments - as a direct fear of hospitals being forced to compete with other business or from their own internal cultures. Adding this to tech, where the same use of NDAs for "locking up" workforces, only compounds the issue, and severely impacting medical professional's ability to choose positions at healthy companies looking to actually make a difference instead of leaving toxic, predatory ones. And while I can only speak for my own experience, I see and hear this pattern running rampant in other fields as well. For the sake of a competitive market, innovation and worker's rights - please do away with all non-compete agreements."
Amy	"The harms non-compete clauses cause veterinarians cannot be overstated we can be trapped from the financial burden of our student loans into staying working at a toxic to physically dangerous clinic/hospital to the point that it causes irreparable harm, even driving colleagues to suicide who see no other way out. We deserve the same freedom to leave an unsafe or otherwise unhealthy work situation as much as anyone does."
Dean	"As a now solo Family Medicine Doctor, when it came time to leave my last employer for whom I had worked 8 years, they had a non-complete agreement in the original contract. I had spoken with administration prior to separation and they were unwavering about letting me out of the agreement which at the time was for a 20 mile radius from any site the employer had a clinical location. This was absolutely unconscionable as since signing the original agreement my employer was purchased by another entity and now had clinical locations all across the entire state of Washington. So I had to either leave Washington State completely or not be a primary care physician. This despite the fact that there is a great legal basis to suggest that health care companies do not "own" their patients. I went ahead and opened my small practice which employed a different model of care eschewing insurance care completely. My employer then took me to court which created an enormous sum of money for me during startup to even try to fight (30k) so

	<p>I ended up setting with them and work in urgent care (with their permission) inside the zone of competition for 1.5 years more despite the fact that they had unilaterally changed their non-compete agreement to 1 year after I left their employ. This despite the fact that the waiting time to see a new doctor at their clinic is routinely 4-5 months out so they imposed on the community further limitation of access to care while showing no actual harm done to them (as they were seeing the maximum number of patients they could at the time anyhow. These non-compete arrangements have very real and striking ramifications on local communities causing professionals to have to leave the area instead of competing for services as is fair and equitable."</p>
Michael	<p>"I completely disagree with non-competes. They don't look out for the employee at all. I was a full time yoga teacher in Texas and remember not being able to teach at a studio I was supposed to start at because they found out I was teaching at another studio within 5 miles of them. That studio didn't even offer any special incentives or perks fur me to even want to stay with them and honor the non-compete. Let yoga teachers teach where they want to!"</p>
Marsha	<p>"Please pass this; US workers deserve the right to be able to compete freely for wages."</p>
Sierra	<p>"I strongly urge the FTC to ban noncompete clauses. For many employees in a specialized trade, noncompetes make it nearly impossible to change employers and stay within their field. This causes an artificial scarcity of skilled work. It has affected me as a jeweler - I was unable to work in my home city for two years as a jeweler after leaving my employer for a better work environment. Noncompetes have been abused by predatory employers and at minimum should be re-examined."</p>
Rio	<p>"This is a great idea"</p>
Cynthia	<p>"Non compete clauses in employment contracts should be eliminated. Industries have other legal means to secure any proprietary information such as nondisclosure clauses, patents negotiated settlements at termination of employment. Routine training that is required for jobs should be at the employer's expense and the employees should not be held responsible for any repayment. Please remember that your agency was created to ensure fair treatment of all parties, not just the employers."</p>
Wayne	<p>"I have been harmed twice by unreasonable non-compete employment contracts. I work in a highly specialized field and quit one job when forced to quit or sign a non-compete. The other time I was able to get my boss to modify the terms to not make me unemployable. I have seen cases when even if the contract is not enforceable it was used to harass and unfairly limit employment. This type of contract should not be allowed since it often</p>

	unfairly limits employment options and creates unreasonable working conditions. Please limit or eliminate this practice. Thank you."
Mark	"Although I am retired, so it would not affect me, I wanted to comment and urge the FTC to end the use of non-compete clauses. A company should not be allowed to limit anyone's free ability to switch jobs using whatever skills they learned. If there is a proprietary process of manufacturing that a company has developed, then it is reasonable that the employee should not be able to use that process at another company, but they should not be restricted from working in the same field/area at any other firm. Non-compete clauses are akin to slavery. Thank you for your attention, Mark Daniels"
John	"Noncompete clauses should be illegal under the 13th Amendment."
Virginia	"I support the FTC's ban on non-compete clauses. This is the right thing to do since these clauses hold workers' wages down, stifle innovation, and harm working people."
Eric	"A three-legged table does not rock but it is the most stable when the legs are spaced equally from each other. We have three interests here; short term business wants ("Business", dividends), ongoing societal needs ("Government") and medium-term human wants ("Workers" or.. individual lifetimes) It is vital that government place itself sufficiently apart from short term business wants and from the wants of the singular individual, that is die only way to effectively govern. What may be good in the short term for a few shareholders is rarely good for the ongoing prosperity of a whole society and a legislator who forgets or ignores this fact is not doing their job. In other words the three legs of this table produce the greatest stability - and the greatest long term prosperity - if they don't get too close to each other. I urge legislators to consider the real world implications of this allegoric table, in the context of this non-compete clause rule. When individual workers can resume working in die field they understand, they can bring the greatest benefit to society. When the individual worker can negotiate for their own value and be paid more, they are able to not only live a more robust lifestyle for themselves but also put their skills to best use, improve outcomes for whatever industry they serve, earn more money and therefore spend more money as well which enriches every business they patronize. Remember that money is a circulatory resource whose value is in its movement. Like blood, not like firewood. We do not stack blood like firewood when we are in good health - we circulate it faster. Thank you for your consideration."
Nicolas	"Non-competes stifle innovation and productivity. These agreements can also often serve to trap employees in lower-than-living-wage working agreements and are antithetical to a free market economy. If they employee can be terminated at (almost) any time for (almost) any reason, then then

	employee should also be allowed to leave their employer at (almost) any time for (almost) any reason."
Debbie	"This is against everything America stands for life , liberty & freedom !!! No one should be forced to change what they do for a living for anyone one or Company !!!"
don	"i am retired now but twice i had to find different work because of non compete clauses. and would have done again had i not refused to sign another. these non competes need to go away for 99% of the times they are used. they are used to control employees rather than to protect company secrets. from time to time government does the right think for workers, now is a good time to do that."
Cosmo	"The presence of noncompete agreements in the tech industry is a predatory practice utilized by employers as a cudgel against staff. The original limited intents and use cases for the agreements have been poisoned by corporations looking to abuse staff and then retain them under fear of litigation. There is no salvaging these agreements, as their simple existence allows companies with deep pockets to create legally abusive (and often legally unenforceable) agreements, knowing that even the most well-compensated individual employee can never muster the legal resources of a corporation. The proper course of action for the FTC is to fully prohibit the existence of these agreements under any name and to clearly and unequivocally end all existing and historic non-compete agreements."
John - anonymous	"Non compete clause has held my wage down and held competitive rates for my clients. I work as a project manager in the construction industry. I ban on this would keep a true free market open and competitive. I couldn't agree more with having a federal ban on non-compete clauses."
Andronetta	"Thank you for passing this non-compete rule. It is more fair to workers."
Sage	"I am a salaried employee in the electrical and electronics engineering field. As a young person who wants to achieve career success. I wholeheartedly agree with the FTC's proposed rule banning most non-compete clauses. Non-compete clauses are used to suppress wages in my industry and prevent innovation from many colleagues and peers in my industry. It would be a boon for the American worker and the American economy to ban non-competes. Thank you."
Jeremy	"I support the FTC in its proposal to ban noncompete agreements. These agreements are unfair to workers and the salaries they could command in a truly free market. I urge the FTC to eliminate noncompetes so that

	<p>corporations don't unjustly benefit from arbitrarily limited competition. Support the free market and ban noncompetes!"</p>
Julien	<p>"Non-compete clauses are an unfair distortion of a free labor market and extend past the at-will employment period. Employees have no choice but to sign them to gain employment in states that do not restrict or forbid non-compete clauses. If a non-compete clause is desired the employer should have to pay the employee full wages and benefits for the desired period. Alternatively non-compete clause should be abolished or be made non-enforceable."</p>
Linda	<p>"I support a ban on non-compete clauses. Non-compete clauses are unfair to workers."</p>
Scott	<p>"The non-compete rule is garbage. How can a fellow employee in the same job that lives in California be allowed to disregard a non-compete, while an employee in Oregon would have to follow the rules from the same company. The non-compete is an outdated policy setup to block employees from finding new employment opportunities. It is interesting how the companies who ask for a non-compete are the same ones that are grateful a prospective employee did not have one in the past."</p>
Cecile	<p>"Right now, non-compete agreements are being unethically used across the country to prevent workers from quitting their jobs for a better offer. Competition drives markets and when non-competes eliminate competition in the labor market, employers don't have an incentive to give their workers better pay, working conditions, or benefits."</p>
Lee	<p>"As a medical trainee preparing for a career in cardiology, I support this proposed rule to empower doctors to move freely to the best work environment that can sustain them in a long career of service to others."</p>
Michael	<p>"I am writing in response to my support to ban non-competes. I am currently working for an employer who has imposed a non-compete upon me. This is my first experience with non-compete. It was delivered to me at the end of my recruitment process and after I had accepted the job. It is a two-year non-compete. I work in the hops industry which has had a long history of antitrust violations. Hops are one of the major crops in my area which is a remote rural area with few technical opportunities in plant breeding. My role is a Director of hop breeding. My employer is a private family business which is also a global multinational company. I am not an executive, I have no profit share, no royalty deal, and no ownership stake in any regard. Therefore the non-compete would ban me from working in the hops industry for two years and would provide me no stake of anything for my work. I am an inventor of hop varieties where the trade secrets are my talent and ability to manipulate their hop genetics. I sign the rights of my inventions to</p>

	<p>the company, as policy. Therefore it is my effort and knowledge that is the trade secret. Me, a person with unique talents they control during employment and two years after separation. I do not own their genetics. They however own me and my talent. Lastly, They're hop breeding company is a joint venture with their largest business competitor. These combined companies have 2/3 of the market share in hops. Therefore I am essentially blocked out of 2/3 of the job opportunities in hops from these two combined companies as they share hop breeding jointly."</p>
<p>Mary</p>	<p>"I am an optometrist in Washington state and enjoyed working at a private practice (Olympia Vision Clinic) for nearly 13 years. I explicitly interviewed and joined the group with the intention to work in an independently-owned business and NOT a corporate retail setting. Unbeknownst to the employees for months, the owner sold the practice to EssilorLuxottica under a new program called "Team Vision" that buys private practices to continue ining them in this facade model rather than the overt retail businesses LensCrafters, PearleVision, Sears Optical, Target Optical, etc. Even after the announcement of the sale and implementation of EssilorLuxottica's processes, there was no disclosure to patients about the true ownership and the business continues to run under the facade of the previous ownership (signage, documents, marketing, etc.) However, since a corporation cannot directly employ the doctors in Washington State, a new PC was created by the former owner and he is now employed by EssilorLuxottica to employ the doctors. (I still question if this is legal.) As the changes in care delivery, product offerings, and infrastructure became corporatized and I was no longer satisfied with my work environment, I resigned. As I never signed an employment agreement with the corporate ownership nor the new PC created to employ the doctors under the corporation, I feel that I should be released from the constricts of the noncompete clause. However, despite approximately 52,000 in legal counseling fees and my negotiation attempts, I'm told that they will not drop the non-compete. This causes me to drive an extra 40 minutes to seek employment elsewhere. In trying to start my own private practice, I found banks would not lend for a new business or purchase within the non-compete radius. This means that my existing patient base of thousands cannot seek care in the area in which they're accustomed- and as I serve the visually impaired and geriatric community- creates a barrier to their continuity of care. Starting a new business in a more remote community creates an economic challenge for me and my business partner personally- as we have to rebuild a patient base and invest a larger amount in marketing and travel. I strongly oppose noncompete clauses as they limit employment and ownership opportunities which harm our local economy and create an unnecessary barrier to healthcare access. Please feel free to contact me for additional details regarding this case."</p>
<p>Melissa</p>	<p>"Please support the ban on non-compete clauses. These clauses benefit only the employer, giving them substantial power over their employees. While a non-compete may possibly make sense in an R&D workplace that involves intense intellectual property, many non-competes include workers in</p>

	<p>lower, non-management, and middle-management positions. To strengthen our workforce and give people the option to better their lives should be the priority, not forcing people to stay in a less than ideal work situation because they will not be able to move forward in a new position."</p>
Brett	<p>"Hello, My name is Brett and I am writing in support of the proposed rule against non-compete clauses. I work in tech, and given that a many large tech employers conceivably "compete" in huge segments of the US economy, I've always been concerned about entering into non-compete agreements. When I was most recently job searching I intended to avoid signing a non-compete agreement, but that turned out to be nearly impossible as companies did not tell me if they were going to require one. The company I signed with eventually sent me one to sign only after I had signed my offer letter and told my other opportunities I was no longer interested, effectively taking away my chance to avoid it. Without the proposed rule I am now faced with either reduced employment opportunities, fear of potential legal action, or an extended period without work when I am next searching for a job. For these reasons, I support the proposed rule."</p>
Gary	<p>"Get rid of non compete clauses.. Please do the right thing and allow people the free movement of their labor. I first heard of this being imposed on a young man at a sandwich shop. I thought surely this is a joke. Then I realized the power it gives over an employee to confine employee to them and restrict wages, a mini monopoly on one's labor."</p>
Judith	<p>"IN 1972 my husband was forced to leave a Pediatric Clinic in Salem, Oregon and a non compete was in force. WE had to sell out house and move out of town with our 3 young children. The medical societies in both Marion-Polk County and Clackamas County went to the AMA and the OMA to lobby for a ban on Non compete agreements . The AMA was not interested and the OMA was not interested either. A member of the Legislature Norma Paulus entered a bill in the Oregon Legislature that did eventually pass. My Husband was asked to testify and was met on die steps of the Capital by a lobbyist for the OMA who had been instructed to head him off. He did not because he was working as a lobbyist after leaving a job as a disc jockey where a non compete had been enforced. I fully support your efforts to ban non compete clauses entirely."</p>
Dean	<p>"The Proposed Non-Compete Clause Rule should provide that even non-compete clauses in effect prior to the effective date of the proposed rule are null and void as of that date. Section 5 of the FTC Act is over a century old, providing a substantial basis for recognizing (and acting upon) the inherent anticompetitive nature of such clauses from their very inception."</p>
Brooke	<p>"Please help. As an ER dr get forced to work for contract groups. Again I lost job because hospital hired different contract group (plus old one wasn't</p>

	<p>paying us in time). I am now banned for 2 years from working at same hospital unless they pay 20,000 to the contract group that didn't even do the job well. How is this okay? When there is a shortage of us in a very difficult career we are in terrible working situations. We are leaving emergency medicine in droves."</p>
Paul	<p>"This just wrecks of a fixed system. People don't sign up for work and an opportunity to have their lives restricted."</p>
Lindsay	<p>"Non competes should be outlawed. It is a cheap way to retain and trap employees at their current job instead of encouraging a competitive marketplace. If companies are worried about retaining employees, they can create incentive structures to do so. This should extend to physicians and medical practitioners. Medical practices and hospitals are notorious for stringent non competes. With a growing physician shortage, it is time we do away with non competes so physicians can expand their practice and skill set as appropriate to provide care to larger populations. With additional flexibility, physicians can see patients in multiple settings as they see fit and will likely be able to close significant gaps in patient care. The current system of a hospital 'owning' the physician and thus the patient under the physicians care is antiquated and wrong. Please consider the needs of the American people and outlaw non competes across the board."</p>
Paul	<p>"Absolutely a great Idea. It will really help rural America the most. It is truly difficult to leave a job when there are only 2 in a Smaller town and they want to force you to sign a noncompete clause in order to get hired. You have no choice but to deal with that company however they treat you or completely uproot your life. Many of us have families near where we work and none of us want to leave them to a new city just because of noncompete clauses. Please make this rule change!"</p>
Cheryl	<p>"This is much needed reform. As an IT Project and Program Manager, I was told many times I was not able to move to a different company due to a non-compete agreement. My job skills are highly transferrable and can be used in many industries. For example. I worked for die local telephone company for 20 years. I decided to move on and take a job at Boeing. Two companies that couldn't be more different. I was told there was a non-compete agreement and that I wasn't allowed to take the job. They stated my non-compete was for 2 years. As stated above, my skills are highly transferable to almost any industry and would require me to be unemployed for those 2 years unless I moved to a completely different field. Fortunately for me, the company couldn't produce the document. Had they been able to, I'd have had to hire an attorney to resolve the issue. At die end of the day, people are leaving your company for a reason. In my example, I left due to lack of opportunity. Others leave due to wages, work environment, commute, etc. If</p>

	<p>you want people to stay with your company, be a good employer and they'll be with you for the duration of their career."</p>
Paul	<p>"As a physician in a small rural community I strongly support eliminating non compete clauses as any employment change would require me to leave my community. Non compete clauses reduces employees to serf like conditions and should be banned."</p>
L	<p>"Noncompete agreements area restriction on the right of American workers - it flies in the face of labor rights AND the idea of the "free marketplace." The Federal government needs to unhook itself from corporate ownership and ban such agreements for the good of the people, not just the shareholders."</p>
Jack	<p>"Non-compete clauses are everywhere in my industry (tech). On top of non-compete agreements being incredibly broad and essentially non-negotiable, there is also the threat of arbitrary enforcement. Because of the broadness of the agreement, essentially any person who take any job at a competing tech company (even a low level, entry level employee) is at the mercy of their employer's legal team. Even if proven to not be in violation of the non-compete agreement, the funds require to mount a legal defense against the richest companies in the world can easily financially ruin someone. Banning non-complete clauses will prevent arbitrary and frivolous legal actions and further spur innovation in America's tech sector as current employees no longer feel threatened to compete with former employers."</p>
David	<p>"I strongly favor any rule banning non-compete clauses for physicians. Non-compete clauses go against every principle of a free-market economy. Physicians spend many years gaining the skills and knowledge necessary to practice medicine. This difficult-to-obtain asset can lose tremendous value when non-compete clauses are in force. A non-compete clause may prompt a physician (who would otherwise want to remain in an area) to leave the region, thereby leaving the area's patients with fewer health care options. It is in the best interests of patients, society, and physicians themselves to eliminate non-compete clauses. There is no rational to support them."</p>
Laura	<p>"I strongly support the FTC's proposal to federally ban noncompete agreements."</p>
Richard	<p>"I urge the Commissioners to BAN NON-COMPETE CLAUSES NATION-WIDE. We are supposed to be capitalists in the USA, and "mobility of labor" is one of the key tenants of the capitalist system. It's one of the requirements of personal liberty. It's not right that only businessmen get to be capitalists, while their employees are peons who aren't allowed to find honest work elsewhere. No wonder Americans are so angry and voting for crazy demagogues like Donald Trump! Please help us."</p>

Daniel	"I am not in favor of non-compete clauses that companies have that rule out employees leaving one company and immediately going to work at a similar company. I can see the legality of clauses of not allowing employees to take along customers from one company to another. The first clause hampers the freedom of the employee; the latter hampers the company."
Leslie	"I support this!! The proposed rule would provide it is an unfair method of competition and therefore a violation of Section 5 for an employer to enter into or attempt to enter into a non-compete clause with a worker; maintain with a worker a noncompete clause; or, under certain circumstances, represent to a worker that the worker is subject to a non-compete clause."
Caroline	"I feel we should eliminate Non-Compete Clauses because they are unfair to the employee. They make life unnecessarily difficult for those who do not have die resources to abide by the clause rules."
TREVOR	"Non-Compete Clause Rulemaking, Matter No. P201200 I wholeheartedly support a ban on non-compete clauses. I consider them to be a wholly unconscionable clause, except in exceedingly narrow circumstances -- such as a specific employee's likeness being an integral part of a company's brand or offerings. Even then, regulation is required to protect the interests of said employee and to prevent the clause from being anti-competitive. I consider the anti-competitive nature of non-compete clauses to be patently obvious, both from the actual concept and from the data presented in this proposal, leaving ample legal justification for this rule. Additionally, I find the data presented on the effect of these clauses on the wages of workers to be very compelling evidence that this rule will increase public welfare, and I firmly believe that the welfare of real people should always be the ultimate goal of regulation."
Melissa	"I support the suggested non-compete clause rule and agree it would protect workers from being exploited by companies."
Marian	"Amen,Amen, AMEN"
Matthew	"As an engineer working in the software industry, I've seen the huge cost and anticompetitive impact of non-compete agreements in the technology sector. I strongly support the proposed rule, and believe it will have a very positive impact both on workers and the health of the industry as a whole."
eric	"As a software engineer, I am in favor of this. Non-competes are, by and large, used in a perfunctory manner that only make life more difficult for the workers who have to sign them if they wish to be employed. Outlawing diem outright is not something that I feel would harm my industry. At the very least there needs to be consideration for the post-employment phase of the non-

	<p>compete. Some sort of regulatory minimum wage for such consideration. Either way, kill them."</p>
Thomas	<p>"See attached file(s) Attachments Comment (005)"</p>
Ivana	<p>"In our busy, growing, population-diverse neighborhood in a city that is rapidly growing, the only grocery store, (Albertson's) centrally located, decided to close while it expanded its corporate 'empire' by merging with Safeway and a local chain, Iaggens—But it also left behind a no-compete clause, cruelly affecting all the local inhabitants including many elderly/limited mobility, low-income families without transportation..! This has also affected the whole economic state of our neighborhood, as it also deprived many people of their jobs and affected access to a variety of foods for everyone who was able to shop there! Recently we were shocked to learn that Albertson's has now merged with the nation's largest food conglomerate, the 'Kroger' brand, which has a large store in this vicinity, but NOT near enough to offer local accessibility to our neighborhood as their prices have risen exceedingly in the past year, so we are still greatly affected by that non-compete clause—!!! Our local politicians seem to be helpless in bringing about a change in this status, so I'm appealing/hopeful for a positive ruling, as this would to restore the health/hope for our struggling/suffering neighborhood—! Thank you for advocating for us in this--!!!"</p>
Aaron	<p>"I 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. As a designer for technology, this issue is very important. It is essential for this profession to be able to move between businesses and often the domain experience is the only benefit of the gig economy."</p>
Randy	<p>"Non-compete clauses are an egregious use of market dominance to further limit options a resource - workers - might have. They are anti-competitive, anti-free market and in all ways designed to increase the market advantage of the employer. The idea that 'the employee leaves with valuable trade secrets' is ludicrous. They have skills and knowledge that make them valuable that are inherent in performing the work. Attempting to declare ownership of those infringes on the very idea of knowledge and denies basic principals of both humanity and the concept of skilled labor. Workers arrive at a new job BECAUSE of skills and knowledge and provide those without reservation to the employer's uses, but corporate greed truly knows no bounds as some now seek to hold our careers hostage because of of what we know. I urge you to end this odious rule."</p>

<p>Michael</p>	<p>"I agree with getting rid of non-competes. I nearly spent a few thousand dollars this summer because I wanted a lawyer to review my current job contract to look for non-competes (in case I wanted to start my own business). Companies should focus on their customers and innovation, not fonner employees would could become competitors."</p>
<p>Andrew</p>	<p>"Banning non-compete agreements in my State would definitely improve working conditions and wages, based on my own experience. I was forced to sign a non-compete agreement for my first salary job out of college. I didn't have much working experience or industry knowledge, but my employer was eager to have me at the time, and as a young employee I did not fully understand how the contract could be used against me in the future (and it was a requirement of getting the job, so I had NO option between getting the job and being subject to the non-compete requirements). Fast forward 6 years and I have gained a lot of experience by my company has not made working conditions or pay better to match the growth. Per the noncompete I was technically barred from working in ANY business RELATED to construction. That means if I followed the letter of the contract I would not be allowed to transfer literally any skills from my previous job to the new one. But here's the thing, they are MY skills. If my last employer wanted them so badly they could have paid more or made things better. My last employer does not have a monopoly on construction knowledge. I have kept my current job a secret and I cannot use my previous company or co-workers as a professional reference for fear of retaliation. If a piece of knowledge is SO confidential and important then that can be explicitly written in the contract, but you can't reasonably put whole blanket bans on peoples ability to work-also because every business has some kind of special knowledge that others don't, that's how most businesses stay open, by having some advantage over another. If companies are given blanket monopolies over their 'knowledge' then there is no incentive to improve or change for the better."</p>
<p>Shana</p>	<p>"This is absolutely amazing! So many people are trapped at awful jobs, and cannot leave due to time constraints on new employment in the same sector. People should not be bound to a corporation and unable to seek new work, for years. It is everything America is supposed to be against."</p>
<p>Mariam</p>	<p>"I am strongly in support of a ban on non-compete clauses in all employment contracts. NCCs constrain the freedom of working Americans to freely seek and accept employment. They are bad for workers and bad for the economy, because they unfairly and unreasonably prevent talented people in all lines of work from accepting positions for which they are qualified. Employers should not have the right to control their employees' future prospects in this way. Please pass this ban on non-compete clauses, with no loopholes, and no exceptions."</p>

<p>Braydon</p>	<p>"Hi, I'm writing to advocate for reigning in non-compete clauses. They are use far too broadly too suppress workers' opportunities externally and for frivolous reasons."</p>
<p>Peter</p>	<p>"I am a retired engineer and have also worked for about a year and a half for a large chain store near my home to fill gaps between engineering jobs. Based on my experiences I oppose ALL non-compete clauses in employment agreements, regardless of the salary of the person involved. The general rationale for this is that in the USA an employer has the right to hire and terminate employees at will. The advantage of this is that the labor cost of an enterprise is a variable, which the employer can change as its business circumstances change. This contributes to the efficiency of the US economy. In contrast, when I visited communist Hungary in about 1979, I went in the winter into a book store and asked them why they had about ten clerks on the sales floor when there were hardly any customers. The answer was that they were staffed for the peak season (the summer due to tourism) and apparently their economic regulations did not allow them to release employees for seasonal fluctuations, presumably to provide job security, one of the communist ideals. Allowing employers to adjust employment helps the efficiency of the economy, but people released must have the unrestricted right to find other employment using all the skills they acquired during their previous employment. This should apply regardless of the salary level of the employee. If a terminated employee has performed creative work or other proprietary work for an employer, the employer can protect it through the copyright and patent rights it has, as well as by requiring that employees properly document their activities and contacts. (The latter in particular for sales personnel.) A few examples of situations that occur. I have seen and experienced myself several situations where upon retirement, or ending of employment for other reasons, of people in supervisory positions, the wrong person was promoted to fill the position of the leaving person, causing the bypassed person, who should have been promoted to that position, to leave the company. That person should be able to find other employment, without any restrictions. In the retail area I have seen other situations of unfair termination. For instance, where the store management emphasized to employees to try to prevent theft by customers, a very capable and diligent employee got into a shuffle with a customer he suspected of being in the process of stealing product. He was terminated for that, instead of just receiving a reprimand and guidance on handling such circumstances better. Again, finding a new job, using all the skills one has accumulated, is a basic human right that should not be infringed upon by a non-compete agreement. These non-compete agreements are usually the result of senior management paranoia, combined with overzealous attorneys' efforts to protect their customers and increase their own billable hours at the same time."</p>
<p>Jeremy</p>	<p>"I support this rule. Non-compete clauses give way too much power to die employer and limit employees that specialize in an area from pursuing other</p>

	positions. I work at a corporation that uses non-compete agreements even though the corporation has millions of employees. No matter how valuable any one of those employees are, they should not be restricted from taking positions with competitors or starting their own business."
Erik	"In my opinion, non-compete clause rules need to be banned. They're overwhelmingly used to disadvantage lower level employees, not to protect trade secrets."
Teri	"All employees should be able to freely market their skills and readily move between employment opportunities without restrictions imposed by a no compete agreement. Specialized education, experience and expertise are acquired as the result of individual effort and every person should be able to maximize their potential and professional goals without restrictions from an employer. No one should be tied to a position they no longer desire due to an agreement that theoretically benefits only to the employer and which they were essentially forced to sign to obtain the job. The reality is that people move between employers for all sorts of reasons and they should be able to readily do."
William	"The corrupt, Ponzi, casino, corporations of the just us of the U.S, Keep advancing towards citizens right to exist. More corporate greed that only benefits them. Paying off Politicians to weaken safety laws in the railroad industry, eliminating train crews, environmental regulations and the list goes on and on, there is no stopping this conduct. They want it all. They do not care how many die or go homeless, or get sick. This is exactly what's heading towards Palestine Ohio citizens. This non compete, is just more corporate greed B.S. bought to you by thousands of bought and paid for politicians, safety regulators. Hay , there should be a manual on how to own you own crowd of mafia politicians of the U.S. government."
James	"I strongly support the elimination of non-compete clauses. However. PLEASE ensure that the elimination of non-competes applies equally to ALL employers/entities. Physicians should NOT be excluded! Non-profit/tax-exempt hospitals should also NOT be excluded. Thank you!!"
Jonathan	"I am a Republican self-made millionaire, not a Communist. 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!"
Johanna	"Please end non-compete clauses for physicians! The only reason I currently do not have one is because I work as a per diem physician, the only way to allow some flexibility and allow me to change employers in my city (Seattle) if I want to. I have so many good friends and relatives who are stuck in clinics and hospitals where they are unhappy because of non-competes they

	signed (which are typically also non-negotiable), and instead of having the right to change employment, they must consider leaving the city or leaving the profession entirely."
Karla	"I support eliminating Non competes. As a new Nurse Practitioner, I declined to apply to a local healthcare company due to their non compete policy. I believe limiting healthcare provider's options to leave a job leads to abuse of the workers and negatively affects patient care. They limit the ability of providers to effectively serve their community."
Elizaveta	"I am in favor of ELIMINATING non-compete clauses from employees' contracts due to its productivity limitations and freedom to seek better fitting employment, and more globally impact on healthy competition of a free market. I currently practice in a medical specialty with a restrictive non-compete that excludes me from seeking other employment in the greater metro area. Changing employers would mean commuting over an hour away. With small children of daycare and elementary, school ages, such a commute would present unnecessary hardship on our family. Not working at all to wait out the non-compete time frame and then re-enter the local market means lost income and prosperity to the family and upward of EIGHT THOUSAND patients without specialty care access in an already underserved healthcare community where new patients may wait months to get an appointment. For the healthcare industry, I believe free movement of healthcare providers is critical. We need our providers on the frontlines working rather than being burdened by non-compete limitations. Thank you for reviewing this important matter and considering policy changes."
Tim	"I strongly support the FTCs proposal to limit noncompete agreements. These agreements stifle innovation and competition and are harmful to both employees, die market, and employers."
Jack	"Non competes should be banned. They're an unjust prohibition on employees, imposed by employers who leverage their disproportionate power in employment decisions to prevent their workers from working elsewhere. Non-competes reduce wages. More importantly, they limit employees' freedom. At 23 years old, I have just recently entered the full time workforce in Seattle. When I graduated college, I knew I wouldn't accept a job with a non- compete clause. I came to that individual decision after learning about non-competes in school. People shouldn't need to have the educational privilege of a college education — or the economic privilege to restrict a job search — to avoid being subject to a non-compete. No one should have their future labor controlled by their current employer."
Mary	"I support adopting the rule. I agree with the Chair's January 5, 2023 statement, and would add the following perspective. In 1982 my employer responded to the loss of client business in our region by terminating

	<p>employees in order of salary expectations. During my termination interview I was asked to sign a noncompete agreement. I refused. It is a good thing I did. My employer subsequently dissolved its partnership, and the clients I had served turned to me to do their work. If I'd signed a non-compete agreement and thus couldn't accept the work, I would have had to go on welfare. That is because the downturn was region-wide where I lived, and no other regional employer like mine was hiring in my professional field."</p>
Scott	<p>"I agree with this new proposal, as I am under a non-compete with my former company, which I had no idea I signed when the company provided stock options, the verbiage was hidden deep into the contract. I recently joined a new company and worry about how vulnerable I may be to any legal action by my former company. The non-compete language was highly vague and generalized, but in my state of Washington it may be upheld."</p>
Eric	<p>"As a veterinarian restrictive covenants have been extremely deleterious to my career and my family. As the profession has become corporatized, the large multi-national corporations have essentially become a monopoly and in doing so failed to provide care to communities while simultaneously prohibiting private professionals from filling the void they have created. I am a practice owner and full heartedly support this initiative for the benefit of the veterinary profession and consumers alike."</p>
John	<p>"This rule is long past due, and I applaud die FTC in proposing this rule. Noncompete clauses are, as the name implies, anti-competitive and work against a free market for employees."</p>
melissa	<p>"Eliminating non competes would be fantastic. It is such a burden moving if you leave a job and have large noncompetes"</p>
Diane	<p>"I strongly support a government ban on non-compete clauses in order to strengthen die power of middle class workers and others to move to more competitive jobs with fewer restraints on them. Please consider this carefully and uphold the rights of workers."</p>
Monica	<p>"Non-compete clauses limit the ability of workers to negotiate for appropriate compensation by limiting competition when finding a new job, and employers have less incentive to increase wages for their current employees because they know they have limited options, if any, for example if they live in a small area, to move to a new job that may compensate them appropriately. It takes away power from the workers and binds them to terms and a contract that should no longer apply once employment is terminated."</p>
Kelsey	<p>"I am in such support of this newly proposed rule! I know several people that have had to turn down jobs due to non-competes."</p>

<p>Majd</p>	<p>"As a nephrologist practicing for almost 20 years, I have seen how these noncompete clause were used to block out competition in various markets. This kept these markets under control of certain medical groups and dialysis companies. It decreased the quality care that could be provided by competitors at lesser expense. I urge you to finalize this rule and end these frivolous noncompete clauses for everyone including physicians. Please do not listen to various organizations that claims that they represent doctors, when in reality they represent various sponsors, companies and healthcare systems."</p>
<p>E</p>	<p>"As an employee who has recently been laid off, but still have a non-compete in place- I fully support die ban on non-competes. It only hampers employees who want to work to find their next role in an area where they excel, have experience and can have immediate impact due to their experience. There are enough non-disclosure and no sharing of proprietary information rules in place to avoid trade-secret sharing. Let capitalism work and let the free-will of employee/employers work!"</p>
<p>Steven</p>	<p>"Non-Compete clauses are inherently anti-American. Letting a corporation tell you who you can and can't work for is outrageous. Why do we have to sacrifice so much just to work? Pay me a fair wage, and when I leave or get fired let me continue to eek out an existence for myself without having to change career paths or working as a waiter until my non-compete expired."</p>
<p>Michael</p>	<p>"Just wanted to add my voice to those supporting this proposed rule. I work in a profession commonly governed by them (software engineering), and can attest that it's had a distortive effect on the hiring and compensation market for engineers, by far in the favor of employers. The rationale that it protects employer intellectual property is belied by the size and health of the engineering market in state jurisdictions functionally without them like California. Far too often these are not used for legitimate business concerns (hairdressers in Massachusetts!?) but purely to suppress open competition for employee's talents."</p>
<p>Carol</p>	<p>"I strongly support die ban on non-compete clauses. Thank you for taking on this very important issue."</p>
<p>Christopher</p>	<p>"The proposed rule to limit or outright ban noncompetes is a very good idea, and I adamantly support it. I think there's no better evidence to support this rule than all of the innovation that comes out of California, where noncompetes are already unenforceable. Labor mobility unlocks potential and lets people invent and contribute to their fullest ability, ifs as simple as that. We as a nation are stronger when our people, be we typical or exceptional, are free to do what we do best and go where we are needed most. I can't for the life of me comprehend why noncompetes are legal. They are the most explicitly anticompetitive thing I can think of, and that they exist</p>

	<p>at all is evidence of the insanely asymmetric relationship labor has with its employers. Phrased in a more "capitalist" way, noncompetes allow employers to entrench inefficiency and get by while being less competitive. Great businesses will benefit from banning noncompetes, mediocre ones will lament it. I think we all can agree on the kinds of businesses we'd like to see more of in this nation."</p>
Scott	<p>"Re: the proposed Non-Compete Clause Rule The use of non-compete clauses in employment is unfair to workers and has been exploited by business in order to control labor. The proposed rule needs to be implemented in order to equalize die playing field between business and labor. There might be a few hi-tech businesses which have a bonafide interest protecting intellectual property and manufacturing processes. However, even in these areas the technological pace of change and invention is quick and a non-compete clause of a year might be justified. For all other lines of business though, non-compete clauses limit die ability of labor to seek an improved working condition or salary and thus unduly benefits the business community to the detriment of employees and to the national economy."</p>
Matthew	<p>"As a physician and surgeon, I fully support implementation of this proposed rule. This rule will allow fee exercise of healthcare employees to work where they are needed and improve patient's and community's access to necessary healthcare. For too long, large hospitals and corporations have abused the non-compete clauses to prevent mobility of healthcare workers which has exacerbated staffing shortages and unfairly impaired physicians and nurses from changing jobs within a geographic area to continue to care for their patients when terms of their employment are unfair or substandard"</p>
Elizabeth	<p>"Hello, I support this action to abolish noncompete clauses. I have several close friends in Healthcare who own small business. They struggle in growing in practice due to a noncompete clause. It hinders work stream and personal expansion. Please move forward with this action and restore the uninhibited entrepreneur spirit to facilitate positive change and growth in healthcare, Along with wage equity. Sincerely, Elizabeth Johnson RN BSN Retired"</p>
John	<p>"Non-compete clauses are inherently monopolistic and undemocratic! They fly in the face of the face of equal opportunity, and are truly emblematic of the remnants of laissez-faire capitalism, a system that has been time and time again proven unsustainable. Do right by Roosevelt and busy the trusts!"</p>
Cyndy	<p>"I support ending noon complete agreements. I was prevented from getting a job in my field, a very small employment sector, because of an NCA. NDA should also be banned. No employer should be able to hide sexual harassment this way."</p>

Bradley	"Please make non-compete clauses an option in only the most needed situations. Making them completely illegal would be better than what we have today. They are detrimental to workers and businesses."
Steven	"Please eliminate the non-compete regulations. They are unfair, hurtful & immoral."
Brandon	"Support the FTC's ban on non-compete clauses!"
Kerry	"I am a physician and I support ENDING Non-competes. I do NOT support the comment made by the American Hospital Association that would like non-competes to remain for physicians. Non-competes lead to the net loss of physician from small rural communities. Non-competes allow new physicians with significant loan debt to agree to unreasonable terms in order for them to pay off their crushing debt. In turn hospital and clinic administrators can then abuse physicians because physicians cannot either move to a different clinic or start their own practice. Rather than stay under such abuse, most physicians will leave and move to another city. This causes massive upheaval and loss to communities that rely on these physicians. As a physician I advocate to END non-compete arrangements and agree with this recommendation. Please do not make a carve out for physicians to be exempt from this rule. No entity whether it is a non-profit, government, private, large business or small business should be allowed to enforce a non-compete agreement."
Samuel	"I work as a software engineer. In my industry, non-compete clauses are not used for their ostensible purpose (preventing trade secrets or information gained at your current employer from being used at another employer), and are more frequently used as a tool to limit the labor pool available to a competitor. Software Engineering uses a tool set that is generally applicable enough that there generally aren't reasons that non-competes are necessary to protect sensitive information or techniques. I don't believe that separating the extremely niche, but arguably positive, uses of non-compete agreements from the negative, purely anti-competitive, ones is possible through regulation. The best results are likely to come from prohibiting them as a matter of course."
Adam	"I support the FTC ban on non-compete clauses. I think that it would be wonderful if for once the government did something in support of workers instead of listening to powerful corporate lobbyists. Ban Non-compete clauses!"
Jesse	"Non Compete clauses should absolutely be banned. I almost signed one several years ago. It was with a 3rd rate robotics manufacturing company in Kansas and the clause would have prevented me from working in "any

	<p>related field." I talked with a lawyer and decided I didn't want to be bound by the agreement. Since then I have found work in Washington, Wisconsin, and California. Moving between jobs has allowed me to learn more and transition faster from an artist into an aerospace engineer. Non-compete clauses stifles personal development and the economy: ban them!"</p>
Steven	<p>"Ban non-compete requirements"</p>
Stacee	<p>"Noncompete agreements are specifically harmful to patients in closed, suburban/rural communities. Specifically, where I live in the Pacific Northwest, we have a single hospital system that is nonprofit. This hospital system essentially has a monopoly on orthopedic care in the community. We are all under a noncompete agreement. This agreements spans 15 miles which means that in order to change jobs, we would have to move to Tacoma or Seattle and uproot our families. This can cost tendons of thousand dollars. Therefore, we are essentially "forced" to work in the system. This system has dramatically increased the cost of patient care. As practitioners we are not allowed to treat patients in lower cost outpatient surgical centers, but are forced to bring the patient's to the hospitals' OR. This substantially drives up the cost of care for simple, minor outpatient, elective orthopedic surgeries. While consistently increasing the cost of patient care, the company consistently pays physicians less and less. Over the course of the past 6 years, our pay has been decreased by approximately 15%. Despite this, administrator pay has consistently increased with inflation, and we remain trapped by our non- competes. Please consider the ramifications of ending non-competes, yes physicians might actually get paid a fair wage for the 60+ hour work weeks; but die primary benefit will be improved access to care for patients. These companies would be unable prevent good physicians from leaving their community."</p>
Heide	<p>"I am a physician at a children's hospital. My group, like others around the country, is in a staffing crisis which is affecting patient care. Our institution requires noncompete clauses for any new contract, which is limiting our ability to hire new doctors. This inability of physicians and other workers to freely choose jobs due to noncompete clauses is directly contributing to our hospital's crisis, and on a larger scale is affecting the health of our country. This exploitative practice should be banned."</p>
Ann	<p>"I strongly oppose noncompetes and was the victim of being unable to work in the same town when I quit my anesthesia job because I needed to go to part time when I couldn't find reliable childcare for my four kids. My husband is also an established physician in the community, and it would have been devastating to uproot our family and move so that I could find a different job. I was unable to work within the system for three years until my noncompete was over. I was forced to travel to work part-time and it was very hard on our family. Physicians work extremely hard and sacrifice a lot for their career and</p>

	<p>deserve to have the same options that other non-physicians have when choosing their jobs."</p>
<p>Drea</p>	<p>"YES YES YES!!!! My employer forced me to sign a non-compete that is overly broad in scope and geography. I am a program manager in govt contracting, and according to my non-compete, I cannot work in government contracting anywhere in the US for 2 years after I leave my company. I feel stuck in a toxic environment that I've been doing the same contract for 8 years, with no pay raise. I am literally stuck. I cannot expand my skills, work on different types of contracts to leant different types of govt contracts. The federal govt pays my company \$10,300/ino for my salary. Of that, I make 83,000. The company is making their money off of my contracted salary with the DOD. I work remotely from WA state, but my companies headquarters is in VA. PLEASE MAKE THIS GO THROUGH SO I CAN EVOLVE AS A PROFESSIONAL! !+<<"</p>
<p>Odette</p>	<p>"I think that this is a great idea. I have been at a company where I had to sign a non compete to receive a small amount of shares as a pay increase. Tunis out the shares are not producing products yet. I have had to turn down 4 jobs in the last year due to this. Those jobs paid more for my skills. The only way out of this agreement is that I have Ti resign and work out of industry taking less pay for a year. I've generated millions for this company and think this should be illegal as a requirement for employment or any fonn of salary increase."</p>
<p>Pavel</p>	<p>"I strongly believe that non-compete clauses in employment and severance contracts are detrimental to individual freedom, innovation, and healthy competition. Firstly, non-compete clauses directly harm individual freedom by limiting people's right to choose where they work and how they utilize their skills. These agreements often prohibit individuals from taking on work that may be beneficial to their career growth or better suited to their skills, even if it's not directly competitive to their former employer. This lack of freedom not only limits individuals' job opportunities but also impedes their ability to fully develop and utilize their skills and expertise. The long-term cost of such restrictions is substantial, and workers bear all of it. Secondly, non-compete clauses area way for large companies to stifle competition and hinder innovation. When companies use non-compete agreements, they are essentially attempting to maintain a monopoly on the market by restricting their employees' ability to work for their competitors, even after those employees are gone. This practice not only limits competition but also hinders innovation since individuals who could be contributing to advancements in the field are restricted from doing so. Finally, non-compete clauses in employment and severance contracts limit growth and innovation by preventing skilled individuals from seeking out new opportunities. Innovation comes from talented individuals moving between companies, bring their skills and knowledge to new projects and teams, and in turn helping those people reach new heights. Non-compete clauses make it very</p>

	<p>difficult for individuals to find new opportunities, making the job market less efficient and less effective at matching skills with the best opportunities. In some cases, the experience and skillset of such individuals may be lost entirely when they are forced to switch to a different occupation. In conclusion, non-compete clauses are a significant barrier to individual freedom, innovation, and healthy competition in the tech industry. Banning such clauses would allow for more freedom and flexibility for employees, foster greater competition in the marketplace, and greatly improve the life of workers everywhere."</p>
Edward	<p>"I am subject to a non compete that is overly broad and indult burdensome where the employer offered nothing to compensate me for not competing with them in what amounts to a universal territory and universal technology for 24 months. I find the entire concept odious as they've essentially limited my ability to earn for my family in any market worldwide. I am in favor of eliminating or greatly reducing the term and scope of non Competes."</p>
John	<p>"Eliminate non-compete clauses. This is economic slavery and has no place in this country."</p>
Praveen	<p>"Non compete clause hurts physicians and patient care."</p>
Olivia	<p>"Non-competes are bad for workers and for business competition. If we truly want a free market then workers should be able to take their skills and labor to whoever will pay them the most of it. Also, such rules particularly harm low-income workers that have no choice in the matter but to sign a non-compete. There is no excuse to keep such a practice that is predatory towards workers. Get rid of all non-competes."</p>
Besir	<p>"I support this new rule."</p>
Cynthia	<p>"Back in the '90s, I was forced to fmd work in a different industry because there was a non-compete clause. This caused me great anxiety, as it took me 3 months to fmd another job and I was trying to pay my mortgage."</p>
Randy	<p>"As a working class citizen I believe eliminating Non-Competes will help create a more competitive market that would benefit our economy and our workers."</p>
Steve	<p>"Non-compete clause in contracts with medical personnel (ie Physicians and Surgeons) through University of Washington Medical Center has no term limit. A doctor employed there is therefore an indentured servant. Non-compete clause should be eliminated"</p>

<p>Maura</p>	<p>"I wholeheartedly support the FTC's proposed ban on non-compete agreements. These agreements are pervasive within the veterinary community and are often used to intimidate workers from leaving positions, asking for better wages or improved working conditions . Often communities are left with limited veterinary care because an associate veterinarian has been forced to relocate rather than work at another hospital or start their own business. Large corporations now own a majority stake of the veterinary market and can now employ fleets of lawyers to intimidate and pursue veterinarians that attempt to work within a non-compete radius. Non-compete agreements are often written that extend well beyond a reasonable scope in both distance and duration or over-reach into job descriptions that were beyond the employees role within the hospital. As a specialist veterinarian under my current non- compete I am not allowed to work in any scope of veterinary medicine within a 25 mile radius for 2 years. I am facing commuting 1.5 hours (one way) or completely uprooting my family to find a position at a hospital that is not within my non-compete agreement. I do not possess trade secrets. I am not privy to management meetings or corporate leadership discussions. The sole purpose of the non-compete is to intimidate me from leaving a corporation for a better opportunity or daring to start my own business ."</p>
<p>Andrew</p>	<p>"Perhaps an unappreciated benefit of eliminating non-compete agreements is that it will allow me as a primary care provider to better advocate for my patients to my employer, and to be taken seriously. Patients will benefit by empowering their advocates, which we as primary care doctors are privileged to be"</p>
<p>Cedar</p>	<p>"Please ban non-compete clauses! It will do healthcare workers and patients so much good! Less disrupted care by people who are treated better and paid better is what I want out of my health care system!"</p>
<p>DONNA</p>	<p>"We support abolition of the non-compete rule. It is only fair that competition can exist. Monopolies result if not and newer younger people get fewer chances. My beautician had to suffer from this rule so it hits the small-time entrepreneurs hard."</p>
<p>Annie</p>	<p>"I am writing to express my strong opposition to the American Hospital Association's (AHA) attempt to exempt physicians from the new rule prohibiting noncompete agreements. Noncompete agreements are often used by corporations to restrict the movement of employees, making it difficult for workers to leave dangerous or abusive work conditions or negotiate better terms. Physicians, like any other employee, should be free to seek better employment opportunities without fear of legal repercussions. Exempting physicians from the noncompete rule would only serve to benefit hospital corporations at the expense of workers. It would allow these corporations to maintain a stranglehold on their employees and limit</p>

	<p>competition, which could lead to lower wages, fewer benefits, and overall worse working conditions for physicians. Physicians should absolutely be entitled to the new FTC non-compete rule. They should not be exempt from this needed worker protection as it greatly limits their ability to negotiate their contracts and instead offers large hospital systems an unprecedented advantage over physicians in the marketplace. There is a large increase in physician burnout and allowing the market place to be more free would allow physicians more freedom and flexibility. Additionally, the last time an exemption of this nature was granted by the lobbying from the American Hospital Association (Jung v AAMC 2004) resulted in decades of delay for improving resident physicians' ability for fair wages and benefits; this is still an active struggle today. Please do not make the same mistake again for physicians of today and the future. I urge the FTC to reject the AHA's proposed exemption and uphold the noncompete rule for all workers, including physicians. It is essential to protect workers' rights and promote a fair and competitive job market. Sincerely, A concerned physician"</p>
<p>Jerry</p>	<p>"I strongly support a ban on non-compete clauses. As a mid-career primary care physician & as someone who strongly considered this when switching jobs recently. It is an outdated tool that unfairly provides advantages to the healthcare administrators & only hurts physicians & patients. If we mean free market, let's practice it!"</p>
<p>Devin</p>	<p>"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, Devin Leyba- Brown Auburn, WA"</p>
<p>Dalon</p>	<p>"100% agree with this. Especially in healthcare"</p>
<p>Xiao</p>	<p>"I am a hospitalist physician (MD) working in WA state and I fully support the move to ban non competes for healthcare workers. Many hospitals and staffing agencies use this as a means to cripple doctors and other medical staff from finding work (even in such areas that have labor shortage) when they try to leave their current place of work. We are also crippled in advocating for better working conditions (for the safety of our patients and our practice) and bargaining for higher wages because these companies know that we are locked into a contract for x number of years and leaving would cause significant financial hardship, or give cause for the former employer to sue us and our new employer. This is exactly why AHA is against this proposed ban, to protect their financial interests rather than the</p>

	<p>interests of their hardworking employees. If you think about it, noncompetes for doctors and other health workers, at least in the hospital setting, are truly unethical. It suppresses the free labor market and our wages. It also forces us to uproot our lives and either commute long distances or move far away when there are patients right on our doorstep who we can help and serve but are not able to due to a non compete clause from a company/employer that values profits over people. This is the first step to take in fixing a broken healthcare system and stop doctors from leaving the field, a field for which a drowning ship would be a perfectly apt metaphor. Please ban the non compete ASAP."</p>
William	<p>"I support FTC's proposal to ban non-compete agreements. These agreements hurt the working class and labor market by giving employers control over employees, even after terminating employment."</p>
Chelsea	<p>"Noncompete clauses should be outlawed. Employers will look for any reason to pay workers less and will often whine to get their way. But the US government should stand with workers, not corporations that just posted record profits. Help die people get out of wage stagnation. The evidence is clear."</p>
Virgene	<p>"I support the FTC's ban on non-compete clauses which hold worker's wages down, stifle innovation and harm working people. This policy will make it easier for workers to earn what they're worth by moving to other employers with better benefits and treatment."</p>
Jordann	<p>"As a single mother with a negligent and destructive co-parent, non-compete clauses render me choosing between my career and my children. Enforcing a non-compete clause requires me to re-enter the court system to re-establish a parenting plan with a pathological and destructive human. A career in healthcare is entirely for the benefit of the people in the community. As a single parent with no other source of income, either I choose to leave my children for periodic remote work - leaving my children vulnerable to the abuse of others who would know that I am away or causing the children to miss necessary time at school if they come with me, lose my capacity to support my family by remaining unemployed for the duration of the non-compete, or re- entering the court system to re-negotiate a parenting plan - one that took four years to establish in the first place."</p>
Mitchell	<p>"Please pass this rule! The economic philosophy of quasi Trickle Down that the USA has been operating under for the past 40 years DOES NOT WORK FOR THE LARGER POPULATION. It works only for the select few at the top. Non-Compete Clauses also take power away from workers for no other reason than corporate executives don't want to actually have to pay people a fair wage for their work. Executives seem to forget that their salary, bonuses</p>

	and die business itself would not exist without the regular employees working on the good/service that the company provides."
William	"Competition is the Listerine of Life and essential to Equal Opportunity and the Creative Genius of America. The Competition kicks your butt out of bed in the morning and gives you Great Ideas for Free!!! END TI-IE NON-COMPETE CLAUSE NOW!"
Jena	"As a former employment specialist who works with people with mental illness (to a current mental health intern at a behavioral health agency), I can attest that these noncompete clauses hinder our society's most vulnerable because they limit people with limited skills to staying in often abusive conditions. Not to mention that the noncompetes harms the economy overall - if someone leaves a coffee shop for another coffee shop, we are all better off as a society if a person is able to use that skill set in another location."
Alex	"I've never understood why it should be possible to sign a broad exclusivity agreement as a term of employment. As I've changed jobs the set of locations that I'm contractually allowed to work at is a narrower and narrower field. This mainly feels like a method of wage suppression then an actual act of protection from competition."
Lorie	"I think non-compete clauses are ridiculous, and a way to choke back an individual's use of their own skills. Ban them NOW!"
Wendy	"Non-compete clauses hurt workers. People can't move to better opportunities within a related sphere of work. A worker's lack of job mobility allows employers excessive power over an individual's right to optimize their own choices. Employers have the right to protect trade secrets, but this can be accomplished through other means. Please go forward with this proposed rule change as soon as possible."
Jennifer	"Non compete agreements only benefit companies and not workers or the community. I am a physician with a non compete agreement, and would have to move my family across two counties or out of state to change jobs. My patients would lose their long term primary care physician. This is an unfair burden to place on the individual physician and it does not benefit the community as a whole. Healthcare systems argue they are protecting their investment in recruiting and hiring. They have the money and resources to fight this change. I hope they don't succeed."
K	"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

	<p>either temporarily or permanently. Both of these outcomes only worsen this shortage and directly impact the health of the American people."</p>
T	<p>"The non compete in Seattle has made my life exhausting and challenging. My entire extended family lives in the surrounding area. My job is abusive and awful, and as the sole breadwinner, my options are to uproot our family and young kids to pursue a career in a new city without any family support or give up my job temporarily and wait years for the non compete to end (not an option, we have no other source of income). This is unjust."</p>
Amber	<p>"Non-compete clauses significantly hamper competition especially in the tech industry. It makes it difficult for employees to find new jobs especially for big tech companies which have products in almost all consumer facing tech. Also it makes it difficult for smaller companies trying to break into an existing space since they can't hire employees because of non compete clauses. They should most certainly be banned unilaterally."</p>
Andrew	<p>"The use of non-compete agreements has become outrageous. There is no place for them, especially when applied to lower level workers. The use of these contracts violates the spirit of capitalism. Make employers compete for workers. Ignore the Chamber of Commerce. In fact, these agreements are Un- American. This ruling will not affect me personally one way or another. But it does affect those around me. I urge you to make non-compete agreements invalid, and make employers trying to apply them subject to attorney fees and costs if they try to enforce them."</p>
KEVIN	<p>"I applied for a position at a clinic in a small Washington State town. I had to verbally accept the job before they would show me the full employment agreement including the non-compete clause. When I received the agreement the non- compete clause was ominous. It would have restricted me from treating any prior patient of any of their clinics; from receiving referrals from any physicians that referred to their clinics. The prohibition extended to their partner companies as well. With a little research I found they had partner companies in 26 states. I would also have to agree to not work in my specialty for two years after leaving their employment. In summary if I had taken that job I would effectively be prohibited from working in my profession for at least two years. These non-compete clauses have become oppressive and need to be abolished."</p>
Ezekiel	<p>"I am a physician at a children's hospital. My group, like others around the country, is in a staffing crisis which is affecting patient care. Our institution requires noncompete clauses for any new contract, which is limiting our ability to hire new doctors. This inability of physicians and other workers to freely choose jobs due to noncompete clauses is directly contributing to our hospital's crisis, and on a larger scale is affecting the health of our country. This exploitative practice should be banned."</p>

<p>Jose</p>	<p>"Non- compete clauses stifle competition and limit the career growth of professionals, including those of us in healthcare. Eliminating these unfair contract clauses is necessary for improving work conditions, particularly in the current setting of physician burnout. Please do not succumb to lobbying by hospital groups. Eliminating non-compete clauses is an important step in helping recover this badly damaged healthcare system."</p>
<p>Deborah</p>	<p>"I write in emphatic support of the FTC's proposed rule that would ban non-compete clauses. Around two decades ago, the law school clinic that I supervised represented a client who was denied unemployment benefits. Why? Because she had lost her job for refusing to sign a non-compete agreement. As I recall, her job was transcribing medical records -- certainly not a high level position with access to trade secrets. I was appalled that she was asked to sign such an agreement, given the type of work, her modest earnings, and the lack of any justification based on access to trade secrets. And I was even more appalled that one of the leading law firms in Seattle had drafted the non-compete and was defending it in an unemployment compensation hearing. Talk about unequal bargaining power and employers abusing their power. The economic arguments put forth by the FTC in support of this rule -- non-compete clauses' negative effects on workers' wages, stifling of innovation and new ideas, and impacts on economic liberty -- are all valid. The example I encountered is a reminder that the abuse and proliferation of non-compete clauses have been increasing for decades, one of the many factors that have contributed to the growing income and wealth inequality that afflict our nation. Thank you for proposing this rule. And please stand up against the onslaught of opposition and requests for more time to comment that you will undoubtedly receive from big business. Deborah Maranville, Prof. Emeritus, University of Washington Law School (for identification purposes only)"</p>
<p>annamaria</p>	<p>"As a physician I highly oppose non compete clauses. It is my constitutional right to work wherever I want and leave a job for another one without having to move my life, home and family. Thank You, Dr. AnnaMaria Marchionne"</p>
<p>Daniel</p>	<p>"Time to end this practice. I am tied to my health care institution for 2 years and for 10 miles. It has substantially damaged my ability to negotiate with my employer and held my salary down that I cannot get competing offers from die many institutions within my community."</p>
<p>Michael</p>	<p>"This rule is very, very important to implement, and I support it. Non-compete agreements are, and have always been, unethical: they rob employees of the ability to pursue more lucrative opportunities, barring them from using their most marketable skills to escape worker exploitation. By definition, they eliminate competition, which is bad for the economy, bad for employees, and bad for small businesses."</p>

Edmond	<p>"I agree with the FTC moving to bar non-compete clauses. There is strong data that non-compete clauses serve to depress wages and impact competition. Non-compete clauses represent a legal mechanism that supports industry over the individual. I see it as the role of government to protect the individual. In the field of medicine, they handicap contract negotiations on the part of the physician and can negatively impact a service area. Given that there is already a dramatic shortage of physicians that will only worsen over the next decade, this can have huge ramifications within a catchment area. Please move to bar non-compete clauses."</p>
Ryan	<p>"I'm a physician in the Northwest and I want say I completely agree with ridding the US of noncompete clauses. It is an awful tactic by businesses to lower wages and corner employees into making difficult decisions. From a physician perspective, I did not go into medicine to be a business. I did this to help my fellow human being. If my company doesn't provide me an environment to do this I shouldn't be forced to move out of the area to seek other employment for sometimes two years before returning Not only does this significantly affect my family but it also affects my patients and the community as a whole. Everyone loses except the healthcare company that employed me because they are more concerned about the bottom line and not the community at hand."</p>
Josiah	<p>"As a technology industry worker, non-compete clauses in contracts force high risks on me and my coworkers as individuals, while granting sweeping power to corporations. I personally know several people who have declined jobs on the basis of overly restrictive non-compete clauses, and a few others who have had to pivot their careers or industries to avoid penalties for non-compete. Intellectual property theft is already illegal; non-compete clauses place additional, unnecessary, and unjustified burdens on individuals while providing very little benefit to the corporations who issue them. Oftentimes, non-compete clauses are legally unenforceable anyway, or so burdensome to enforce that many contract holders decline to enforce them. I can't speak for other industries outside of Information Teclmology, but I imagine the same problems exist there as well. US corporations should not complicate employment contracts and negatively impact the lives of individuals for even a great payoff; much less a nebulous and often minimal one. Please put an end to non-compete clauses."</p>
Micah	<p>"Non-compete Clauses are anti-competitive and unnecessary in most, if not all settings. In the current world where geographic boundaries start to matter less, it can be argued by a corporate minority that noncompete clauses are appropriate. However, in the world of healthcare non-compete clauses harm more than just licensed practitioners. They provide significant harm and reduced access to care for thousands of patients on the panels of healthcare providers. For reference, one physician can have a patient panel of up to 3,500 depending on specialty. The use of noncompete clauses also encourages unethical, and sometimes illegal behavior on the part of</p>

	<p>healthcare employers, due to their influence and fear inducing terms when it comes to an employee standing up to or reporting an owner or management team that are breaking rules or laws or operating in grey areas. The proposed rule, getting rid of noncompete clause is generally, is a definite advancement in potential for retaining and maintaining access to care for patients, and allowing more innovation and competition in healthcare. Please ignore the corporate interests and their extreme minority arguments and pass this rule, eliminating non-compete causes in almost every instance."</p>
Jean	<p>"I support the proposed Non-Compete Clause Rule. There is strong evidence that it could have a benefit for employees, held to companies that do not pay a livable wage, and denied the right to seek better employment in the same line of work. Wages for many people have been stagnant while many businesses have accumulated great wealth for owners and people who have stock in those businesses. We need better conditions and fair employment opportunities for workers. Thank you."</p>
Debbie	<p>"Pass the ban on Non-Compete clauses!"</p>
Jacob	<p>"As a physician, this rule would significantly improve my quality of life. Non-compete clauses essentially trap highly skilled professions who have ties to a specific location, forcing them to stay with an employer which may treat them unfairly."</p>
Kathy	<p>"I am the CEO of a small medical company providing critical services to women. The health systems in Indiana have onerous non-completes for providers that create a monopoly in the state. They are afraid of competition, and even threaten to sue providers for talking to us. These women deserve to make the best career choice for themselves and their families. As a smaller company, we do not have funds to legally fight these large systems. We support elimination of the non-compete."</p>
Alexander Duncan	<p>"Hello and thank you for taking this up, I am an Emergency Physician and I support ending non-competes. In my position, I am bound by a non-compete dictated by TeamHealth, a large for profit enterprise. There is ZERO intellectual property of TeamHealth that I could take to a new job. I am restricted for a year and by distance, meaning I would have to find a job and move my family if TeamHealth loses it's contract with the hospital where I work. There is only one hospital in our community, giving me no other option. If they lose the contract, why would I be restricted from working with the next company to hold that contract? I can understand the idea of non-competes for positions where people are creating new products, but non-disclosures seem to address most of those issues. In providing Emergency Medical care, there is absolutely no reason for a non-compete other than to protect a large, for-profit company."</p>

<p>Jason</p>	<p>"I would like to state my support for a regulation prohibiting non-compete clauses in employment contracts. It is a disadvantage to employees who no longer wish to work for a particular employer and a way to stifle commerce. The employee would need to move or change professions and appears to enforce a form of open-ended indentured servitude. It is heavily used in healthcare and not only effects the employee but more importantly the patient. My family has lost two providers to non-compete contracts where these providers (a surgeon and gastroenterologist) had to leave the area after separation from their employers. We lost good people unnecessarily. I believe a regulation prohibiting employment non-compete contracts is both a boon to commerce and a social good."</p>
<p>Leslie</p>	<p>"No employer should be able to have control over our choice of where and how to work in the future! Their business is only to control our work when with diem and it's anti-democratic to allow them anything more!"</p>
<p>Joshua</p>	<p>"The restrictions on movement of labor that non-compete clauses represent don't make sense for the US, regardless of where you sit on the political spectrum. A functioning labor market where Americans can have the opportunity to be paid market rates for their labor is crucial to ensuring Americans are properly compensated and have opportunities to grow their careers and provide for their families. All of the above is true universally, but particularly so for lower-income workers, who pose little threat to their former employers' trade secrets and who would benefit more from wage increases. I strongly urge you to ban these clauses as un-American"</p>
<p>Matthew</p>	<p>"I support rulemaking that limits employers' ability to enter into contracts with workers that contain non-compete clauses. I and my past coworkers, software engineers, have been required to sign non-compete clauses as a condition of employment. These clauses suppress our participation in the job market. Some of us will job hunt clandestinely. Some of us have simply felt locked into our current employer indefinitely. Each of us has worried that we might be sued for breach of contract if we leave our job for another company that might be considered a competitor, even though each of us is employed "at will". At the same time, it is widely accepted that no employer will enforce these clauses against lower-level employees, reserving them only for important, highly compensated people. These clauses have a chilling effect, regardless. Even though the norm in our industry is to change companies from time to time in order to gain new experience that would be otherwise unavailable at our current company, these clauses reduce employees' willingness to look outside—or even discuss looking outside—their current company. The threat of enforcement is real, too. A former manager of mine decided he wanted to pursue whatever legal action was possible against one of my reports, who announced she was leaving the company. Her prior manager had gone to another company, then recruited her to follow, He claimed. Neither the legal department nor his vice president had any interest in pursuing the matter, because they knew it wouldn't help us: my report</p>

	<p>would still leave (maybe to go somewhere different instead), and the enforcement would simply ruin whatever goodwill she felt for the company. Invoking the noncompete clause simply had the effect of terrifying a young engineer whose career was just getting started. From my perspective, then, these contract clauses provide companies with little value beyond the ability to, in the worst case, score a pyrrhic court victory, and in the rest of the cases, brandish before less sophisticated workers an instrument of psychological terror. Save our employers from themselves: drastically restrict the scope and enforceability of these non-compete clauses."</p>
Nancy	<p>"It's outrageous to support non-compete bans. This checks a worker's most basic right, i.e., to choose to take a job wherever he might wish. Surely no thinking person can accept the idea that going on unemployment benefits is preferable to finding work with a competing company."</p>
Siri	<p>"I am writing to support the FTC's proposal to ban noncompete agreements. Noncompete agreements prevent workers from switching jobs and pursuing better opportunities in the industry in which they have developed expertise, which stifles wages and limits career advancement. Banning noncompete agreements will lead to better opportunities for US workers. This is a critical step toward strengthening the middle and working classes."</p>
Charles	<p>"I whole heartedly support die proposed rule by die FTC eliminating Non-Compete Clauses"</p>
Deborah	<p>"I am anesthesiologist trapped by an extreme non-compete (15 miles from any current practice that contracts with my practice, for 18 months). Unless I drive 2 hours each way or leave the state (which would require me to leave my minor children, and I am a single mom), I cannot leave my practice. We have no trade secrets, and the non-compete is simply punitive. I am trapped. I have to choose between leaving medicine and a specialty to which I have devoted my entire adult life, and staying in a practice where I am overworked, underpaid, and completely burned out. Please, out law non-competes."</p>
John	<p>"Hello- I view non-competes as misused, abused employer tools to squelch competition and provide unfair contractual, including wage, employer leverage. I chaired the compensation committee of a large Northwest medical group of over 1000 providers with collective compensation of several hundreds of millions. We did not impose non-competes. Financial incentives such as moving costs, loan forgiveness can be clawed back w/o non-competes. Do not cave to business interests on this."</p>
Leah	<p>"I support putting a stop to Noncompete Agreements in order to support our economy and working population"</p>

<p>carla</p>	<p>"As I read this I find it hard to believe anyone would ever want to harm the workers and die businesses To ban non -compete clauses would take away another fonn of rights we have. How can any one with a good conscience want to even consider this okay ever. To support us the people to be able to compete for a better future is I believe the American way . Do not be the one to take this away. Reading stories on how these signing a non compete has hurt the worker who is not realizing how harmful that signature can be to their future. Do not allow non competes to continue to be in the work force. It is not helping us it is hurting us people. Trust is a major strength for us to live by daily. Don't you agree ? I can say if you vote to take away our right to compete for a greater job which brings a better life for families and future . I would not trust what you are doing in office for the people. I would reach every person I could to say do you know what your Government is doing now Be our voice for a greater America . Be a great leader for die people . It is never to late to show us you care and wants what is best fur us the people. Carla"</p>
<p>Mary</p>	<p>"Please ban the Non-Compete Clause for all workers(Matter No. P201200) in the United States. Trade secrets can be protected in other ways. Non compete clauses fundamentally abrogate the civil rights of America workers and create a class of employers that literally enslaves its workers by keeping their wages artificially low and prevents them from working by restricting their ability to work with a humane distance from their homes. This practice should stopped NOW."</p>
<p>Gregory</p>	<p>"It is time to end non-compete clauses. Non-compete clauses act as a distributed monopoly, proportional to their prevalence within the sector of employment. Employers experience competition more and more only at the points where workers enter employment and not during the time workers are employed. Depending on the length of the average career, the fraction of workers who are retained by competition approach single digits. Mobility is an expensive proposition that is primarily born by the employees, since only a few workers receive relocation costs."</p>
<p>Justin</p>	<p>"s of: March 21, 2024 Received: January 25, 2023 Status: Posted PUBLIC SUBMISSION Posted: March 19, 2024 racking No. ldb-xjp9-8k9b 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-2023-0007-21178 Comment from Miller, Justin Submitter Information Name: Justin Miller Address: Kennewick, WA, Redacted Comment Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. Free market is about having the free trade of Labor to provide innovation. Businesses should be able to stand on their own feet rather than loopholes to keep them afloat. That is what a Free market is. Non competes are directly opposed to this. As</p>

	<p>you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements Sincerely, Justin Miller Kennewick, WA Original Comment Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. Free market is about having the free trade of Labor to provide innovation. Businesses should be able to stand on their own feet rather than loopholes to keep them afloat. That is what a Free market is. Non competes are directly opposed to this. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, Justin Miller Kennewick, WA 99338"</p>
<p>Mark</p>	<p>"The right to work is fundamental. Non-compete need to be abolished."</p>
<p>Bradley</p>	<p>"Non compete clauses hurt workers who are already struggling to make ends meet against high inflation and an economy headed for recession. Every individual deserves the right to employ their skills to secure the best possible opportunity to make a living. By limiting the pool of those opportunities, non compete clauses force workers to concede to choices they would other not make, and they deprive the market of the full range of skilled workers available. End non compete clauses at all levels, and give power back to industrious Americans who deserve the freedom and autonomy to seek a career path of their own choosing."</p>
<p>Arash</p>	<p>""Non-Compete Clause Rulemaking, Matter No. P201200" I support this rule as a geriatric psychiatrist who serves in underserved communities. Private companies and public health entities should not be allowed to dictate where physicians practice. Forbidding, or worse punishing, medical providers from practicing where they want creates an unfair advantage for employers and ultimately hurts patients. The shortage of medical doctors in underserved specialties is particularly affected by the practice of non-compete clauses. Thank you for championing this effort."</p>
<p>VENKATACHALA</p>	<p>"I support the abolition of non competes for physicians. If I do not like the employment of a physician , physician group or a large hospital corporation.then I should be allowed to leave and join another job in same city across the street . This actually helps patient care as I am not leaving town and patients can still get care. As far as estimating cost of my leaving to the employer - it should be spelt out as a line item in contract and be</p>

	reasonable. Since it would be laid out to me prior to moving - it will be upto me to plan ahead before signing on . As time progresses the ridiculous levy on a bad leaver will standardize ."
Dawn	"The industry in my previous employ had a noncompete clause. It held back myself and others from seeking a higher wage, better position at other companies. I disagree with the statement of closing wage gaps. Said employer now owns the competition, the workers lose in the end"
Robin	"There is no reasonable argument that I've heard for non competes at any level of industry. Not disclosing trade secrets is more than enough restriction for any level of employee, and anything beyond that is purely punitive."
Carl	"I am an electrical engineer with a very specialized skill set that is marketable to perhaps a dozen companies world-wide. In that respect, my skills are very valuable to these companies but to other companies I would have only average value. My current employer forced me to sign a non-compete contract; at the time I tried to decline but was told unless I signed it, there was no job offer. Also at the time, the company I worked for was in serious decline (they closed down soon after) and I did not have the time to consider other jobs. So I reluctantly signed. As it turns out, my employer grossly oversold his business acumen; this company is dysfunctional and mismanaged. Furthermore, I have not had a raise in 15 years (including the previous employer) and inflation has risen 40%, effectively resulting in a 30% pay cut. My ability to consider any other job that would pay anywhere close to what I make is severely restricted. The owner of the company has a reputation as a litigious sort so I have no doubt he would take legal action against me. Ironically, Thave brought far more expertise to this company than I have gained from working here. My skills were in an area in which the company had no other experts, and I have given them several new product designs. The areas in which the company did have expertise were also areas in which I was already very knowledgeable, so I have gained little from that. In the end, the non-compete contract has been one-sided: the company has benefited greatly from my work, and I would be taking nothing from the company even if I left and worked for a direct competitor. I also signed a non-disclosure agreement which I consider to be perfectly fair. When I left my old job for this one I fully honored my previous NDA, and I would honor the current NDA as well. But the non-compete contract has essentially chained me to a job that I no longer enjoy or want. As such, I enthusiastically support 16 CFR Part 910J."
Osh	"The Non-compete clause rule needs to be eliminated to make way for workforce development and innovation, a more open labor market."
Osh	"We need to ban the non compete clause rule because competition is actually cooperation when done for die purposes of customer service"

	satisfaction and fair wages for employees. it's a win for the people the business exists for."
Dan	"I urge you to support this. Non compete clauses are a travesty and need to be eliminated"
Zachary	"Long past due to have non-compete clauses banned. It's wrong for so many reasons: - They're largely unenforceable and exist solely to intimidate workers from seeking valid opportunities. - Companies are protected from trade secrets leaking through a number of enforceable mechanisms: patents, copyright, etc. - Blanket applied to almost all workers, regardless of role. - Nominally overly broad industries named, and ban huge swaths of employment opportunities."
Lucas	"I support the non-compete clause rule. The success of Silicon Valley in California where non-competes are unenforceable demonstrates that non-competes actually hold back innovation."
Erin	"Non compete clauses benefit only corporations, and only devastate individual medical doctors. Physicians want to work. We are here to help. Corporations devalue and nickel and dime every moment, every decision. If noncompete clauses continue to be another plague on medicine, our best and brightest will choose another path. Avoid medicine as a calling because the environment is too toxic to be rewarding and financially viable. They will take their talents to WHERE THEY ARE VALUED. NONCOMPETES ONLY BENEFIT TI-IE BUSINESS OF MEDICINE.....not the PEOPLE who need care"
Emily	"I support the FTC's new rules which would make non-compete clauses invalid / illegal. I am a veterinarian, and in our industry non-compete clauses are common and make it difficult for vets to move between practices without moving out of the area completely. There are a variety of reasons someone might choose to change employers, which could include earning potential, better hours/shifts, work more in line with their values and how they practice medicine, a higher or lower caseload, a closer commute, etc. It also makes it more challenging for veterinarians to start their own business, and since practice ownership allows higher earning potential than working as an associate, non-compete clauses indirectly limit and lower the income of veterinarians. In addition, I do not think income limits should be part of the new ruling and believe that non-compete clauses should be illegal no matter someone's income level. For veterinarians, while we earn a good upper-middle class income, most of us have a significant student loan debt burden so limiting our ability to change jobs without moving is an additional financial hurdle."

<p>Angela</p>	<p>"I support the newly proposed rule that would make new Non-Compete Clause restrictions illegal and existing clauses unenforceable. I look forward to the positive effect this rule will have on America's workforce on all levels of skill and on the positive effect it will have on our economy."</p>
<p>Anh</p>	<p>"I am a physician at a children's hospital. My group, like others around the country, is in a staffing crisis which is affecting patient care. Our institution requires noncompete clauses for any new contract, which is limiting our ability to hire new doctors. This inability of physicians and other workers to freely choose jobs due to noncompete clauses is directly contributing to our hospital's crisis, and on a larger scale is affecting the health of our country. This exploitative practice should be banned."</p>
<p>Adam</p>	<p>"I am a software engineer fortunate enough to avoid the layoffs at die large tech company I work for. My former colleagues who were not so fortunate are, in states where they are still legal, forbidden by a non-compete from seeking any work they have skills for because being laid off does not cancel their non- compete agreement and the sprawling behemoth we work for considers itself in competition with everyone who has ever thought about a computer. I support the proposed rule in the strongest possible terms. A company has no right to insulate itself from competition by hiring, then firing, the people it believes are most qualified but it does not wish to pay, excluding them from the workforce for one to three years in a notoriously fast-moving industry. I see no need for exceptions. If a company fears an employee leaving on their own and taking their skills with them, that company had better pay that person what they are worth. We discourage children from licking cookies to claim them for later. We must not permit corporations to do the same at immensely higher stakes. If I was laid off, I would have no health insurance for myself or my partner. Asthma, arthritis, ADHD, autism spectrum disorder, and schizophrenia are difficult to manage whether insured or not; being kicked off my insurance and forbidden from getting a job that would provide it, or provide enough income for me to pay the ransom myself, would bankrupt us. Non-competes multiply the effect of the price of health care in the USA in preventing people living with chronic health conditions from equitable access to economic opportunity. I may not be able to function like a normal person in society, but I'm doing just fine as long as I stay employed by one of the tiny, tiny fraction of potential employers prepared to use die strange but occasionally-remarkable skills and tolerate the occasionally-remarkable dysfunctions of deeply weird people. I do know what my options would be without a non-compete but with one, I am very aware that I do not have any options."</p>
<p>Erin</p>	<p>"Hello, my name is Erin M. Nulf and Iain a physician assistant. In my position in medical practice, we have to practice under the supervision of a physician. We practice with our supervising physician in a collaborative fashion. As PAs, we are not able to open and operate our own practice. Despite this, many medical practices, regardless if they are owned by private equity,</p>

	<p>corporations, or privately held, routinely require non-compete agreements. This often stipulate that one is not able to practice within a certain mile radius, most commonly is 35-50 miles. Often these agreements include that mile radius to include ALL SATELLITE CLINICS of the practice, which then prevents one from essentially practicing anywhere within the geographical area they live in. As a PA, this is difficult---you can't open your own practice and a non-compete clause doesn't allow you to work under someone else unless you relocate a great distance from your current residence. This has been a hardship that I have negotiate everytime I have had to change practices (physician retiring & closing practice, relocating across country). We also sign employment contracts that, along with a non-compete clause, severely restrict our ability to work part-time, increase our income, or move outside of our specialty. These are a few good reasons providers are leaving medicine, at a time when provider shortages are growing while demographically need is increasing Banning non-compete clauses would allow more flexibility for physician assistants, and would most likely result in fewer providers leaving medicine."</p>
<p>Shellee</p>	<p>"I'm urging you to ban the noncompete clauses as proposed by the FTC. I'm recently retired, so I have nothing to gain professionally from this. But I must speak out for workers who have the right to a livelihood. It's so basic. The noncompete clauses are egregiously unfair, placing far too much power in the hands of employers. In these days of minimal job security, workers should at the very least have the freedom to pursue the best job possible with the best pay."</p>
<p>Registered</p>	<p>"I completely support the proposed ruling on non-compete agreements. As someone who has had my own employment options limited by such clauses, I would like to see these erased from the fabric of our workplace save for rare circumstances in which national security or public safety is concerned. As a Registered Nurse, these non-compete agreements limit my ability to work in certain locales and further the already fragile health care system, adversely affecting our communities. Lastly, although these are referred to as non-compete agreements, the times in which I encountered them prior to starting employment; I was not given an option to begin employment but not agree to a non compete clause. Rather it was a condition of employment, take it or leave it. Word choice matters and these clauses should be called out for what they are: non-compete labor restrictions. We need a transformation in our work lives in which employers compete to attract, employ and retain the best employees."</p>
<p>Brendan</p>	<p>"I am an attorney and information security engineer based in Seattle, WA. Non-competes of one sort or another are extremely common when Iain offered employment. Often, the non-compete clauses are extraordinarily broad, due either to a requirement that one not compete with any existing or proposed business of any part of a company (which, for large conglomerates like Amazon or Microsoft, is effectively "any pursuit on this planet or any</p>

	<p>other known to science"), or due to requirements that expressly forbid ever being employed again. The latter case is more rare, but more concerning: one Seattle-based financial services company offered me a noncompete clause (as part of an offer for an individual contributor position) that forbade me from performing any work in information security for several years after leaving their employment; when I pushed back, I received a note from their counsel that this clause was meant to ensure that I would never leave their company. (I assume the note had not been intended for my eyes.) Non-compete offers protect nothing in technological progress, harm individual workers, and only serve as a barely-veiled threat to employees: "do what we want, or since your health insurance is tied to us, we will ensure that your family dies of disease; you'll never be allowed to work for anyone else." I strongly support any action that the Commission takes to end their use in the United States."</p>
Matthew	<p>"I 100% support this non-compete clause rule. Please put it into action and help struggling working Americans. Thank you!"</p>
Debra	<p>"I'm writing to express my support for a rule banning noncompete agreements. They are particularly offensive when applied to lower-wage jobs and seem like a mild form of bondage to me. Anything that reduces competition between companies is an unfair advantage to larger, established companies. They use these to bind employees to their job. If they want employees to stay they should treat them right and pay them well. Thank you for moving to bar noncompete agreements."</p>
Bryan	<p>" Hello, I've been in die construction supply business for 33 years, I had my own business when the Great Recession hit in 2008, I survived in business until 2010, but then had to close my doors. At this time, I had to go to work for a similar business and was made to sign a non-compete/non-solicitation agreement. With 23 years of experience, I felt like I was signing my life away! Now, the company that I have worked for at for 10 years has sold to a national company and I am being told that my NC/SA agreement transfers to the new company. This seems so ridiculous to me!! Is there something I can do about this situation? Thanks! Bryan Oleachea Original Comment Hello, I've been in die construction supply business for 33 years, I had my own business when the Great Recession hit in 2008, I survived in business until 2010, but then had to close my doors. At this time, I had to go to work for a similar business and was made to sign a non-compete/non-solicitation agreement. With 23 years of experience, I felt like I was signing my life away! Now, the company that I have worked for at for 10 years has sold to a national company and I am being told that my NC/SA agreement transfers to the new company. This seems so ridiculous to me!! Is there something I can do about this situation?"</p>
Sarah	<p>"As a physician, I was subject to a non-compete clause for the first 5 years of employment after I finished training, which involved 4 years of university,</p>

	<p>4years of medical school, 4 years of residency and 1 year of fellowship all undertaken at my personal expense. My employer did nothing to contribute to my knowledge and skills but was able to threaten me with legal action if I wished to use my skills and education in the location I preferred. It is offensive and un-American to allow employers to "own" the skillsets of their employees and to stifle competition and economic growth by trapping people in job circumstances they wish to improve. I applaud die FTC for moving to block these anti-competitive, labor market-manipulating contract provisions and believe that this type of rule that supports the democratic power of the people over die oligarchic power of corporations and the employer-class is exactly what our public institutions should be focused on. Please move forward with banning non-compete clauses in all employment contracts."</p>
MaryBeth	<p>"YES! DEFINITELY establish the non-compete rule. I know so many people who have had to deal with this. It's time to release people from being tethered to a former employer."</p>
Heather	<p>"Thank you for taking this into consideration. I highly recommend the removal of non compete clauses. They have a negative effect on physicians as we are limited in our abilities to negotiate for better wages and benefits for ourselves. I am a primary breadwinner in my family and my ability to seek die best compensation for my work directly affects my children and family Patient care is also negatively affected by this. There is an unprecedented corporate takeover of healthcare. Removing the few employee rights (ie voting with our feet) affects our ability to advocate. Corporations have even less incentive to focus on care of the patients and more focus on profits for management and shareholders Thank you for your time"</p>
Jeffrey	<p>"I am a physician at a children's hospital. My group, like many around the country, is in a staffing crisis which is affecting patient care. Our institution requires noncompete clauses for any new contract, which is limiting our ability to hire new doctors. This inability of physicians and other workers to freely choose jobs due to noncompete clauses is directly contributing to our hospital's crisis, and on a larger scale is affecting the health of our country. This exploitative practice should be banned."</p>
Jeremy	<p>"As a physician I am intimately familiar with the severe limitations of these rules and how they impact individuals, families, and communities. I am in full support of this FTC rule and I support action to ban the practice of non-complete clauses in employment agreements and contracts among other items. Thank you or the opportunity to comment."</p>
Margaret	<p>"As an author, every book contract conies with a non-compete clause that varies between publishers, with lower-paid authors frequently getting more restrictive terms. I have seen everything from non-competes that bar authors from even working on projects that could sell elsewhere before the end of</p>

	<p>their contract, to ones that forbid authors from releasing a hook with another publisher, even wider a pen name, for half a year after the contracted hook is published. Even the narrowest clauses still forbid authors from working on other projects in the same genre, which is typically where they've invested time building a readership. Most books take upwards of two years to hit the market after being acquired by a publisher. And most authors are paid advances of 550,000 or less... for the only thing they're contractually allowed to work on for those two years. That's less than you'd make in two years of a \$15/hr minimum wage. This is designed to keep the author chained to the publisher that holds their most popular work, regardless of unfavorable terms, and stretch payments out so far that they'll accept the same bad terms just to make it to the next paycheck Eliminating these clauses would force publishers to compete harder to keep their authors, and it would allow authors to publish more work in die genres they're already thriving in. It's 2023, folks. "Starving artist" is not a romantic ideal, it's a policy failure. This is one step towards fixing that."</p>
Sean	<p>"Non-competes are very much against the spirit of the open market economy. Companies should not be able to force employees to sign non-competes in order to be employed."</p>
Stacey	<p>"Re: Non-Compete Clause Rulemaking, Matter No. P201200 Non-compete contracts are un-American on a fundamental level, at least when it comes to what we as a nation profess to be. If we actually hold "life, liberty, and the pursuit of happiness" as an inherent right of the American people, then it is beyond absurd to allow an employer to have any say over how a worker conducts themselves when no longer working for them. Frankly, its unacceptable to allow an employer any say over how a worker conducts themselves off the clock, too. The onus of maintaining healthy competition should not be placed on the worker."</p>
S	<p>"I am in favor of dissolution of the non compete law. It is a hindrance to physicians and clearly not the right thing to do."</p>
Donald	<p>"Prohibit non compete clauses, but Recognize need to prevent transfer of significant proprietary information."</p>
Marilyn	<p>"I support this proposed rule. There are many reasons that a person may want to change employers, some of them could be addressed by the employer (e.g., salary) and some perhaps not (scheduling around care of family members). Sometimes a person may be let go and it is not even their choice to leave the company. Employees should be able to control basic aspects of their own life without being forced to move or commute hours to obtain employment not affected by non-compete clauses."</p>

<p>Chaitanya</p>	<p>"I am a cardiologist who works in Washington State; I have a non-compete clause in my contract and it is a malicious clause that prevents me from continuing to care for my patients if the hospital system I work for created and environment for me to be terminated for cause and enforced the non compete clause. It is only detrimental to patient care and beneficial to the finances of large corporate hospital systems It should be abolished for the sake of patient care"</p>
<p>Norm</p>	<p>"Non-compete agreements only work if you have the financial resources to either tight or defend the agreement. As a CPA, I have been required to sign an agreement presented by my employer. And, now that I own my own practice, I have required my key employees to agree to non-competes. When I left my former employer (a "Big 4" accounting firm) to start my own business, before I even left employment I was threatened with "severe" litigation efforts if I attempted to solicit any clients. I had no chance of mounting a defense against an international business with deep pockets. So, when former clients searched me out, I had to turn them away even though I needed the business because I didn't want to be pounded into bankruptcy by my former employer. Fast forward 20 years and I'm parting ways with a former partner. We had both signed non-compete agreements. When she left to start her own practice, she willfully violated that agreement by soliciting all clients of our business and not just hers. During the preliminary process of filing suit against her, I was told by the mediator that these agreements are unenforceable because they restrict a professional's right to free trade. So, I essentially got shafted from both sides of the non-compete issue. Now, as a matter of course, I no longer require these agreements from my key employees. I take other measures to ensure that they would not be able to rob my business of its customers if they decided to strike out on their own. These documents should just go away. They're only a benefit to large businesses that can afford prolonged legal actions, even if there's no hope of them being enforced."</p>
<p>Martina</p>	<p>"Noncompete clauses are damaging to worker mobility. Virtually every job requires specific skills and domain specific knowledge. Those skills are enhanced and deepened through work and should be freely transferable to new positions. These clauses should not be permitted in employment contracts."</p>
<p>Robert</p>	<p>"I strongly support the proposed rule. With so few people protected by collective bargaining workers are at a serious disadvantage. This can be used to suppress wages. Also when used over and extended time prevents persons from leaving a low paying job. For doctors it interferes with the doctor patient relationship. Communities suffering from doctor shortages cannot have doctors laid off treating patients for periods of time or forced out of a community due these clauses."</p>

<p>Susan</p>	<p>"I believe noncompete clauses should be illegal and discontinued. Businesses and universities who use such clauses try to control their employees lives unfairly. The employees do not have the opportunity to search for a job with better working conditions, higher wages, or better opportunities. Under these clauses employees do not have the freedom to change jobs. This controls people's lives unfairly and causes them to have to move. It uproots people's lives. Doctors should under no circumstances have to sign a noncompete clause. It controls the life of the doctor and also the patients. I am very strongly opposed to noncompete clauses. Thank you, Susan J. Peck"</p>
<p>Laura M</p>	<p>"Physicians should not be subject to non- compete clauses because it can limit patients' access to healthcare, reduce competition, and negatively impact physician autonomy and career opportunities. Firstly, non-compete clauses limit patients' access to healthcare, particularly in areas where there are already limited healthcare providers. This is because physicians may be prevented from practicing in the same geographic area, which can lead to longer wait times, reduced quality of care, and potentially higher healthcare costs for patients. Secondly, non-compete clauses can reduce competition among healthcare providers, which can lead to higher prices and lower quality of care. This is because patients may have fewer options to choose from, which can result in less pressure on healthcare providers to compete on the basis of quality, price, or innovation. Finally, non-compete clauses can also negatively impact physician autonomy and career opportunities. For example, a physician may be prevented from leaving a particular healthcare organization or hospital to start their own practice or work for a competitor. This can limit a physician's ability to grow their career, gain new experiences, or pursue different professional opportunities. In summary, non-compete clauses can negatively impact patient access to healthcare, reduce competition, subject physicians to predatory and abusive employment situations (which I have suffered under) as well as limit physician autonomy and career opportunities."</p>
<p>Tom</p>	<p>"I support the proposed ban. Non-competes have been used far beyond the originally intended high level executives and harm ordinary workers, ability to earn a fair wage for their labor. This is bad for businesses willing to pay qualified workers for their labor, and bad for our nation as it increases the wealth gap and income inequality."</p>
<p>annah</p>	<p>"I strongly support a policy to eliminate non-compete employment clauses, esp for employees making under \$100k/year. It is ridiculous that fast food workers are unable to move between employers to take advantage of their skills."</p>
<p>anonymous</p>	<p>"I agree we should get rid of non-compete agreements. As a teacher, fitness clubs often have employers sign non competes so they are unable to work at</p>

	<p>local clubs. That means we have to travel to different districts area codes for a few hours of work to try and get a full time schedule. It hurts the industry."</p>
<p>Angie</p>	<p>"As a physician, I believe we must eliminate non-compete clauses in physician contracts. As hospital systems and/or private equity physician groups grow and merge to control larger areas of the country, these noncompete clauses become more and more onerous. Families and communities are disrupted because physicians will have to move out of state. The availability of specialized care may be limited if physicians are forced to move away due restrictive non complete causes. Communities deserve to retain their physicians that they know and from which they receive excellent care. Health care systems are now so large and powerful with preferred networks that single physicians leaving to other practices will have essentially no negative impact on the "business" that these gigantic hospital networks have become."</p>
<p>Jenna</p>	<p>"To whom it may concern. I am a veterinarian and while I can speak for the entirety of my profession and I know I represent a fair portion of my profession's support of this bill moving forward to remove non-competes. I personally can attest to the hardship that non-competes can create. When I needed to leave my first job out of vet school I had a 20 mile radius non-compete and in order to continue progressing my growth as a general practitioner veterinarian I had to completely move to another area of my state in order to find a good fit job and be outside this radius. I had to relocate to an area where I had not support system and less opportunities for my spouse to work in his field. Not everyone is fortunate enough to have the means to be able to afford to relocate or not have responsibilities that prevent them from being able to leave the area. The veterinary industry is in a shortage crisis due to many factors but non-competes are a contribution. Right now in the Veterinary Career Network job search engine there are 4,817 open positions for veterinary professionals (https://jobs.avma.org/). Some of these positions could be filled by vets who live within these areas but arc unable to do to non-competes put in place by corporate and private practices alike. Employers must then advertise to vets outside of their area and focus financial means on relocation packages that they could be putting into retention packages or raises of the veterinary team to encourage members to stay, this leads to improved workplace morale and helps contribute to the other arms of the veterinary crisis which many vets are leaving the field entirely. Large animal veterinarians and specialist veterinarians are often the ones faced with the largest areas of non-competes. With the restrictions on specialists, this causes areas to be potentially deprived of important specialist services for the pet and livestock populations and leads to decreased quality care that can be offered which means certain conditions that could have been treated may be left untreated decreasing animal welfare and wellbeing and potentially leading to increased euthanasia in situations that otherwise may not need to have happened. The increased radius and increased likelihood of a large animal veterinarian having a non-compete is detrimental to the food animal and livestock</p>

	<p>veterinarian crisis. There is an estimated shortage in over 500 counties in 46 states of large animal veterinarians. (https://www.nifa.usda.gov/vmlrp-map). This shortage not only leads to compromised care of these species, leaving farmers to resort to taking care of their animals' medical needs to the best of their abilities but also affects human well-being and food safety. These vets are crucial to our safe animal protein food chain. When some of these individuals cannot practice large animal medicine within 50 miles of their previous employer for sometimes several years and relocation is not an option they often move into small animal medicine or leave the field. This then leaves the area they were serving now undeserved for large animals or even more underserved than what it was. I am very hopeful this legislation will be passed and the positive change that it will bring to my profession and therefore the positive impact it will have on pets and animals and the people who love and care for them. Best, Dr. Jenna Post, BVM&S, Medical Director"</p>
Lis	<p>"This is extremely important legislation to protect all industries and fair wages across all jobs and professions"</p>
Denise	<p>"Non-compete agreements have been abused for too long in order to prevent employees from accepting better offers from competitors. When I first read that fast food companies were using these clauses to prevent employees from moving to another "store" for a higher wage, I realized how abusive the use of this clause was being used. I agree that it is time to eliminate this practice and support the FTC in protecting workers rights and stopping this practice."</p>
Eric	<p>"Removing non-compete clauses will increase worker freedoms and improve the competitive incentives and quality of all businesses. This proposed rule must be implemented."</p>
Hugo	<p>"Hello as someone coming out of graduate school and training into a healthcare field with plenty of non compete clauses and fear this would be a game changer. Bad jobs keep people trapped in non competes due to fear and lack of mobilization within a county or city. I am all in favor of returning some of this ability back to the people and less on overwhelming and hard to deal with corporations. It's time this changed it'll create competition drive down prices."</p>
Badeea	<p>"This is important especially in a free market economy and when demand for healthcare is so high. Remove non compete clauses. Thank you for working in this!"</p>
Toniann	<p>"Don't forget the message: Support the FTC's ban on non-compete clauses! Sample comment: I fully support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm</p>

	working people. This policy will make it easier for workers to earn what they're worth!"
Kirsten	"Non compete clauses hurt workers ability to leave bad jobs and encourage employers to under pay/over work because they know the employee is trapped. It's un-American. Employees should compete with each other to retain the best talent by creating good jobs. Please give workers the ability to leave toxic places and still remain in their homes/cities/towns."
Miho	"Broad Non Solicits are commonly die work around for non competes in states that already ban non competes. Please include a ban on employers imposing non solicit as well as non compete agreements. Otherwise a ban on non compete is meaningless Thank you."
Keenan	"I agree with the banning of non compete agreements. These agreements are always against the best interests of the workers. They stifle competition, dissuade innovation and entrepreneurial, and handcuff employees."
Laura	"I strongly support this federal regulation and know it is needed. In my career, I worked for at least 3 firms that routinely used outrageous non-compete clauses to lock in workers, both professional and non-professional. The effect was stunning, closing doors for any opportunity to take a promotion with another firm because I carried the stigma of potential legal action, which at least one of these fmns routinely pursued, to keep the rest of their employees "in line." In my case, there was only one way to avoid die non-compete clause, and that was to leave without employment, and become an independent contractor, which professionals with families found very risky. If your ideas were unwelcome or unheard, you had no avenue to explore pursuit of those innovations. Folks were routinely told to shut up and go back to the assigned work. How much innovation has already been squandered? Time to change this situation."
Alexander	"BAN NONCOMPETE AGREEMENTS! great work! Ignore chamber of commerce"
Brett	"I've been subject to such non-competes. I wasn't an executive with vast inside knowledge, I was just a worker like any other, trying to get paid so I can afford food, shelter, and healthcare. These agreements put the onus on workers, often have illegal restrictions that the worker would have to hire a lawyer to be aware of and fight, and generally end up protecting the businesses from the common requirement of keeping their workers willing to work for them by removing alterative. I later moved to state (WA) where non-competes are limited. And I see no vast problems - in fact, those states that ban, limit, or restrict non-competes are often viewed as innovative with healthier markets."

<p>Vanessa</p>	<p>"I strongly support the proposal to ban non competes. I am a veterinary medical oncologist and non-competes have restricted me from helping patients and their families even in areas where there was no other veterinary oncologist. The corporations veterinarians work for do not own a veterinarians education, bedside manner or medical expertise. To restrict them from using their skills to help patients is absolutely unfair. Non competes make it extremely difficult and often impossible to leave a bad work situation without having to also uproot your family and move a long distance way. In the case of veterinary specialists they often would have to move out of state in order to find work outside of their non compete radius. Please pass this proposal so that patients and their families are not preventing from accessing the services they so desperately want. Thank you, Vanessa Rizzo, DVM, ACVIM (0)"</p>
<p>Pamela</p>	<p>"I support the FTC's rule to ban the use of non-compete clauses in employment contracts. These clauses hurt workers and stifle competition."</p>
<p>George</p>	<p>"Any non-compete agreement is a restraint of trade, and an attempt to abridge our most fundamental freedom, the pursuit of happiness. No one should ever submit to the demand that they sign a non compete agreement. And the law should absolutely prevent them from ever being faced with the choice to keep their employment or submit to the compulsion to sign."</p>
<p>George</p>	<p>"Non competes are Extortion. I have experienced being told that I must agree to give up my opportunity for career advancement, if I want to keep my job and have any hope liar advancement in my current position. This demand held out a false promise. Those who sign such an agreement, immediately lost all the leverage that might have ever had to make their employer improve their wages or offer advancement. They lost it because after making that agreement they can no longer leave their current and take a better job in their chosen field. This kind of offer should be illegal. It is extortion and it is fraudulent if it is not accompanied with an immediate significant promotion or salary increase with a clearly documented career promotion and cost of living salary advancement plan leading to retirement and a pension."</p>
<p>Cynthia</p>	<p>"Please ban non-compete clauses required by employers from employees. Regular working folks deserve the right to work where and with whomever they wish. Competition between companies for good workers is good for our citizens. As a worker's skills and knowledge improve over time, workers should have the right to work for higher pay at a different company."</p>
<p>Julie</p>	<p>"Please consider eliminating this ridiculous rule hampering the rights of workers. No one should be penalized for looking to move on from one job to a better opportunity."</p>

<p>Rachel</p>	<p>"I support this rule that determines non-compete clauses to be an unfair anti-competitive practice. As a veterinarian, I have personally been subject to non-compete clauses and found them to be onerous and offensive to my status as an educated professional. Moreover, they make it difficult to attract new qualified staff to small businesses, because qualified staff dissatisfied with their wages or treatment at larger companies are often restricted from finding new work within a certain radius of their old company. Instead, they relocate to work for another large company in another city. Banning non-compete clauses would benefit workers of every economic status and also small business owners."</p>
<p>Susan</p>	<p>"I was an independent contractor for 25 years doing clinical trial monitoring mostly for pharmaceutical companies. All of my contracts included a NC clause. As a self-employed consultant with my own LLC, these blanket NC clauses infringed on my ability to conduct business. I was NOT involved, nor knew about proprietary information beyond the scope of the trial protocol (which is public on clinical trials.gov) If I was working on, say a Parkinson's clinical trial, that company may require that I sign a contract that includes language stating I could not work on a different neurological trial for a different company for 2 years in the future. This impeded my ability to run my business. I was no longer in a contract with diem, yet they were dictating how I may do business. The scope of this practice is unfair and biased. Gig workers and others should be able to conduct their business with no shackles."</p>
<p>Erik</p>	<p>"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost die economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements."</p>
<p>Ramona</p>	<p>"I absolutely support the FTC banning non compete clauses imposed by employers. I work in healthcare and Non compete clauses not only have the effect of suppressing salaries and competition within healthcare workers, but also adversely affect patient care by denying them the right to see a provider of their choice, wherever that provider may choose to work. Are we free in this country to work where we choose or not? Are patients free to follow a provider of their choice or not? Under the current situation everyone involved loses except the employer."</p>

<p>Anna</p>	<p>"Please stop allowing employers to make employees sign non compete agreements. It will make employers work harder to retain their employees and will help with stopping exploitation of workers."</p>
<p>Gary</p>	<p>"yes! non compete is a serious breach of personal freedom."</p>
<p>Sarah</p>	<p>"Many of the comments I've read are from physicians who are locked into their positions. Unfortunately, this is not a surprise as many reputable academic institutions impose noncompete agreements on their clinicians. This practice is counter to the mission of academic medical centers to improve healthcare for the community. They result in less diversification of the healthcare workforce as waivers of noncompete agreements are applied discriminately and without transparency, resulting in widening of gender and wage gaps. Further, women are less likely to negotiate noncompete agreements compared with men (Starr et al. Journal of Law and Econ 2021). Physicians who belong to underrepresented groups experience higher rates of discrimination in academic medicine (Nunez-Smith, NI et al. J Gen Int Med 2009), but noncompete agreements can prevent them from speaking up due to fear of retaliation. The public is also harmed by physician non-compete agreements as covenants with a large geographic radius may drive subspecialized physicians out of the state, resulting in poor access to subspecialized care for patients. They also disrupt the doctor-patient relationship resulting in fragmented care for vulnerable groups who may not be able to navigate the system on their own. I write this in the hope that academic medical centers are not excluded from the proposed law due to "non-profit" status. The reason the non-compete agreements exist is because these organizations operate as for-profit businesses."</p>
<p>Rebecca</p>	<p>"Ban non competes! Even if they are rarely enforced they have a huge chilling effect. They are bad for workers and ultimately bad for our economy. More freedom to change jobs will help in a labor shortage and will drive competition and innovation. These serve nobody except employers in the short term."</p>
<p>Nathaniel</p>	<p>"Noncompete clauses limit workers options, finances and futures even long after they've left jobs. The extension of the practice to jobs outside of the C-suite has shifted the balance of power on the labor force overwhelmingly toward employers and left countless workers locked out of industries in which they are ready and willing to work in. The use indiscriminate use of noncompete clauses is dragging our workforce down and holding back the economy, even as employers struggle to fill positions. I am writing to ask you to please pass the proposed limits on noncompete clauses. It's the right thing to do for millions of workers, for the economy, and for our country. Thank you."</p>

David	"I support the banning of the non-compete clause. Enough said. Please pass it into law."
Alexandra	"Non-compete clauses unfairly prevent me from making a living in the town where I live, and give my employer unfair advantage in salary negotiations. Given die challenges in healthcare today, I would rather prematurely quit practicing as a physician than allow my future to be determined by a non compete clause, as will many more physicians who are a valued and necessary resource for society."
Aaron	"I fully support the proposed rule. I favor it for the protections given employees, regardless of the economic benefit at large as indicated by research."
Olivia	"I am a 26-year-old graduate student who will be entering the hill-time workforce in June 2023. Non-compete clauses could hurt my ability to change jobs and advance in my career, and could force me into difficult situations. I should not have to decide between leaving a job with a toxic work environment or abusive boss and moving to another city or changing professions altogether. Furthermore, these types of clauses give companies more power over low- income employees, locking employers into a race to the bottom rather than competing for talent with better wages and benefits. Don't capitulate to big business interests. End non-compete clauses for everyone."
Kimberly	"Non-Compete Clause Rulemaking, Matter No. P201200 I support this rule change because I was personally limited by a non-compete clause during employment in Washington State. I left the field for six months so I could go to work for a competitor. I am not sure how a six-month hiatus truly helps the employer. I do know how it held back my employment opportunities and wages."
Heather	"Non-competes are unethical and not at all patient-centered, They are the exact opposite of "life, liberty and pursuit of happiness". They are arbitrary and offensive and only serve greedy employers who can't find other ways to retain employees."
Benjamin	"Pass the rule. "Non-compete" clauses are, in fact, anti-competition and, therefore, anti-capitalist. They have no place in our economy, certainly not if we want it to be a *competitive* one that is constantly innovating to keep us ahead in the international sphere. Pass the Non-Compete Clause Rule."
Herbert J.	"Every day through the country employers terminate roles and employees in an effort to do what is best for the business financially. Employees deserving the same right to change roles and companies to pursue opportunities that

	benefit them in the same way. It's time to end this unfair advantage given to businesses and prohibit non compete clauses."
Linda	"As an engineer, I was subjected to and refused to sign a contract containing a overreaching non-compete clause. Here, Company X produced Technology A. The contract would have prohibited me from working on *any* project at *any* company that worked on Technology A, *as well as all customers of its customers.* So not only would it have prohibited working on any other project at Company Y, but it would have prohibited me from working in any US government job if the government was a customer of Company X. I refused to sign it, and they did offer me a more limited clause. But I didn't last there for very long. It's amazing how these corporate lawyers don't even try to write a fair contract."
Sofia	"I am strongly in support of banning noncompete clauses. People should be able to work without fear of being ineligible to walk again if they ate laid off or need to switch to a different employer for a different reason."
Tianci	"Non competes restrict competition between employers as a result negatively impacts workers. Workers are essentially forced into signing a contract that heavily restricts what they can do to advance their careers"
Nicholas	"I support the proposal to eliminate non-compete clauses. Non-compete clauses make it more difficult for workers to earn a wage that is commensurate with their experience and expertise. In addition, they create an unreasonable barrier to someone leaving a place of employment in situations where the motivation may not be financial, but instead to switch to a better working environment or arrangement."
Reza	"Non-compete agreement is hurtful to the economy it block workers to make living and in many cases is used to reduce employees' options and as a result keep wages down. There are already many legal tools available to companies to protect their IP. The don't need this"
Jamil	"It is time to end non-competes."
Anita	"I support banning non-compete clauses in contracts. The non-compete principle creates a situation where the employee becomes a commodity, and employers can hold more power over the employee than what is reasonable. As a physician, I have seen patients suffer when work conditions for the physician become intolerable or unethical, and the physician is forced to totally leave the community they have established themselves in because of a non- compete. Patients are often not told about die physician's departure or whereabouts but are expected to accept the next physician who replaces the first. In this way, the patients are also treated as commodities for the institution's benefit. Employers argue that their investments in recruiting must

	<p>be recouped. I argue that if facilities focused on becoming culturally sound organizations, they would not need enormous signing bonuses and recruitment shenanigans to fill their empty slots. In my most recent negotiations, I have refused to sign non-compete clauses. Let's put more heart and soul into business relationships by stopping this practice that makes the employee a slave to their organization. I have started a medical practice and we will not use non-compete clauses. Physicians wishing to join our organization will not receive signing bonuses and excessive monies will not be used in recruitment. Physicians joining us will have the ability to build their practices and be free agents, able to practice their art. They will be paid what they earn, so will not owe the company anything. If something in their situation changes, they will be able to make the best decision possible for themselves, their families and their patients without concern or a restriction on where they can practice. Please make a ban on non-compete clauses a reality."</p>
Michael	<p>"I am a new graduate family nurse practitioner who just signed my first non-compete. The stipulations are clearly meant to protect the organization and not public health. The clause states I cannot work for another company, for 18 months who is in the same county or the neighboring counties. I cannot work for another healthcare agency due to business conflicts. The non-compete clause comes from a Federally Qualified Health Center and it will take the government to correct this issue. Please do away with these restrictions and allow providers the ability to provide care for their communities."</p>
Aayan	<p>"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements. I personally signed a noncompete agreement at my first job, and shortly after, I turned down a better job offer because it would have violated my noncompete agreement. Later, I found out that the noncompete agreement I signed is unenforceable in the state of Washington, where I live, because I have a low income, so I could have taken that better job. It would be much easier if noncompetes were banned altogether to avoid this kind of misleading business practice and stifling of opportunity. Thank you for your work, and please issue a final rule that bans noncompete agreements."</p>
June	<p>"Please ban the non compete agreement. My daughter is a licensed esthetician and with the current hours her job provided for her, she has been reduced to working 3 days a week at \$15/hr when she has no clients and a mere 5% commission on services. her last paycheck was barely \$900. Yet</p>

	<p>according to the non compete, she is not allowed to work at another spa/salon as an esthetician, or open her own business, currently and for a year after leaving this job within the range of 50 miles. Living in Seattle, WA, the current rate they pay her is not enough to pay her bills. Seattle is her home and she should not have to move 30 miles away to get another job or open my own business in the field that she paid \$20,000 for school and hundreds of dollars to take my state board test and obtain my esthetician license. Not to mention, she went to school during the height of COVID. Please stop these employers from crippling lower wage earners and not allowing my daughter and others to creating a higher income for through entrepreneurship. Thank you."</p>
Rick	<p>"I am very excited to see the FTC pick up this issue. I believe non-competes are terrible and have even had a job offer rescinded because I requested to have the non-compete clause in the employment agreement deleted. They were never the right solution and have only become worse over time. If an employer really values an employee, they should do everything to demonstrate that to the employee. They should never be allowed to stop a worker from seeking employment elsewhere. I'm very happy to also see the rescinding of existing non-competes included as part of this proposed rule. Sometimes as workers, we find ourselves in a situation where we need to accept a job offer even when it came with a restrictive non-compete clause due to other circumstances in our lives. It is great to know we'll be protected too and have these wrongs righted should this rule pass."</p>
Matthew	<p>"I support this rule and I hope it is implemented. I am a worker, not an employer, but I have worked for multiple companies and have felt the shadow of non-complete causes cast over my work multiple times. I want to add that while many non-complete causes specify a geographic region, the remote work model, which is quite populate and effective for knowledge and information workers, makes it so that even a non-complete cause that is limited to a geographic region very restrictive for a person seeking employment outside of their current job."</p>
Michael	<p>"Workers should be free to leave any job and seek one that suits them without restrictions!"</p>
Michael	<p>"People should be FREE to choose the workplace that makes sense to them and be FREE to change employers when they want! No one should be "imprisoned" in a job that does not work for them!"</p>
James	<p>"Non-compete clauses area tool abused by companies to control their employees and punish them when they look for new employment. They should be a relic of the past and done away with as soon as possible."</p>

<p>Carrie</p>	<p>"I'm highly in favor of this. My husband was a physician and we had to move because his it covered a 30 mile radius. My kid had to change schools and we both had to get new jobs. Absolutely ridiculous. The current employer couldn't "afford" him because of poor business choices and yet we suffered."</p>
<p>Angie</p>	<p>"Non-compete clauses should be abolished for all positions. This would allow more competition to keep workers therefore increasing wages and improving benefits. Healthcare workers especially need this abolished to allow for fair compensation in a time when many are leaving the profession. Please abolish all non- compete clauses."</p>
<p>Elizabeth</p>	<p>"You should ban non compete agreements. I should be allowed to work in the field I choose for higher wages ."</p>
<p>Scott</p>	<p>"Non compete agreements kill the ability of millions to secure fair compensation to protect the ability of a very few to collect millions and billions in profit. Non competes are monopolistic in the worst way and affect nearly every skilled person working in corporate America. Get rid of them ASAP!"</p>
<p>Arlene</p>	<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. The FTC estimates that banning non-compete contracts would open new job opportunities for 30 million Americans and raise wages by 8300 billion per year. Original Comment Prevent non-complete clauses. 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. The FTC estimates that banning non-compete contracts would open new job opportunities for 30 million Americans and raise wages by \$300 billion per year</p>
<p>Ronald</p>	<p>"I want to express my vigorous support for eliminating employee non-compete clauses. I have always found it interesting that the owners of large businesses love to wax poetic on how wonderful competition is, but their actions show just how much they loathe competition. Forcing non-compete clauses on workers is an excellent example of this These non-compete clauses exist simply to make workers more desperate, willing to work more hours in more dangerous conditions for ever shrinking pay and benefits. I was also happy to see that you addressed overly broad NDA's in the rule. I think the rule as proposed is well written and would support its adoption as is."</p>
<p>Adam</p>	<p>"My significant other is a doctor and we had to uproot more than 50 miles from one of her previous employers because of a non-complete clause she</p>

	<p>was forced to sign. It is unethical, in my mind, to remove choice from employment for any American citizen; healthcare workers should absolutely NOT be held hostage like this (nor should anyone else, for that matter). Please make non-compete clauses illegal."</p>
Charles	<p>"I understand the need for some corporations to protect their intellectual property, but the good is far outweighed by the negative. Negatives include stifling employee freedom, bargaining ability, and the freedom of choice, especially for those in the most demanding jobs like health care and food service."</p>
Peter	<p>"I strongly agree with this proposed rule. Non-compete clauses are anti-competitive measures that stifle competition, reduce consumer choice, suppress innovation and economic development. In a free market capitalist economy, all workers should be free to move employers and continue working in the industries and specializations in which they base their careers freely. A worker who disagrees with the business decisions of their employer should be free to voluntarily leave and enter business for themselves or with a competitor, provided they do not violate their ex-employer's intellectual property rights, and seek to compete with them directly. This rule change will invigorate the American economy to be more dynamic and create a level playing field between entrenched corporations that dominate their fields, and those seeking to challenge their market dominance"</p>
Blair	<p>"I support banning non-compete agreements. I agree with the analysis presented that corporations forcing employees to sign non-compete agreements are UNFAIR methods used to prevent competition. I support the authority of the FTC to regulate this arena and ban such agreements."</p>
Jonathan	<p>"To the chairman: I write in enthusiastic support of the FTC's proposed rule to ban the routine use of noncompete agreements in employment contracts. The widespread use of noncompetes does direct injury to large numbers of American workers seeking fair, market-based compensation and working conditions. The FTC has correctly cited evidence of abusive enforcement of noncompete agreements involving low-level employees possessing no knowledge of corporate trade secrets or intellectual property. The net effect of such agreements cannot be to protect corporate assets, but is used simply to provide an advantage in employment negotiations, thus depressing the wages of millions of Americans. As such, the widespread use of noncompete agreements is clearly an unfair practice affecting commerce, and is obviously within the legal regulatory authority of the FTC as outlined in U.S. Code § 45. I am a practicing physician who signed an employment contract containing a noncompete agreement in 2012, entering into this agreement with an organization that no longer exists. My original employer merged with, and was made subsidiary to, a new organization that is run under religious principles in conflict with my own. This new organization does not negotiate my compensation in good faith, and has reduced my</p>

	<p>compensation despite increases in my productivity. I would have never signed such an agreement with my new employer, yet I am bound to this organization under threat of legal coercion. To be clear, the forced compromise of my religious principles does direct harm to me. My only recourse to this coercion is to give up medical practice anywhere covered by my current medical license, which is injurious to the patients in my care, and to myself. For the good of the millions of American workers trapped in this system of peonage, I urge the FTC to enact the proposed rule."</p>
Judith	<p>"I support the FTC's ban on non-compete clauses. These clauses stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth!"</p>
Steve	<p>"I am strongly apposed to non compete clauses. Rather than protect employers, in reality, it hurts employees. I was laid off from employment in my early 60s and was held to a non compete agreement. I was prohibited from employment in my field for a year, which severely limited my job prospects. My field was highly competitive and fast moving with constant innovation and updating of information to begin with, but a year on the sidelines waiting for a non compete to expire was an unnecessary restriction adding to the difficulty."</p>
Angelique	<p>"I believe abolishing these kinds of agreements is die right thing to do, not only for the individual workers, but for the sake of the innovation and market competition we all benefit from."</p>
Terry	<p>"Anybody that supports the noncompete rule is a major media concern or someone bought by them. dNO brainer. Get rid of it."</p>
George	<p>"No more Non-Competes"</p>
Dolly and Roy	<p>"The working people of the United States support the FTC's ban on non-compete clauses. These clauses hold workers' wages down and harm working people. Please do something for the people who are the backbone of America for once."</p>
Ted	<p>"Noncompete agreements stifle competition in our economy and hurt workers by reducing options for employment. It is far past time that government reigned in these abusive agreements. They should be banned so that companies and workers both are able to compete on their respective merits rather than limiting worker choice via restrictive agreements."</p>
Coby	<p>"Non-compete clauses are anticompetitive by design, and hurt workers. Not being able to work for a competitor of a current or previous employer hurts my chances of finding work if I leave my job, even on good terms. In fact, a</p>

	<p>competitor in the same space is much more likely to hire me because that is the space my most recent experience is in, so non-competes rule out my BEST chance of finding employment again. I am strongly in favor of this regulation."</p>
<p>Lindsay</p>	<p>"non-competes as they stand would rather a person leave a field altogether. in this time of worker shortage, who does that serve? forcing physicians to move or retire when their working conditions are untenable is a gross violation of our own duties to care. there are no trade secrets leaving a hospital when a physician leaves. there are already anti-solicitation rules on the books, so hospitals would not risk losing patients due to physician malfeasance. it is why I as a pediatrician will never sign a contract. my work is a calling, not indentured servitude."</p>
<p>Robert</p>	<p>"Non-competes are now shackling workers with the fewest options and lowest wages. Ban exploitative non-competes. Don't let greed cripple our economy, innovation and a willing pool of workers."</p>
<p>Jeremy</p>	<p>"As an author, non- complete clauses in publishing contracts significantly hamper my ability to make a good living. They create a situation in which publisher's production schedules, rather than my ability to write, restricts my income. Publishers cannot publish fiction as quickly as authors can write it. Which is fair -- if I sell a book to a publisher, and they only want one book from me that year, it's their right not to publish another book from me. However, non-compete clauses prevent me from taking that book to another publisher and selling it, which means that my only option is to sit on the book while I wait until my publisher's production schedule is ready for another book from me. This is an exploitative practice that only serves the interests of the publisher and in no way serves authors interests. Publishers do not want the authors they publish to sell books to their competitors for obvious reasons, but instead of participating in a competitive system in which they have to pay authors for those books they exploit non-compete clauses to prevent authors from taking those books to market at all, even prohibiting authors from self-publishing books that the publishing company is not interested in buying but feels would compete with the books that they have agreed to publish. This system threes authors to swallow artificially created opportunity costs. It is not a fair system for authors, particularly given publishers control the release schedule for novels under contract. This means that even after an author turns in a book to their publisher, the clock on their non- compete timeline does not start ticking down until the publishing company actually releases the novel - - which can be months or years after the author has finished writing. I urge the FTC to correct this imbalance in the publishing industry, which favors massive corporations over the artists and creators who are the beating heart and soul of the industry, without whom the publishing companies would have no product to sell to begin with."</p>

<p>Kenneth</p>	<p>"I am writing to express my strong opposition to the American Hospital Association's (AHA) attempt to exempt physicians from the new rule prohibiting noncompete agreements. As someone who believes in protecting workers rights, I find this proposed exemption deeply concerning. Furthermore, I believe that noncompete agreements stifle innovation and growth, and render patients captive to healthcare systems that have little incentive to improve their care delivery. Exempting physicians from this noncompete clause rule would harm both the workers and the local patient populations that we serve. Noncompete agreements are often used by corporations to restrict the movement of their employees, making it difficult for workers to leave unfavorable work conditions or negotiate better terms. Physicians, like any other employee, should be free to seek better employment opportunities without fear of legal repercussions. Exempting physicians from the noncompete rule would only serve to benefit hospital corporations at the expense of the workers. It would allow these corporations to maintain a stranglehold on their employees and limit competition, which could lead to lower wages, fewer benefits, and overall worse working conditions for physicians. I urge the FTC to reject the AHA's proposed exemption and uphold the noncompete rule for all workers, including physicians. It is essential to protect workers' rights and promote a fair and competitive job market. Thank you for your attention to this matter. Sincerely, A concerned physician."</p>
<p>June</p>	<p>"I strongly approve die regulation change and update. I understand there are sufficient exceptions built into the new regulation to offer common sense relief if indicated. To make low wage workers, whether employees or gig workers, sign a non-compete gets very close to condemning them to slavery. The power imbalance is clear and immoral. Likewise, it's un-American that middle or higher wage earners be constrained by these contracts that block innovation, or movement to a job better suited for both employee and employer. Enforcing a non-compete even after a person has been laid off is even more immoral, likely condemning them to a lower paying job outside their field."</p>
<p>Anne</p>	<p>"Non-compete clauses hamper many people's career development. They only serve to help the employer continue to offer low wages to a captive work force."</p>
<p>Janice</p>	<p>"I support die FTC's proposal to ban the Non-Compete Clause Rule. This rule has been used by employers to keep wages low and opportunities limited for low/middle wage earning people who simply want to work. There are other rules in place (Non-Disclosure) that protect employers from former employees sharing proprietary infomation/technology belonging to their companies. Non-Completes simply put handcuffs on workers."</p>

James	<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. Furthermore, non-compete clauses allow enterprises and institutions to pay below market rates, fail to improve their services and/or their working conditions and severely disadvantage employees with limited resources. Junior faculty members in academic institutions sometimes owe hundreds of thousands of dollars in student loans and despite having finished medical training have little resources to move families, find new jobs, places to live and establish their professional identities. Large academic and "not-for-profit" institutions dominate the market in many regions and essentially collude to maintain the lowest wages and lowest rate of job transition, solely for their own financial motives. This is not beneficial for patient care or for the individuals. Therefore, I strongly urge you to include physicians in any ban on non-compete clauses. It is crucial that we prioritize patient care, ensure that individuals have access to the healthcare services they need and improve the working conditions and care provided in our health care system. 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, James Town"</p>
Greg	<p>"After working as an Operating Engineer for 22 years, I've seen the negative impact of non-compete clause toward individuals and their families This is just common sense and time to resolve. 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!"</p>
Clovv	<p>"I support banning non-compete clauses. Employees need the freedom to change their work situation, and their expertise shouldn't belong to their former employers."</p>
David	<p>"Eliminating non-compete clauses is something I totally support. I personally know of a young man stuck at a job at a company more than an hour's drive from his house. A similar job is available to him at a company much closer to his house, but because of a non-compete agreement, he would have to be</p>

	<p>out of work for a period of time before he could take the new job. His family cannot afford him to be not working, so he is stuck unless this obstacle is eliminated."</p>
Eric	<p>"I wanted to share my support for making non-competes a thing of the past. When I entered my first career as an adult, I spend 5 years learning the industry and perfecting my craft. I was still new to the workforce and didn't know how underpaid I was. When an opportunity for a promotion position at another company came my way, I took it and put in my two weeks. The owner of my previous company called me directly, told me he had no intentions of letting me go to a competitor. He flaunted the non-compete and threatened to take me to court, strip me of all my certifications. Or I could remain employed for him. This was a terrifying experience for someone who was still getting accustomed to the adult world. I was stressed, reading the non- compete and searching for state laws that didn't provide much clarity. I ended up calling the owners bluff, and thankfully he backed off. I hope you all find that these non-competes unlawful and abusive, so that no other young worker is manipulated by employers using scare-tactics."</p>
J	<p>"Having been forced to sign "Non Competes" as a condition of employment, I am "for" banning them nationwide. It is an unfair labor practice. Not much different in spirit from what the Shennan act was designed to protect our economy from. Companies attempt to monopolize their labor force. As most economists will agree, it's really not in a company's best interest to do this in the first place. It does inhibit growth and opportunity for the employees and though they don't see it, for the employers as well. The NFL has free agency-so should the rest of us. If there is a specific technical secret that a company wishes former employees not to share with their new employer then that's what copyrights/patents are for. At worst case maybe an NDA could be used with a time limit, but should only be used if a knowledge inherently specific to the former employers business advantage in the market place can be proved. Again best handled through patents and copyrights. Not geographic limitations. Let's do away with this hamstringing of us blue collar guys, sales guys, project managers, even technical design guys. Please free up the employee market place once and for all! Attachments This verbiage should be banned"</p>
Natalie	<p>"I am a physician and non competes HURT physicians, healthcare staff, AND patients. Please get rid of them! They only benefit large corporations who have no incentive to listen to health care workers concerns (why worry about safe staffing, physician/nurse/healthcare burnout, etc when they are powerless to leave, and you can make more profits?)."</p>
Rachel	<p>"I strongly support the FTC's proposed rule to ban noncompete clauses. These clauses often force workers to remain in their current jobs, which may pay less or have worse work environments than other companies, or risk them being shut out of their industry altogether if they decide to move jobs."</p>

	<p>These clauses practically enslave workers to one company, ensuring their personal or financial loss if they want to change jobs. These clauses are inherently exploitative and hamper innovation while reducing wages, all of which leads to a lower quality of life for each individual stuck under one, as well as their families and the country as a whole by stagnating the economy and suppressing innovation. The freedom to change jobs is core to economic liberty and to a competitive, thriving economy. Ending this practice would have positive effects, not just for the workers, but for companies, the economy and the country. Ending non-compete clauses would promote greater dynamism and healthy competition, as well as giving peace of mind and freedom to workers across the country. I fully support this proposed rule and would like to see it made law."</p>
<p>Nidhi</p>	<p>"Please make non-compete illegal. Yes, it protects small business, but if you work at Amazon and are an sde, you cannot work in retail, healthcare, video streaming, cloud technology, food industry and so much more. And they don't even have specific ndes that you can not work the same industry, it is very loosely based and open for interpretation. So from workers point of view, after working in those giants you have very limited places to work. And that too for not some short period, but for 18 months! Non-compete hurts people to make a job change in their own domain, so they have to go fmd new domain. But new domain will not accept them in interview for higher level positions as they don't have the background. So for individual contributors this works against them. Please support individual workers by removing non-compete agreements."</p>
<p>Gabriela</p>	<p>"Physicians should not be subject to non-compete clauses because it can limit patients' access to healthcare, reduce competition, and negatively impact physician autonomy and career opportunities. Firstly, non-compete clauses limit patients' access to healthcare, particularly in areas where there are already limited healthcare providers. This is because physicians may be prevented from practicing in the same geographic area, which can lead to longer wait times, reduced quality of care, and potentially higher healthcare costs for patients. Secondly, non-compete clauses can reduce competition among healthcare providers, which can lead to higher prices and lower quality of care. This is because patients may have fewer options to choose from, which can result in less pressure on healthcare providers to compete on the basis of quality, price, or innovation. Finally, non-compete clauses can also negatively impact physician autonomy and career opportunities. For example, a physician may be prevented from leaving a particular healthcare organization or hospital to start their own practice or work for a competitor. This can limit a physician's ability to grow their career, gain new experiences, or pursue different professional opportunities. In summary, non-compete clauses can negatively impact patient access to healthcare, reduce competition, subject physicians to predatory and abusive employment as well as limit physician autonomy and career opportunities."</p>

<p>Peter</p>	<p>"Yes! I support banning non-compete clauses because they unfairly hams workers."</p>
<p>Logan</p>	<p>"I am strongly in favor of opening the labor market and restricting non-compete clauses. I work in medicine and these clauses are burdensome and allow exploitation and pressure of employees without adding any benefit to patients. They are added to all contracts indiscriminately, even in fields of medicine that do not carry regular scheduled patients such as Emergency Medicine and Urgent Care. Many colleagues have had to drive 60+ mi for 1.5 years after working under a restrictive contract, only to return back to their home community after the duration had been served. Noncompete contracts are heavily restricted for lawyers. How about we pass the same benefits onto the rest of the people by restricting these burdensome clauses for all other professions. Let's keep contracts competitive by restricting non-competes."</p>
<p>Kathryn</p>	<p>"Non-compete agreements are entirely one-sided and abusive. It should not be legal for a former employer to have any power over someone who does not work for them. They should be banned."</p>
<p>Xuan Mai</p>	<p>"By preventing a former associate from working in the region, it restricts the ability of clients to choose their veterinarian." Non competes for veterinarians throttles the profession's ability to thrive, prevents veterinarians are prevented from making optimal use of their talents, prevents pet owners from making choices for the health of their pets and the relationships they've formed with the medical team members that can become essential in their pet's wellness. By stifling competition, it benefits the former employer at the expense of economic health of the entire industry. Non competes take away the choice of an employee to set professional and personal boundaries and creates a culture of toxicity and abuse. In a field where mental health has become a crisis, where we have lost innumerable colleagues to burnout-causing a mass exodus of the profession ,and contributing to the suicide rate of our colleagues, non- competes add an additional barrier to providing a healthier environment for individual veterinarians, and therefore the profession itself to thrive."</p>
<p>Terry</p>	<p>"I strongly support the Federal Trade Commission's proposal to federally ban non-compete agreements. It's the right thing to do. For decades, exploitative non-compete agreements have barred workers from pursuing better employment opportunities in the same industry, stifling wages, and preventing career advancement. Banning non-compete agreements will help lead to higher wages and better opportunities for American workers. This would be a critical step toward strengthening the middle and working classes, and thereby strengthening America."</p>

Ann	<p>"Non competes are a waste of paper. They are used to keep people stagnant in their work, keep wages lower, and make mobility more difficult. This 100% should go through. They rarely go to court because they have no teeth, and are a waste of resources for the over burdened legal community. Non disclosures are the real protection for companies sensitive info, and people should be allowed mobility for growth."</p>
Siamak	<p>"Hello, I very much support ending non-compete agreements. The free market is supposed to be free."</p>
Amy	<p>"Please ban noncompete contracts for individuals. Especially hourly and low wage workers. Thank you."</p>
Colin	<p>"Non-compete clauses may be justified for individuals who possess detailed and essential private business knowledge, like corporate executives, who could compellingly undermine the fundamentals of an entire corporate organization. It is absurd on the other hand to force employees like personal trainers at a gym (speaking from personal experience) to enter non-compete agreements. It is bad for the macro and micro economies of the country and its communities, and the career development and buying power of its citizens, which rely in large part on COMPETITIVE salaries to make a living, build wealth, and invest in their families and communities."</p>
Mark	<p>"I am highly in favor of this Rule in that the non-compete clauses of worker contracts are blatant collars around the necks of workers who are entitled to search elsewhere for higher wages and better working conditions, a fundamental right in a free America. These clauses' removal in CA were a great contributor to the success of Silicone Valley. Any politician or judge that speaks against them should be examined for their allegiance to corporate interests -- unprincipled corporations would of course prefer to leave them in when it hamstring workers and commands their loyalties beyond what is to their basic wellbeing."</p>
Stacy	<p>"We should absolutely make these non-compete clauses illegal in this country. Corporate greed is out of control and these CEOs are insane"</p>
JD	<p>"s of: May 04, 2023 Received: March 26.2023 Status: Posted PUBLIC SUBMISSION Posted: March 29, 2023 Tracking No. 14)-tv9e-hqlg 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-2023-0007-11564 Comment from Wallace, JD Submitter Information Name: JD Wallace Address: Seattle, WA, Redacted Comment Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. I was personally impacted by overzealous enforcement of a noncompete by a</p>

	<p>former employer. The employer filed a lawsuit against me because a business partner signed up with my new employer. This was not covered by the noncompete and die lawsuit was ultimately dismissed; however not before having a chilling impact on others in the organization who were considering leaving. It also left me with thousands of dollars of debt. Sincerely, JD Wallace Seattle, WA Original Comment Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. I was personally impacted by overzealous enforcement of a noncompete by a former employer. The employer filed a lawsuit against me because a business partner signed up with my new employer. This was not covered by the noncompete and the lawsuit was ultimately dismissed; however not before having a chilling impact on others in the organization who were considering leaving. It also left me with thousands of dollars of debt. Sincerely, JD Wallace Seattle, WA 98155"</p>
Stephen	<p>"Non competes put an unfair burden on workers. This does not seem to be fair to the American people. Please ban non competes"</p>
Rachel	<p>"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 I am a nurse in community health - we need physicians to be able to change jobs within the community!"</p>
Lori	<p>"I am in support of you eliminating the non-compete clause currently used by many employers. The clause definitely harms those who must sign one to be employed by limiting their future opportunities (definition of wealth). It also harms the economy. Covid clearly showed that the clause hurt our medical system nationwide. Doctors/nurses/etc who quit jobs during Covid, were unable to re-enter the medical sector in another position unless they moved. Many of them were trapped into either not working for a year or more, or working in another field entirely (and then choosing to stay out of the medical field altogether!). My son- h-law is currently trapped in his current position as a physician, with no way out unless he moves, takes on a hefty commute, or leaves the medical field entirely... Likewise my daughters (nurse and pharmacist), and another son-h-law employed by a large company that makes medical testing equipment. Our highly educated and highly paid workers should not be subjected to what essentially works out to be a long term loss of opportunity (again, the definition of wealth). Competition is healthy for our economy and population. It was said very well in the article above: 'The freedom to change jobs is core to economic liberty and to a competitive, thriving economy,' said Chair Lina M. Khan. "Noncompetes block workers from freely switching jobs, depriving them of higher wages and better working conditions, and depriving businesses of a talent pool that they need to build and expand. By ending this practice, the FTC's proposed rule</p>

	<p>would promote greater dynamism, innovation, and healthy competition." Please put an end to the entrapment caused by the non-complete clause. It is an unfortunate strangle-hold on too many of our working force. It seems so UN-American. I can see so many benefits to ending it. Please make it illegal. Lori"</p>
Jeff	<p>"As a Software Engineer working in the private technology sector, it is an open secret within the industry that many if not all non-compete clauses are unenforceable due to the transferable nature of skills, inter-organizational collaborations, and shared technology within the industry. The fact that these clauses are unenforceable, however, does not dissuade organizations from pushing them very aggressively and in such a way that suggests the employee could be litigated into oblivion. Even if unenforceable, this practice causes many voices to fall silent and has a tangible effect on the individual workers that is not unlike the threats and risks that come with pro-union sentiments. I would like to speak in favor of this rule that will leave Non-Compete clauses far less appetizing to employers, even as a bluff"</p>
Rob	<p>"I support outlawing non competes. This will help workers allowing them more work opportunities and removing obstacles to higher paychecks that they can put into buying a home, investing in their kids (or their own) education, and generally better themselves. I doubt employers are as helpless as their lobbyists make them out to be; do right by your employees, not your shareholders, and you should have nothing to worry about."</p>
Julene	<p>"Support the FTC's ban on non-compete clauses! I've had two careers, as a laboratory technician, then went back to school for a Masters in counseling, I did what was social work for eighteen years and now am a psychotherapist. The freedom to not be tied to a job, to be able to grow is an important mental health factor, to always know you can grow and change. These non-compete clauses bind people into a job that can be abusive. Please support this ban."</p>
Alexander	<p>"If employers want non-competes, they should have to pay the employee their prior wages for the duration of the non-compete. That said, even that would be incredibly onerous for employees as many would have difficulties switching to better paying jobs. Under this system of liberal capitalism, we are supposedly neither slaves nor serfs, we are not property, and yet, employers are allowed to maintain ownership over our labor, even after they have terminated our employment or we have sought employment elsewhere."</p>
Kaylin	<p>"As a person affected by a non-compete in my past, I find non-competes to be severely restricting to professional career growth of the associate required to sign and quite damaging to rural America's ability to find veterinary care. I am a veterinarian and all jobs I could find when I graduated vet school required that I sign a non-compete, so I had no option not to sign</p>

	<p>one if I were to find employment. Although my first boss occasionally worked throughout the county, I rarely worked outside of the clinic. However, my non-compete consisted of excluding my ability to work as a veterinarian in all forms (clinical or industry) throughout the entire county (4,311 mil) for 2 years should I leave employment with my boss. This first job was within a rural and semi-rural county. Due to severely poor medical standards and discriminatory behavior, I needed to leave that position a year after being hired. Although the theory in my state is that "non-competes are unenforceable," my boss promised to sue me should I find a job within that non-compete boundary as he had done for previous employees so that even if he didn't win, it would still cost me my time and legal fees to defend myself. This required me to sell my recently purchased, affordable home and move 200 miles away to find another job as a small-animal veterinarian in an urban area. It was 6 years before I could afford to purchase a home again in this new area. Because of that non-compete, I could no longer provide a poorly served area with mixed and large animal veterinary services. I had an opportunity to return to another rural community a few years later for a mixed and ag-animal medicine veterinary position, but they were adamant that I sign a non-compete just as large and for just as long as the other veterinarian (2 years, the entire county). I refused to sign the non-compete and they refused to negotiate that part of the contract, so they are still without an additional veterinarian to this day (5 years later), continuing the issues regarding providing veterinary services to underserved areas."</p>
<p>Rebecca</p>	<p>"I strongly support the FTC's proposal to federally ban noncompete agreements. Several years ago, I had a 1 year contract, which included a noncompete agreements, working through an agency. At the end of the 1 year, the company that I was working at wanted to renew my contract. However, during that year, the company had decided that they wanted to only work through a limited number of "preferred agencies", and my current agency was not one of them. They would not release me from the noncompete clause, even though they could not offer me work. So I sadly ended up missing out on continuing my awesome contract role and became unemployed."</p>
<p>Jess</p>	<p>"Physicians and healthcare providers should NEVER be subject to noncompete clauses. It 100% violates die patient physician relationship and patient rights to choose their doctor. It also further propagates the healthcare provider shortage when physicians are forced to leave towns they otherwise would stay in just to get out of toxic workplaces."</p>
<p>Gregory</p>	<p>"This makes sense for many reasons. Non-competes are unfair to the employee. employers would treat people better to keep them. To offer they rely on the non-compete to stop turnover. Please pass it."</p>
<p>Victoria</p>	<p>"I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost die economy and directly help millions of workers, future</p>

	<p>new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements I have many friends that are unable to move to better paying positions because they were forced to sign a non compete agreement as part of their employment offer. Thank you for your work, and please issue a final rule that bans noncompete agreements...Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements I have many friends that are unable to move to better paying positions because they were forced to sign a non compete agreement as part of their employment offer. Thank you for your work, and please issue a final nile that bans noncompete agreements."</p>
Francis	<p>"Non-competes as they are implemented today constrict employees in the workforce and unfairly favor employers in their enforcement. They block employees from making positive changes to their career by seeking out new employment opportunities, and the fomier employer does not have to bear any of the consequences; specifically, employers with a non-compete do not have to pay for "garden leave" when an employee gets a new job and leaves. This means employees are basically trapped. Moreover, there are existing legal protections in place for intellectual property transfer (i.e. NDAs). Whatever inventions an employee may make at the first employer still remain at that employer; non-competes just serve to trap employees. This leads to depressed wages for employees, as capitalism and market conditions cannot effectively seek out the fair (i.e. higher) wage than what non-competes suppress. Please make non-competes illegal / unenforceable."</p>
gail	<p>"Thank you for reviewing the non-compete clause. I believe the non-compete clause has no place in our work environment. Employees should be able to move to other opportunities without restrictions."</p>
Kevin	<p>"I'm writing today in support of your effort to ban noncompete agreements. This plan will boost the economy and directly help trillions of workers, future new business owners, and people like me all across the country. I was astonished to learn that fast food chains, the one I remember for sure is Jimmy John's, required that workers submit to non-compete clauses! This was for the sole purpose of keeping their employees trapped in their employment, given that the options for most of their workers would be limited to other fast food chains, all prohibited by the language in their contract. The only word to describe this and such legal language in employment contracts</p>

	<p>anywhere, is serfdom. Slavery without the physical chains. We know that noncompete agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements.</p> <p>Sincerely, Kevin Wildennuth Tacoma, WA Original Comment Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. This plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. I was astonished to learn that fast food chains, the one I remember for sure is Jimmy John's, required that workers submit to non-compete clauses! This was for the sole purpose of keeping their employees trapped in their employment, given that the options (hr most of their workers would be limited to other fast food chains, all prohibited by the language in their contract. The only word to describe this and such legal language in employment contracts anywhere. is serfdom. Slavery without the physical chains. We know that noncompete agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements."</p>
<p>Neal</p>	<p>"Dear FTC, I am a Washington state residing US citizen and electrical engineer. I work in technology. It has become customary for me to have to sign non compete agreements with all of my employers. These non compete agreement limit my career mobility, they place unsure restrictions on the labor force, and ultimately reduce the competitive of businesses that otherwise might hire individuals like myself, were it not thr a non compete. These agreements have been justified as necessary to protect intellectual property, however there are other legal avenues for pursuing anyone who shares intellectual property from a past employer with a future one. In the past year alone I have ended discussions of multiple opportunities due to being bound by a non compete. Please do away with non compete for all employees, and let's help workers gain career mobility and increase competition amongst businesses."</p>
<p>Greg</p>	<p>"The ability for companies to control who a person works for should have been disallowed long ago. No one should be kept from making the choice of who they work for."</p>
<p>Funke</p>	<p>"I am a newly graduated Family Medicine resident physician. Family Medicine Physicians are desperately needed and not having a non compete would open up more opportunities for places where I can work. Also graduating with so much debt it would be less crippling to not have to worry</p>

	about such things when looking for my next job! Let's get rid of the non compete!"
Lori	"This legislature is long overdue to protect workers and the free market economy! Please pass this legislation! There is overwhelming evidence of the power imbalance, systemic inequities, and the negative impact and burden that non-compete agreements place on workers, the free market, and our overall economy..."
Paula	"Non-compete clauses hurt the country's competitiveness by stifling innovation. I have been personally limited by non-compete clauses, preventing me from seeking good jobs at companies that work on similar business opportunities."
HEATHER	"I support the FTC's nationwide ban on non-compete clauses in the US. As a veterinarian, non-compete clauses significantly and negatively impact our ability to provide continuity of care for our animal patients. In my profession non-compete clauses may extend from a 5-10 mile radius to over 50 miles effectively prohibiting the ability to work for an alternative employer or to start a business if within that range. I have known several veterinarians and veterinary specialists that have been forced to work outside their field or move the families outside of a "prohibited range" to continue to make a living. Non-compete clauses do not benefit patients, clients, employees, or communities."
Karen	"I live in the Pacific Northwest. My veterinary clinic chews through new doctors who then have to move out of the area to make a living. Meanwhile, our beloved pets and expensive livestock have to start over with another new vet (when they can lure another in). It's expensive and the quality of care goes down."
Jason	"I am a physician at a children's hospital. My group, like others around the country, is in a staffing crisis which is affecting patient care. Our institution requires noncompete clauses for any new contract, which is limiting our ability to hire new doctors. This inability of physicians and other workers to freely choose jobs due to noncompete clauses is directly contributing to our hospital's crisis, and on a larger scale is affecting the health of our country. This exploitative practice should be banned."
Jeff	"Please ban the use of non-compete, it's simply anti-productive and anti-workers"
Vladimir	"I support making all non-competes illegal. As a physician, I strongly oppose the AHA's stance. Non-compete clauses prevent certain physicians from

	<p>taking some jobs and also do not allow others to leave jobs with poor conditions. This all results in less access to care for patients."</p>
<p>Kenneth</p>	<p>"I support the proposed rulemaking (NPRM) to prohibit employers from entering into, enforcing, or attempting to enforce non-compete clauses with workers, including independent contractors. Non-compete clauses severely limit skills workers from seeking alternative employments or efforts in negotiating better compensations in a free market of employment. Works should have the right to choose their employer and negotiate when the times come, without fear of being retaliated by monetary or geographic restriction set forth by such restrictive covenants. Companies should not use such measure to retain their employees, rather they should provide better benefits or offers to maintain their worker force, especially in current economy with rising inflations. Non-compete clauses also should never be applied to specialized field such as healthcare, law enforcement, or other private/public sectors that require highly specialized workers, who in turn would not be able to provide services to well-needed or underserved areas due to the restrictive nature of their contracts."</p>
<p>Leslianne</p>	<p>"Physicians advocate for the well-being of their patients and make changes within symptoms to preserve high quality patient care. Non-compete clauses put the power within the hands of hospital and clinic business owners, who increasingly are not clinicians or medically trained. Rather, those who benefit from non-competes are business-minded non-clinicians whose priority is the financial bottom line, NOT the health and well-being of patients. Please eliminate non-compete clauses and put the power where it belongs - in the hands of those patient-facing, ethical physicians who have committed their lives to the care of our communities. 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."</p>
<p>Brian</p>	<p>"Please do not exclude physicians from this ban! Many young physicians do not understand the business of medicine very well when completing their grueling medical education. They are easily convinced to take what appears on the surface to be a great job only to learn later that they are being taken advantage of. For many, the non compete clauses means uprooting their family and moving even when they may love their community and have better job opportunities would allow them to stay."</p>

Katrina	"I support the removal of the non-compete rule for employees. It severely limits the earning capability of employees and is falsely used to keep wages low. Please remove this harmful and unfair rule."
Laura	"Kudos! To the FTC for recognizing and promoting workers' rights. As a physician surgeon I strongly support this rule and urge the FTC to include physicians' rights. For far too long, starting from the day after finishing medical school, physician trainees (residents, fellows) are treated as less-than by their employers. This new FTC rule would at least start to remedy that by functionally abolishing the non-compete. It hurts physicians and their families, their ability to earn a wage, it limits flexibility, and severely hurts patients' access to care when physicians are forced to move away from their region of choice due to antiquated non-competes. All the non-compete serves is to further line the wealthy pockets of what is now functionally for-profit healthcare C suite and administrators, and the larger growing body of private equity squeezing medicine and physicians dry. At its most basic, the non-compete is anti-capitalistic."
Claire	"A non-compete agreement unfairly limits the jobs a person can apply for. Having acquired experience in an industry, he is restricted from moving up in that industry. This is unfair and hobbles employees. The employee becomes a sort of slave to the current employer. Please outlaw these agreements."
A	"As a tech employee, I am 100% in support of banning non-competes. Working for the company I do today that has a very broad set of businesses means I am highly restricted in what type of opportunities I can take on. This is a positive and labor-focused initiative that is common sense and corrects an uneven playing field."
Anine	"I am opposed to non-compete clauses that are unrelated to executives with trade secrets. I have experienced changes in leadership that necessitated leaving one job for another. Had I been contracted under a non-compete, I would have been unable to escape emotion abuse from my new manager without jeopardizing my income, housing, and my children's well-being. This is about basic freedoms to make personal choices and the free market. Good employers are rewarded with loyal employees. Bad employers are subjected to turnover until they make necessary changes. No one should be forced to work against their will in a toxic environment."
Kraig	""No compete" restrictions disrupt our communities. I lost my long term physician because of these restrictions. She wanted to leave the University of Washington Neighborhood Clinic in my town (Woodinville, WA) and practice elsewhere in the community. However, the UW's `no compete" restrictions required her to practice at least 10 miles away. Because of this, she moved to a medical practice in downtown Seattle an hour away with traffic, and with expensive parking costs. So the impacts of these restrictions

	go well beyond those employees directly restricted. I urge you to prohibit "no compete" restrictions on all employees including professionals except when there is clear (and rebuttable) evidence that supports it."
Melissa	"I am in favor of strict limitations on non-compete clauses in contracts. Non-compete clauses should NOT be allowed for any low level workers. They should only be allowed for very few of the highest paid employees who have the most access to proprietary information.. They should be strictly limited in duration."
Kris	"Non-compete clauses in the tech industry discourage us from moving freely to other companies which stifles competition between companies. They give an unfair advantage to large companies like mine, which stifles innovation from newer and smaller companies, The economy will benefit from a reduction in these clauses."