

Constituent Support for the FTC's Noncompete Rule



Illinois | Statewide Impact

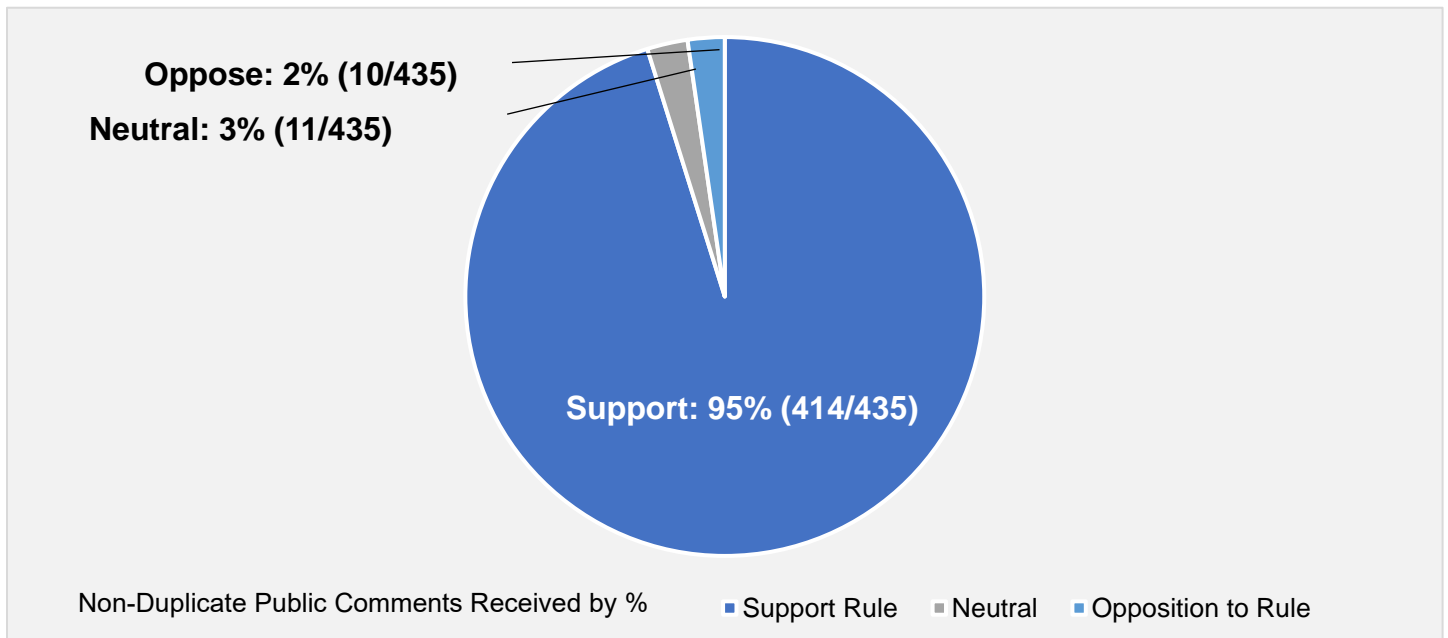


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final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

Illinois Covered Workers	Increase in Total Annual IL Worker Earnings	Increase in Average Annual IL Worker Earnings
4,735,066	\$3.05 billion	\$644


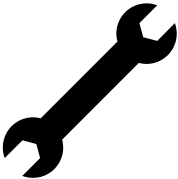

[Estimated Increases in Total Annual and Average Worker Earnings by State \(ftc.gov\)](https://www.ftc.gov)




Notice of Proposed Rulemaking: 414 of 435 IL Commenters Support



Support Across Sectors of Illinois' Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"I am a cardiologist and cardiac electrophysiologist practicing in a multi specialty group in the south suburbs of Chicago . A fairly underserved area . Have been in practice for 15 years and provide highly specialised and unique services to the patients in the area . I am bound by a non compete agreement as all The doctors in my group . The group owners are using this as a tool to cut physician compensation and retain income in order to enrich themselves and pay their investors. They are paying doctors 30-50% below the market value and have about 1000 physicians in the Chicago are tied up by restrictive covenants. A Ban on non compete will surely improve compensation, competition and insure that doctors will continue to be able to provide care to their patients in the community."</p> <p style="text-align: right;">- Ahmad</p>
	<p>"I am whole-heartedly in favor of banning non-compete. I am currently under one. The company that I am currently employed with can do absolutely anything with my pay which included decreasing my pay after a high profit year. My per diem is \$20+ a day behind all of the competition and my pay is less than half of the competition. I am a senior technician and the junior techs are paid far more than the senior techs. I don't hold any proprietary knowledge. All I have is skill trades that I have acquired over 20 years in the technical field. I am at the pure mercy of my company's whim. It's more enslavement than working with termination always looming overhead. Please unshackle my chains and let me be a true and greater asset to my nation. From a immigrant, a veteran, and a citizen."</p> <p style="text-align: right;">- Winston</p>
	<p>"I am a veteran who served in the marine corps and who currently works for one of the largest heath care companies in the county. I used to work from an independent company that was bought out buy one of the major wholesalers of medicine. Instantly apou purchasing Gen source we were forced to sign a non compete. In the years since my pay has decreased over 50k while I've grown and become better at my job. Every year the company shows growth but somehow the Sales reps make less and less. The non compete keeps us from seeking employment elsewhere where they would surely pay me and any one I work with twice as much for the same amount of work. They've shortened our lunches as well! The company has changed the payment terms year after year to benefit the company and hurt its reps."</p> <p style="text-align: right;">- Joseph</p>

	<p>"This is the #1 best rule to ever be proposed by the FTC, IEPA, SEC or any other government agency in my lifetime. I am a 53 year old civil engineer. At 25 years old, I was told to sign a non-compete by my former employer. I initially refused. However, it later became obvious that I would not advance through the company without signing the non-compete, or, worst-case, I would be let go at the first opportunity. I did eventually sign it. From that point forward, I basically felt "trapped" in my job with no real opportunity to leave. As a mid-level project manager (\$80k- \$100k/yr) I could not afford a lawsuit should I leave and my fonner company and they decided to enforce the non-compete provisions. Fortunately, I was able to negotiate terms that allowed me to move to another employer as long as I did not directly work for any former clients for a year. By that time, I was 45 years old. I am likely too old to for this rule to benefit me in any meaningful way. Hopefully, this rule will pass for the benefit of my children and their generation. I am pro-business and generally vote Republican in every election. I see this as a basic American freedom and fairness issue, not a political issue. Employees and workers should be allowed freedom of movement from one employer to another. If the company is fearful that a valuable employee will leave, then they should pay them their true value or just plain treat them better. Free market capitalism will eventually sort out the specifics of how good employees are retained and compensated. This rule will just make the employer/employee relationship more fair to the employee. Good luck with the rule. It will have a significant positive impact on society."</p> <p style="text-align: right;">- Gregory</p>
	<p>"I support the ban of non compete contracts. I am a hair replacement stylist and I am tied to a contract for 2 years after leaving on any terms not to work in the industry at all within a 50mile radius. When your workplace becomes a hostile environment you should have the right to leave and not have to find a new career or drive such long distances just to be able to work."</p> <p style="text-align: right;">- Susan</p>
	<p>"As a veterinarian, non-compete clauses are very prevalent in our contracts, and very detrimental to a profession that already suffers a high rate of burnout and suicide. For me personally, I am unable to work within 20 miles of my former practice for 2 years, which encompasses almost all of the Chicagoland area. And even though there is high demand for veterinarians, this clause makes me unable to practice as any type of veterinarian within my area for the specified time period. 10 months ago, I moved to a clinic 30 miles away from my house to avoid this non-compete, and due to family obligations, will soon be leaving this practice. Now I will have 2 non-competes for the next year, which essentially makes me unable to work even part-time. It should come to no surprise that I strongly discourage anyone from entering the veterinary field."</p> <p style="text-align: right;">- Toni</p>



"I'm an **MIT-educated engineer and product manager who has twice been restricted by non-compete covenants**. In both cases, the new job beared very little functional resemblance to my old job, and the **non-compete clause was simply used by the old company in a punitive way against the new company. In one case, lawyers went back and forth drafting "nasty" letters and threats for 6 months** before finally releasing me. **This behavior occurred with both financial trading companies and high- tech companies.** [...] Non-competes area friction to the market and slow down the movement of intellectual capital in a free market. They should unquestionably be banned."

- **Andrew**

Additional Support from Illinois

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Danny	"Get rid of noncompete agreements! They prevent people from leaving potentially leaving a toxic situation for a better job in the same field"
Adrien	"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 have worked at a business where I was required to sign such an agreement, which thus affected the positions I was able to get in the future. This has a negative impact on employees, who are already at a disadvantage compared with employers. Thank you for your work, and please issue a final rule that bans noncompete agreements."
Sankalp	"I am completely in favor of forbidding noncompete agreements."
Ihab	"Restricting physicians only in this regard is unethical and unfair. It certainly would be detrimental to the ability of physicians to seek fair compensation."
Elke	"Please eliminate non-competes for medicine. They limit the ability of qualified doctors to serve the public. Physicians who leave practices are unable to serve their patients locally despite potential access and wait times for those patients. Thank - you for your consideration"
Blair	"The FTC should ban 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!"

Jeff	"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!"
Angela	"I completely support the non-compete clause proposed by the FTC."
Suliman	"I'm a rheumatologist and my community is in dire need for the rheumatology services. This is the case almost across the US. Health care systems can be ineffective at managing the needs of the community. This increases wait times and decreases access to doctors. Health care systems also use the extra productivity that happened over the last 10-20 years of technological advancements to hire more administrators instead of supporting medical staff salaries and improving staffing ratios. There are currently 9 administrators for every doctor in the health care system. Any attempt to open a private practice is limited and restricted by non-compete clauses. This has negative impact on communities and goes against free market economy."
Anon	"I support the non-compete clause ban. Non-competes are not in the best interest of the American people and impose unnecessary hardships."
Latha	"This is so important! I am an internist . we are not paid fairly and forced to stay at my current job due to restrictive covenant. I have only been at current employer for 2 years, but have been in the area for 15 years with my own strong patient following. And yet they tell me I still have to follow the covenant. This is terrible for continuity of care. It most definitely does not put the care of the patient first. My patients for the past 15 years all live within a 10 mile radius. This is unfair to my patients. Unfair to me who has created this relationship well before my current employer. They use this as a tactic to force us to stay with no power to negotiate fair pay. Thank you thank you for taking this up!"
Amit	"I as a physician strongly support the ban on non compete clause as proposed by the FTC. This ban is essential for a physician to practice medicine as it should be practiced in the interest of the patients rather than of the corporations. The opposition to this ban is motivated by the greed and need of the corporate hospital groups to dominate the market and control the physicians."
Gaurav	"This should be ended as this is discrimination of individual rights. This impacts everyone as they are not able to change the job and join the other employers."
Christine	"I strongly support the FTC's proposal to federally ban noncompete agreements. We have had to move every time my husband got a new job because of medical non-compete clauses, so I hope these are covered, too. Ten moves. It would be eleven except this last time I stayed put and he got an apartment. They say three moves equals a fire, in terms of cost and loss, so we are financially a mess. For fast food workers it is errant nonsense. Thank you."

Melissa	<p>"Non-compete agreements are completely unethical. Employees feel obligated to sign them because they need the job and then are walking on eggshells throughout their career worrying about the non-compete they signed being held against them at any given time. Employees who find better opportunities elsewhere feel locked into the non-compete agreement and are often stuck at a job and employer because they fear the legal ramifications if they stay within the industry they have worked in for years. A lot times they are mistreated after they've been hired or the promises made by the employer to the employee are not delivered causing undue stress and worry around finding a better job and work environment. I feel non-compete agreements give managers ammo to mistreat their staff because they know that fear is in the back of the employees mind. Many times when people do actually get the courage to leave they have to go into a completely different industry, making less money, in fear of the non-compete agreement being held over them for two or more years. Let's face it, who wants to go through a legal battle with an employer who has deeper pockets and a better legal team to stick it to the employee who is just trying to earn an honest wage and advance their career? All human beings should have the right to work for any company that benefits them fairly and have the right to go to another employer for better benefits and wages, not just for ourselves but for our families that depend on our wages to thrive and survive."</p>
Neil	<p>"Noncompete clauses serve to undermine workers rights and unilaterally favor businesses at the expense of the people. No working person should have to move or go without work to protect the interests of a business. Proprietary information can be protected with no disclosure agreements. I request an end to no compete clauses."</p>
Ryan	<p>"Non-compete clauses are damaging and deprive hard working self starters from prospering. They are frequently overreaching with clauses that allow changes to things like competitors lists with no warning or recourse."</p>
Brian	<p>"Please support this free market proposal to end the stranglehold of business interests upon American workers."</p>
Steve	<p>"I agree with this whole heartedly. Non compete clauses diminish incentive for equitable pay and benefits as well as working conditions as they know the employee will have to leave the area. Too often I've been given a take it or leave it ultimatum by an employer. I would encourage the FTC to ban non Competes across the board, including fields like medicine. It is too often used as a weapon/threat by employers despite often not holding up in court as employers know it takes great legal costs and time to fight."</p>
Derek	<p>"This absolutely needs to be passed. In addition to everything proposed, I am a perfect case example of the harm non-competes cause. I am currently trapped at my current job with no prospects of better pay or prospects. I've tried to find a new job, passed the interview process as top candidate, but they won't hire me solely due to the non-compete. I am effectively stripped of my freedom to have a better job, working conditions, pay, and prospects. This is certainly without a</p>

	doubt against what the country, stands for and is easily a violation of freedom. I am unable to leave my job willingly and am effectively enslaved to my current company because of the non- compete."
Jeffrey	"Non compete should be banned. These policies are literally in opposition to the spirit of American freedom."
Michael	"This should absolutely go into effect. Non-competes exclusively benefit companies while punishing individuals. All opposition to this will solely be made by corporate interests and is clearly a conflict of interest."
Amit	"As a clinician we are fired for non compete and exploited due to that. One can't work nearby as we have community ties. Non compete should be scraped for clinicians."
Nikhil	"Restrictive covenants should be ruled illegal. Healthcare corporations are getting too large and this is forcing physicians to stay with these corporations unless they want to move and uproot their lives in doing so. This is leading to worsening burnout amongst providers and will eventually lead to worsening healthcare shortages, increased suicide rates and eventually effect the triple aim of healthcare. The AHA does not care about the conditions which hospitals force providers to work under and have made it clear profits will always trump ethical and fair conditions in which physicians don't feel handcuffed to a job. I plead with the FTC to ban restrictive covenants."
Varun	<p>"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.</p> <p>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</p> <p>I was personally affected by a non-compete during COVID-19. After laying me off, my employer inserted a wide-ranging (industry-wide) non-compete for 2 years in order for me to get my severance. It was very distressing to negotiate it out. I had to make other concessions in order to secure my severance.</p> <p>Thank you for your work, and please issue a final rule that bans noncompete agreements."</p>
Vinay	"I support for removing non compete clause in the contrao"
Andrew	"threat and enforcement of non-compete clauses in medicine prevents me and my colleagues from staying in the rural and underserved areas that we feel to duty and desire to serve in. I understand how this could potentially promote retention at a single site however, many areas need multiple providers multiple

	<p>sites for patient care and access. the noncompete clauses, reduce well-being and contribute to the deterioration of worker satisfaction. Physicians have among the highest rate of suicide of any profession, and I suspect that removing the noncompete clause would be beneficial in reducing physician mortality."</p>
Kyle	<p>"Please continue to push forward with banning non-compete agreements."</p>
Allen	<p>"In the medical field, the patient's interests should be paramount. If a physician decides to change his employment, he should have the right to stay in the same area and patients should be able to continue be treated by him in the same area."</p>
Steve	<p>"Please ban Non-Compete clauses. I can't see any reasons why we need them."</p>
Patrick	<p>" Yes this non compete agreement needs to be banned. Especially for employees that aren't paid that much. My company was about to make me manager until they gave me a super lowball offer because they know I cannot go to another company. This job entails so much work and they do not want to pay for it. They are will to let all my experience and knowledge go and hire someone off the street with no knowledge of the business at the same price they offered me. I'm sorry but I am worth more than someone off the street. I have been nothing but a top notch employee and they do not care because they know I cannot go work for another company. So I am stuck where I am at. I denied the position because of all the work there will be for barely a raise in my pay. It's just not right what they do to their employees. Plus they weren't goin to fill in the position I am in currently, so I would have absolutely no help. They were setting me up for failure and not willing to pay a decent salary along the the way. I already am not being paid correctly for all the work I currently do. Something needs to happen to give employees so rights back so they can pursue better opportunities. I am not trying to screw over my current company, I am just trying to get paid fairly and make a decent living. I am barely making a living as it is and I can probably make more money in the position I am in now with overtime than the salary they offered me for manager with no overtime and a lot more work. Completely unfair and they know it, but they know they do not have to worry because I am not allowed to go work anywhere else. I am extremely good at my job too."</p>
Matthew	<p>"I have worked for tech giants and smaller, local tech companies. I have twice had to switch my career path because of a NDA preventing me from working for a different company. The second time I had to do this forced me to leave an industry entirely and rebuilding my brand, reputation, and experience from scratch. I shouldn't have to tell you how disruptive this is. The amount of effort to have to pivot industries is excruciating and I had my personal relations and private life suffer - missing out on birthdays, holidays, or even the ability to relax or recharge my battery have been deprived. As someone who wants to work hard and contribute to their community, these NDA's are arbitrary and excruciating barriers to overcome. NDA's result in lost productivity, worker dissatisfaction, and decrease competition. The USA should remove NDA's and other forms of non-competes if it would like to remain a global leader and innovator"</p>

Dana	"Please add non for profit hospitals."
Leslie	"Non-compete clauses restrict employment and are detrimental to people who are simply trying to make a living."
Edie	"I hope this rule is passed. My husband has felt stuck in his job for 18 years because he signed a non compete agreement. He could be making a lot more money with another company but the non compete keeps him stuck in his dead end job. The company treats their employees terribly because they have them locked into their company. Please push for this new rule. I know too many stories about propel feeling stuck due to non compete agreements."
David	<p>"I write to generally support but request a change in the safe harbor, notice and rescission requirements of Proposed § 910.2(b)(1), (21) and (3) to add a limitation on notice.</p> <p>In business management, the use of Non-compete clauses and agreements can be facially anticompetitive – they literally restrain competition – but there may well be situations where the actual effect on competition is negligible. The notice and rescission requirements make any company who might have such a clause in an agreement a law breaker if they do not comply. I recommend that there be a “safe harbor” for notice and rescission where there may be an isolated clause, perhaps even undiscovered, where the impact on competition is negligible.</p> <p>Consider these hypotheticals:</p> <ul style="list-style-type: none"> • Company hires a new engineer and as part of the employment agreement with this single employee, in addition to legitimate goals of acquiring ownership in intellectual property, a non-compete clause is present. • Company had a prior policy of having middle management and supervisors sign non-competes, not followed for years, but there is a “legacy” employee who still has such an agreement in the company files. • Company doesn’t treat ancillary agreements for new hires uniformly, sometimes a department may hire and copies do not find their way to a “human resources” file because the company is insufficiently large to have an active Human Resources department. <p>The scenarios invite inadvertent violation in cases where, frankly, no one at Company, in charge of applying FTC regulations, knows about the existence of the Non-compete agreements or clauses and, essentially, because Non-competes are not a part of the ongoing way of doing business, there really is not an effect on competition. The may still be unenforceable – a good thing – but making Company an inadvertent violator is not in the public interest.</p> <p>The most offensive abuses of Non-competes can be seen to occur where either there is wholesale elimination of everybody from job mobility (the Illinois Jimmy John’s scenario) or at the opposite end, preemptively eliminating the most knowledgeable and able, high salaried, employees from leaving and starting competing businesses.</p> <p>I recommend a “safe harbor” for notice and rescission only.</p> <p>Terms of the safe harbor should be defined to encompass small numbers of contracts with low wage employees.</p> <ul style="list-style-type: none"> • Proposed Amended § 910.2(b)(3) (additions underlined)

	<p>• (3) Safe harbor. An employer complies with the rescission requirement in paragraph (b)(1) of this section where it provides notice to a worker pursuant to paragraph (b)(2) of this section. The notice requirement of paragraph (b) (2) shall not be deemed to be violated if (a) fewer than 10% of low wage employees have Non-compete clauses or agreements or (b) no worker earning more than \$100,000 annually has a Non-compete clause or agreement. This provision in no way affects the treatment of the Non-compete clause or agreement as an unfair trade practice under the other provisions of the Rule. The dollar amount at the time of implementation shall be implemented in an amount adjusted for inflation. The 10% provision still requires a company for whom Non-competes with everybody is a part of business. The high earnings provision means that those best able to start or join a competing business are still protected by unfair trade practice treatment, notice and rescission. The dollar amount is chosen as easy to identify and supported by, at least, one state law cited in the Notice of Proposed Rulemaking."</p>
<p>Karl</p>	<p>"I strongly support the FTC's ban on non-compete clauses. A professional friend of mine was forced to seek employment more than 40 miles away from home due to a non-compete clause in her employment agreement. These clauses enhance local monopolization, hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth!"</p>
<p>Jeff</p>	<p>"The use by any-size employer of non-compete clauses is an unfair method of competition. Its use touches the work of a huge proportion of American workers, impacts their ability to live where they want, earn what they deserve, work in a vocation in which they want to work, and limits their professional growth, potential and experience. As a lawyer, licensed to practice in the State of Illinois, for over 35 years, I have been involved in counseling clients about, and litigating, non-compete clauses. At the risk of cutting off my future income, I adamantly support this proposed Rule. My foremost concern is that the Rule will most certainly be dissolved by the Supreme Court, given the Court's current make up and its unfettered support of arbitration agreements - a document employers also require a new employee to sign that requires an employee to give up her rights to sue in court, to have a jury decide a dispute, to have an independent fact finder (who isn't paid by the employer) decide the dispute, and to give up the right to an appeal. This is another contractual mechanism employers use to stifle competition by quelling disputes and keeping their details private that the Supreme Court has uniformly upheld. Yes, the legal analysis is slightly different, but the outcome will be the same. But I digress. The FTC has asked for comment on whether employers that are small entities are less likely than other employers to have alternatives available for protecting their investments. There is no justifiable reason why this rule should not be implemented for all employers. If small employers have an exemption, it would swallow the rule, given the number of "small employers" in America. Every employer of any size in America already has patent, copyright & trademark protection for truly unique concepts that deserve protection. But a medical practice of 5 doctors who won't let a departing MD work within 5 miles of its office for two years- a very common scenario -</p>

	<p>means a patient of that MD won't get the care she wants from that MD if the MD leaves the practice. It means the cost of medical care to the patient paid to that practice won't be lowered by the departing MD who would otherwise compete. The scenario equally applies to sales people, tech workers, all professionals, but even child care providers, call center workers, charter school teachers-I've seen all of those clients many times. Even workers who don't, won't, or can't directly compete with their current employer upon departure, who are "back room" or support workers, are held back from earning more money or moving elsewhere to work with another employer who already competes with the non-compete-issuing employer-I've just litigated such a case in the past three weeks, at a cost of tens of thousands of dollars in legal fees to the new employer and its new employee. For the same reasons, non-compete clauses between employers and senior executives should not be treated any differently than with other workers. Even the rare non-compete clause that permits an executive severance pay during the period of time they are "benched" means their experience is inert while they are benched, their expertise is not used to grow, and the executive's ability does not remain current. A separate concern over the current state of these "agreements" - and no reasonable employee actually ever "agrees" to their terms, which are usually a condition of employment - is that their enforceability, even in egregious cases, is completely unpredictable. Indeed, the standard in Illinois is: "In order for a noncompetition agreement to be enforceable under Illinois law, it must contain reasonable restrictions, based on the "facts and circumstances of the particular case." <i>Liautaud v. Liautaud</i>, 221 F.3d 981, 986-87 (7th Cir. 2000)". Thus, every judge has an "out" in deciding whether each non-competition agreement is enforceable, because no two cases, like snowflakes, are exactly alike. That of course makes it impossible to predict with any certainty whether an employee can succeed in challenging a non-competition agreement, which more often than not means not challenging it, leaving the employer's competition unmarred. The Commission seeks comment about employers' use choice-of-law provisions to evade the laws of states where non-compete clauses are relatively less enforceable. In a recent case I litigated, the employment contract containing the non-compete and non-solicitation provision as issue chose Illinois as the venue for all disputes and the substantive law to be applied. The employer literally had no physical office in Illinois or anywhere else, as all workers worked virtually and remotely, all over the country. The employee being sued lived in Georgia. While we considered filing suit in a Georgia court to declare the "choice of law" unenforceable, that would cost thousands of dollars more with no certainty of outcome. I have run out of space in this comment box."</p>
<p>Laura</p>	<p>"I am a highly trained and skilled surgeon who would have to leave behind my community and uproot my family if my hospital makes terrible decisions. It wouldn't happen you say? Twice now! I had to rip my kids out of their schools, sell my house, uproot my professional husband who has to also obtain licensing in a new state, and I have had multiple patients travel more than 300 miles across state lines to follow me to my new hospital for care. Employed physicians are not in power to negotiate them out of employment contracts, yet they are at the mercy of a large administrative system that does not have their interests or</p>

	<p>their patient's interests in mind when making business decisions. Abolish non competes!"</p>
Stacy	<p>"This hampers medical innovation and adds to the long and growing list of reasons to leave medicine."</p>
Frank	<p>"Having non compete clauses in employment agreements in the past, It has kept me from seeking employment in other business and thus hurt my earning ability. it seems to me that if states like CA that don't enforce non competes can thrive and have the most advanced technology companies in the world can exist, then non competes are not necessary for a business as long as it pays a fair wage and keeps employees happy."</p>
Barney	<p>"I support banning non-compete clauses. These people that use these continue to own the employee even though they no longer work for them. Corporate formulas/secretes can be protected by other means. Thank you"</p>
Brandon	<p>"This would be a big win for employees and create much more competition and opportunity for workers. In heavily regulated industries, company competition is fierce and many company look to get the advantage by keeping current and future employees from contributing to those industries through extensive use of non-compete contracts. This is great for companies, but stifles worker opportunity and innovation industry wide. Many times when changing jobs, a worker will have to move to a completely different industry to make the move. This results in an overall decrease in the experience level of the industry."</p>
Pat	<p>"I just submitted a comment requesting that you eliminate noncompete clauses. I made an additional comment which I wish to modify. I said that perhaps employers could be permitted to charge a training fee upon departure, payable over the longterm, of, say, one month's wages, from certain employees in cases where an employee had qualified in a new skill. This would be abused however. Such an option should only apply to employees acquiring generally recognized credentials during employment which require substantial nonproductive time over numerous months to acquire, and to employees making a high income such as at least 6 times the Federal minimum wage , and only if the employee leaves less than a year after documentation that the employee had obtained the new credentials. Without some such restrictions, permission to claw back pay would lead to rampant abuse by employers."</p>
Eve	<p>"Non competes for physicians should be illegal. There are no "trade secrets" of large hospital systems or practices. These restrict freedom and often keep physicians working in jobs that are leading to burnout and harm."</p>
Kevin	<p>"I am an established physical therapist with 17 years of clinical experience. Despite to rigors of dealing with patient load, there is a component of achieving that specific set of work that may ill-afford adequate work life balance. In an endeavor to find this balance I have to delicately tread searching for employment that will allow me to be successful and happy at work and home. I am having</p>

	<p>difficulty doing this because of an archaic, vague and all- encompassing non-compete. This has limited my search and availability due to a non-compete radius that puts me further out with a longer commute, more time away from home and limited ability to be successful at home and work. Being said, absolving non-compete clauses would eliminate the aforementioned process AND keep all players competitive and honest. It is a good thing for the professional market to keep progress and eliminate stagnation."</p>
Joseph	<p>"Non-compete clauses should be banned from all contracts. Lobbyist groups seeking exemption for healthcare workers are acting against the best interests of said workers to maintain restrictive contract terms, which would not be allowed in other fields under this regulation. To have an exclusion for healthcare workers would blatantly favor healthcare corporations over actual healthcare workers like doctors and nurses who care for patients. The right thing to do is to forbid non-compete clauses across all fields."</p>
Brian	<p>"I am in favor of banning non-compete agreements."</p>
Francesco	<p>"non-competes need to go away completely to allow for proper competition and to make sure physicians and other healthcare workers don't have to uproot their entire family if they want a new job but remain in the same geographical area."</p>
Jonathan	<p>"Great idea. Non- competes tie a worker to a company and prevent them finding a better job in a similar field/ location"</p>
Carla	<p>"The non-compete clause rule is a concerning one for business owners in my situation. I am a private practice ob/gyn physician and hire associates before offering a partnership. During this time they have a small radius non compete so they cannot practice at the same hospital if they were to join another practice. If this rule is enacted for the greater good of society, I am fine with it although it will be detrimental to my business. I am not ok with "not for profit" entities (hospitals) not needing to play by this rule. Already hospitals and private equity-owned groups are at a significant advantage when hiring physicians. They routinely pay much more than a new hire will generate in revenue because as a large entity, they make up that money in hospital admissions, testing ordered etc. I cannot do that. Hospitals will be able to have this noncompete safeguard in place. If this rule gets approved PLEASE make sure not to have not- for-profits exempt. This is blatantly unfair to small business owners. Thank you for your attention to this matter. Although it is a small piece within this rule, it is critical for the success of the private practice physician business model."</p>
Elaine	<p>"I would like to address non competes in healthcare specifically. As a physician in a rural area in central Illinois, my non compete means patients drive 45 minutes to see me since I am no longer "in town." I am a sub specialist and the only other sub-specialists in my field are in towns 45-60 minutes away. So when I was the only one in my town patients could travel 15 minutes, but now they have to travel at least 45 minutes to see any of us. There is no full time coverage for my sub specialty in my town, which harms patients. I have seen this with other</p>

	<p>specialties and primary care as well. I would think especially in healthcare, which is 50% paid by the government, there would be a strong reason to ban non-competes. The amount of money wasted by my former and current employer over my transition tune is several million dollars between setting up additional offices and paying high rates for temporary locums coverage. And all of that cost is passed on to patients and payors. And when you add the rising maternal mortality rates in rural areas, why are we making patients travel more than necessary to see me, a high risk pregnancy specialist? I am in the tenth month of my twenty four month restrictive covenant. I think non competes should be banned nationally, as they are in several states, especially thr healthcare. Thank you."</p>
Stephen	<p>"Please make sure this applies to all physicians. Attorneys have long been excluded from Noncompetes because it would interfere with the attorney/client relationship. It is clearly just as important that physicians and patients are able to maintain a relationship long term that is not interrupted by a no compete. In addition, the noncompetes are often so restrictive that a physician has to move to another city or state in order to change jobs. No one should be forced to move or uproot their family just because they want to change employers. For people that are unable to move, this borders on indentured servitude."</p>
Al	<p>"Non compete agreements take a worker's skills hostage, causing him/her great difficulty in recovery following a job loss. Following a job loss during the pandemic, I received 3 job offers that contained restrictive non compete agreements. Restrictive to the point that as a manufacturing manager I couldn't work at Walmart as a greeter simply because the company's products were sold at their. That has nothing to do with protection of proprietary information. It has to do with intimidating a worker that wants to pursue other career opportunities, even if they have been laid off during a pandemic. When I apply for a new job, the Manager of the this is new position is very interested in my job skills that I bring to them from my previous employers. For these reasons non compete agreements must cease exist. I shouldn't ever have to reject a job offer. That is what non compete agreements are driving us to."</p>
Oreo	<p>"Would love to see this rule go away. Working class people being held back from switching employers that pay higher."</p>
Abdullah	<p>"As a physician who is forced to sign contracts with 0 protection and 0 negotiating power, I welcome this new rule and hope to see it signed into the law as soon as possible. Healthcare has become a playground for big money with both patients and healthcare workers acting as their rackets and balls."</p>
Anup	<p>"There should be no noncompete clause for physicians. This should be withdrawn."</p>
shyam	<p>"Thanks for looking into this. I hope this goes into effect for health care too including hospitals and all corporates in Health care many of which are Not for profit hospitals too. Doctors have to sign restrictive that they cannot work for 2</p>

	<p>years within 10-15 miles from the facility if they leave . Most of the does who are employed - have to live close to the hospitals for emergency calls at night times that does have to respond to. Kids go to the same school districts. If does have to leave job for some mason- they cannot work within 15 miles of the facility. Many people have to relocate for those reasons. All this is not fair and should change as soon as possible"</p>
<p>Elaina</p>	<p>"Dear Federal Trade Commission, I am writing to urge you to ban non-compete clauses for all employees, including physicians. As you know, non-compete clauses restrict an employee's ability to work for a competitor for a certain period of time after leaving a job. While these clauses may be useful in protecting a company's proprietary information, they can have a significant negative impact on employees and the public. In particular, non-compete clauses for physicians can have a devastating effect on patient care. If a physician is prohibited from treating patients within a certain geographic area, it can limit access to healthcare for individuals in need. This is especially concerning in rural areas, where there may be only a few physicians available to treat a large population. Additionally, non-compete clauses can limit career opportunities for physicians and discourage them from seeking employment in certain areas. This can exacerbate physician shortages and reduce access to healthcare for patients. Therefore, I strongly urge you to include physicians in any ban on non-compete clauses. It is crucial that we prioritize patient care and ensure that individuals have access to the healthcare services they need. By prohibiting non-compete clauses for physicians, we can help to increase access to healthcare and improve the overall quality of care. Thank you for your attention to this important matter. Sincerely, Elaina Chen, MD"</p>
<p>Venu</p>	<p>"Most physicians/ health care workers are unfairly affected by this rule. Hospitals are using this rule to block physicians from practicing in the community they belonged to for decades if they have disputes and the patients lose access to their providers, affecting the community health. In my opinion, it should be scrapped. Thanks."</p>
<p>Kirk</p>	<p>"I am strongly in favor of banning non-compete clauses. They area net drain on the economy due to them keeping workers and employees from seeking wages that match inflation."</p>
<p>Andrew</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. 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</p>

	<p>lead to lower wages, fewer benefits, and overall worse working conditions for physicians. Eliminating the noncompete clauses will help improve healthcare access for patients as hospitals and corporations can no longer restrict where physicians can work. 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>
Krishna	<p>"Please eliminate the use of non competes. As a physician it prevents me from providing service to large demographics when changing jobs."</p>
Michael	<p>"Non-compete agreements should only be allowed in a few circumstances if at all. What the NYTimes reported today captures the absurdity of this abuse of workers. Is "right to work only to benefit employers? Please fight for the people."</p>
Patricia	<p>"I am in full agreement with a ban on non-compete agreements. They are unfair to workers and restrict the freedom of individuals to be gainfully employed in the field of their choice. Many times this situation happens at times when employment is desperately needed. I have seen middle-aged workers 'downsized' the the profit of big business, only to then be greatly restricted in their job choices and forced to either move or be underemployed. Non- competes also limit competition and are bad for small business. No employer should be able to dictate your future employment, and no entity with which you are no longer associated should have a say in your freedom to choose your place of work or occupation."</p>
Deborah	<p>"As an independent research contractor in the religious research field, I find noncompete agreements to be so stifling, they can prevent us from working at all for long periods of time within our own area of expertise. It has already happened to a colleague, who lost his job and then was unable to work in the same field for nearly a year due to a noncompete agreement with the organization that terminated his employment. When signing short-term contracts, I've been asked to sign a noncompete agreement that would effectively prevent me from working for the duration of a contract that would only pay me part-time wages. I refused to sign it, as I need to be conducting multiple projects to make a living wage, and I have a PhD. Such non compete agreements should be banned."</p>
Ryan	<p>"Non-Competes in the Veterinary Industry are heavily biased against the employee. Veterinarians spend 4+ years in school and sometimes 1-5 years in extra training completing internship(s) and residency programs. Veterinarians commonly have often moved states 2+ times in short period. Upon signing our first contract, we all hope and dream to join a community where we can grow roots for generations. Should our first employer/place of employment not be a good fit, non-competes force us to uproot our lives once again. Our other option is to stay in a job with a toxic work environment leading to more stress, anxiety, depression, and sometimes suicide in a profession with an already astronomical rate of suicide. Please, help the workers and professionals in the Veterinary</p>

	community to gain some power over large cooperations to promote fair movement between jobs and ban non-competes. Thank you."
Alyssa	"Non-compete clauses are the opposite of free market capitalism; abolishing them is the American thing to do. Workers AND corporations should have the ability to compete freely in the marketplace. It's crazy that they were ever legal in the first place. The American people are tired of our laws only working for the rich and corporations. Ending these anti-competitive agreements is a good decision and will be applauded."
Merrill	"I would like to register that I am strongly in favor of the Non-Complete Clause Rule, which will increase working people's pay, while at the same time putting an end to an unfair labor practice."
Brent	"Hello FTC, I am so thankful that you are considering banning non-compete agreements. It will positively impact my employment opportunities personally. I currently have a great job offer at an awesome company that I really want to take but can't because of a non-compete agreement I didn't even know I signed. I will increase my salary and have a better place to work at if this goes through. I will be able to better provide for my family and start to be able to pay off my debt. I think it's going to be great for our country and our economy. I know I am just one person, but I just wanted to make sure you know how thankful I am for you considering this important action. Best of luck to you!"
Robert	"Non-compete clauses are over used and heavily favor corporations over individuals. They are another tool for suppressing workers rights. I support the proposed rule change."
Aisling	"Non compete clauses unfairly restrict physicians from working within a certain distance from a previous employer. Currently, many physicians work for hospitals or health systems and may be restricted from working a certain distance from any site owed by the hospital or health system, This is unfair as the physician may not even be able to stay in the same town or county or in some cases the same state and practice medicine. Moving a family, kids in school and having to start all over in another part of the county, state or country. Selling their homes at a loss. Having to build a practice all over again , thereby starting at the bottom of the pay scale for their area of expertise."
Frank	"This is a great rule change. Non compete contacts are unfair to workers. Please approve this change."
Mary	"I've been the victim of non competes which prevented me from seeking a job in my profession after being let go. Companies cannot be allowed to hold workers hostage!!!"
Rob	"I resigned my position one year ago due to my employer's blatant ethical violations and am currently bound by a contractual non-compete agreement. The non-compete is preventing me from accepting attractive offers from potential

	<p>employers. I am, therefore, forced to continue drawing unemployment checks from the state. In absence of the non-compete I would be gainfully employed with employer-paid health insurance and benefits. As it stands, the attractive employment offers I am receiving could vanish by the time the non-compete expires, leaving me destitute. Please move forward with a federal ban on all non-compete restrictions."</p>
<p>James</p>	<p>"Yes, let's get rid of non-compete clauses. Non-compete clauses inhibit innovation and hurt workers."</p>
<p>Erin</p>	<p>"My veterinary career and earning power has been completely hampered by use of my employers' non-compete clauses. While my friends working in other industries without noncompete clauses have been able to competitively interview to negotiate raises or change positions and companies, I have been limited by my noncompete and unable to advance in my career and income in the same way. I used my own money, credit, and time to obtain my degree and am still paying off my student loans on my own. However, noncompete clauses have slowed down how quickly I've been able to repay my loans, start a family, and buy a house. With using a noncompete clause, the employers that I've worked for have actually insinuated that they own me, my knowledge, and skills not only for the time I work there, but for a time afterwards as well. The most recent noncompete clause I naively signed was in a major metropolitan area with heavy street traffic. Even if I tried to apply to a job three neighborhoods away because the schedule and pay was better for me, I couldn't because it was still within a several mile noncompete range. The fact that it would take 45 minutes to an hour to get there on surface streets in the city didn't matter - my noncompete forced me to either stay put where I was working or completely uproot my family and spouse's career to move. This noncompete completely gave my employer license to let a toxic work environment run rampant and hang that clause over my head to threaten me. My employer knew that their clause likely wouldn't stand up in court, but since their business partner was a lawyer, they stated that they would spend the money to bring me to court to try to win or just drain my bank accounts and send me into further debt. I have suffered burnout from my career because of the noncompete before I've even had the chance to pay back my student loans. My employer refused to give timely raises and reviews despite my annually increasing production for the clinic. I helped them build a three million dollar company and was told I was indispensable. They then let me go for taking maternity leave, deleting me from the practice software, medical benefits, and clinic benefits with vendors when my newborn was one week old. Instead of being able to interview at different clinics in the city for one that offered benefits, schedule, and salary that I would help me get ahead, I was forced to stay in a toxic work environment that gave little thought to my own well being and the law. I am asking that noncompete clauses be made illegal. The employers and corporations that use these clauses are bullies trying to benefit financially from limiting employee pay and benefits. I understand that businesses may be trying to protect their proprietary information, but a non-disclosure agreement and non-solicitation agreement would be better suited for veterinary medicine."</p>

<p>Angela</p>	<p>"I urge you to not exclude physicians from the non compete clause rule. It is clear in todays market that hospital systems and large private equity groups control the money and market in health care and physicians are just pawns in their game. As a physician I have always felt expendable to them and non competes are a tool they use to extract more from us while giving back very little in return. Mid levels and nurses are given the work standards and respect they deserve because there is a competitive market due to their ability to move freely if they have better options. Not having non competes would allow physicians finally to have some bargaining power to practice the way they want to which is ultimately what's best for the patients. Striving to meet unrealistic RVU requirements is one example of how patients suffer ultimately. Burn out rate is ever increasing and patients suffering not to mention physicians. This would be a huge factor in giving physicians a way out."</p>
<p>Jack</p>	<p>"I strongly support this as a way to give a modicum of power back to labor. Capital has everything in this country. Please do it. Jack"</p>
<p>Gary</p>	<p>"After reading the FTC announcement on non-compete agreements, I am fully supportive of this measure to ban these restrictive covenants. In 2018, I accepted a job offer with an Indiana-based employer, that would see me working in Illinois. As part of my on-boarding, I was INSTRUCTED to sign a 7- page Employee Confidentiality and Restrictive Covenants Agreement. It was made explicit to me by the supervising manager that my employment was conditional on signing this agreement, and no reasonable time was provided to get access to independent legal counsel despite it being mentioned in the Agreement. This agreement was wide-reaching in scope, covering non-disclosure of confidential information, protection of intellectual property, return of company property, conflict of interest, non-solicitation of customers and employees and most importantly, restriction on competitive activities. It is reasonable to expect a company to protect its strategies, IP, skilled workforce and confidential information, however, the clause on restriction of competitive activities for 1 year after termination is onerous, over-reaching and stifling in its scope. The clause would prevent a thnner employee from engaging in "activities that are the same or substantially similar to the business activities in which employee engaged on behalf of the company during the 2 year period prior to the termination" and the restricted area covered by this was defined as the county in which the employee was assigned, any county directly contiguous to the first, ANY COUNTY IN WHICH ANY CUSTOMER OF THE COMPANY IS LOCATED (commenters upper case for emphasis) and any defined geographic territory to which the employee was assigned. This burdensome agreement, effectively prevented employees from leaving to take up alternative roles in similar organizations, thus reducing the need for the original employer to maintain market-competitive compensation and benefits, a clear case of wage suppression. This is also stifled the freedom of movement, as the career opportunities and potential for personal development were restricted, with employees unable to consider roles that could utilize their skills and talents in alternative employers in a defined industry, within a reasonably commutable geographic region. I have personally witnessed employees state that the company compensation and benefits were falling behind market rates for similar</p>

	<p>roles, and as such these employees were being financially penalized. The highly restrictive nature of this agreement, in respect to freedom of employment, means that employees are not able to enjoy access to the full employment market, that the employee is effectively bound to an employer unless they chose to move to a completely different industry and reduces innovation because employees cannot leave an employer and start their own business, as the agreement prevents them operating in a similar industry or region. In summation, I support the FTC in removing the non-compete agreement from US employment law, and I am available for further consultation."</p>
Kyle	<p>"Non compete clauses only restrict the free association of individuals and should absolutely be banned"</p>
Michael	<p>"I work for a very unethical Dental service organization (DSO). They forced us equity partners into a 35 mile non-compete when they were bought out by a European company. This is in the Chicago area where even 5 mile non-competes can be ruled too restrictive. They threatened to get rid of any partner that would not sign. We told them we would not sign unless they changed it but they had us sign a blank signature sheet and said they would change the non compete and they did not. This was only 6 months after we signed a much less restrictive covenant with them. This basically restricts us partners from practicing anywhere in the Chicago area and force you to relocate your family to be employed. This is why Non-compete provisions should not be allowed."</p>
Maria	<p>"Non competes are unethical ways of oppressing highly educated and skilled physicians. Physicians pay for and endure a rigorous educational and training process. They are their own intellectual property. No corporation or employer should have the right to restrict how and where a doctor can work unless they fully paid and supported the doctor's educational path."</p>
Nar	<p>"Please end non compete clause. I had lost employment offer job due to ex employer non compete clause and ex employer did not give non on non compete cluase."</p>
Eric	<p>"Non competes in medicine restrict competition and give exorbitant power to hospitals especially in metropolitan areas where people desire to live. Hospitals should be forced to compete for talented physicians in all aspects but instead they rely on noncompetes in desirable areas to keep physicians without having to treat them better."</p>
aristides	<p>"I support banning non-compete Rule/contracts: For the last 30 yrs our cardiologist has provided compassionate care to our rural underserved community. He recently severed ties with a large medical group. Due to a non-compete clause he must leave our community. "Non-Compete clauses" in the healthcare industry are highly injurious to rural communities across our country. There is considerable legal history relative to this thorny subject which arose as this country moved from an agricultural to an industrial and business oriented economy. Trade secrets, supply chains, engineering innovations made it</p>

	<p>necessary to protect our investors and their operations from commercial raiders of the many facets of a successful unit. Patents, Trademarks, and Copyrights were made law. Along with these protections came the notion that valuable employees ought to be protected from being lured by competitors resulting in substantial business uncertainty. Unfortunately, the legality of employee non-compete clauses was never tested in the different spheres of commerce in a balance between the business to be protected and the effect of the law on the general public as might occur. Making widgets has a considerably different affect on consumers than restriction permitted on persons in the health care profession who may become unavailable to the very people who most need his or her skills. The unfettered access to competent health is a far greater priority for the general welfare of this country than the protections that might be enjoyed by institutions or businesses that employ these professionals. This is obviously true and applicable in the great majority of the small towns and rural area which occupy the great majority of the land mass of this country. Given all of the considerations, It would be appropriate to revise and rescind any existing statutes at the Federal and State levels permitting non competition contracts restricting Medical Doctors and those employments critical to the access to health care and outlaw the validity of any future documents not in conformance with the purposes of the enactment."</p>
Deanna	<p>"Non-compete agreements have long sacrificed upward mobility and limited increased wages of the working class. Though I usually occupied a staff position, I've had to sign a non-compete for most private sector jobs I've had in nearly 40 years of work, severely limiting my options. I hope to see the next generation freed of these corporate fetters."</p>
Alisa	<p>"Non-compete practices are horrible for the working people and only have corporate interests in mind. They can be hidden in fine print (like when you accept annual bonus or stock) and you may not even know you have one until you try to leave. My former company snuck one into a third party website bonus acceptance and then I had to get a lawyer when I tried to leave, which cost me money, stress, and potential future compensation. I ended up leaving the industry I was in (working to improve health equity) because they banned me from working kn that space for a year. Horrible. Please end this!!!"</p>
Zachary	<p>"This rule should go into effect. As a physician my goal is to provide the best care for my community as I can. However noncompete clauses can prevent me from working in an environment best suited to provide excellent care for patients. Non compete clauses force physicians to either stay with a hospital system that is not the best fit for their practice or move out of the area. This caused their patient to have to find a new doctor and potentially get lost in the healthcare system. Non compete clauses for physicians allows hospital systems to artificially suppress competition allowing for higher healthcare costs to the patient."</p>
Denise	<p>"We would like you to support the FTC Proposed Rule to Ban Noncompete Clauses, Which Hurt Workers and Harm Competition Thanks, Denise Doctor"</p>

John	<p>"I am a partner in a public accounting firm where we have a 1-2 year non-compete if you join a competitor and a blanket non-compete if you join a competitor after forced retirement at 62. The definition of a competitor is extremely broad and covers anything the firm does, not necessarily what the person leaving does. E.g. If an audit partner leaves, s/he could not practice taxation either as that would be viewed as violating the non-compete. There are exceptions made but those are usually reserved for those already in leadership or close to them. Similarly, there are exceptions made to allow people to work past 60 but those are usually reserved for those already in leadership or close to them. This is complicated further by an opaque compensation system. If a partner is unhappy with his/ her compensation, the only recourse available is to write to a group called "partner affairs", which may decline any compensation change and no additional information is provided. This results in discrimination against minorities as they are often the ones impacted the most. With the inability to leave because of a non-compete, the partner is stuck and has no choice other than forced arbitration, which is also not a realistic option as the arbitrators are selected by the firm and to them the represents a repeat client as opposed to a one time unhappy partner. Non competes should be prohibited."</p>
V	<p>"As a physician, I support banning non competes as it leads to abuse of physicians by smaller medical practice groups owned by individuals"</p>
Patrick	<p>"Hello, Throughout my career, Non-compete agreements have caused me to not pursue opportunities that could've increased my salary. I can fully understand that companies do not want former employees to share proprietary data with their new employers but that doesn't mean that the only way to handle that is via a non-compete. Non-competes are monopolistic contracts that are harmful to the employee and give undo power to the employer. One may ask "why sign a noncompete agreement?" The answer is they are typically a condition of employment. Non-compete agreements are unfair to employees, and they must go."</p>
John	<p>"The best way to keep quality physician providing quality care is by treating them well with autonomy, respect, safe working conditions and adequate staffing. Contractual chains preventing a physician from a better/safer working environment fostered by healthy competition is not appropriate. Physicians dedicate their careers to a community and should not have to uproot their families nor leave their patients to earn a better living. Noncompetes have already been ruled invalid for some medical specialties by the judicial branch Maintaining this across the board would provide parity for physicians."</p>
Jacob	<p>"I am being held by my old company and was forced to take a lower paying job in order to get away from the non compete clause. Please get rid of this, it's ruining my life."</p>
Robert	<p>"The proposed rule to prohibit noncompete clauses in contracts especially in health care would improve patient care in organizations which essentially chain a health care provider as a physician to one organization. They have no power to</p>

	<p>influence correction of inappropriate conduct unless they relocate. There is no real accountability for the employer as the employees are trapped. One the non compete is signed the organization essentially owns a highly trained professional. I have seen firsthand where very talented physicians objected to questionable ethical practices could not negotiate improvements for patients and can only resign and move to other communities to avoid being drawn into ethical issues. The clauses are used to control physicians now as the ability to enter private practice is nearly impossible due to the costs in an environment of terrible reimbursement. Senior physicians, rather than become employed in part time practices totally retire. Others as younger physicians cannot have a second part time position to help out a practice will be prohibited from assisting or changing to a practice which needs part or full time assistance. The purpose of these clauses for physicians is control and to prohibit competition. Many practices will use physicians to expand other providers employment and lock in physicians needed to oversee the other providers. The profit now is in employing provides rather than the physicians. Non compete clauses are used to also enslave other providers so they cannot move to another practice. The clauses are nothing more than a technique to enslave many providers to benefit the business of monopoly medicine. Providers have a limited number of hours they can work and practices if all types try these extreme control measures rather than working with physicians an providers to create a positive work and patient culture. Communities can loose good providers who are forced to relocate every few years and to states which prohibit non competes. The government should in Medicare and Medicaid regulations prohibit provides in the program from using non compete clauses. This may allow more physicians to work more hours and care for more patients in underserved areas within the noncompete areas. Why should non profits which control the majority of hospitals and groups be allowed to be enslaving providers. I absolutely support elimination of noncompete clauses."</p>
Robert	<p>"Allowing non profit hospitals to be exempt from the proposed rule banning non-competition clause is a travesty. Like by large corporate entity they should not be allowed to control competition. This hurts patients ability too maintain relationship and is a barrier to care. Physicians should not be subject to hospital administration control any more then any other employee. there is no justification for considering exemption."</p>
Daniel	<p>"Non-compete clauses are an affront to the open market and a significant disadvantage to physicians who are independent contractors."</p>
Anthony	<p>"I support banning noncompetes. They stifle innovation, allow corporations to treat people like robots, and prevent a free-flowing economy."</p>
Ryan	<p>"I am writing in support of ending the non-compete clause as it relates to physician employment. The non-compete clause interferes with the continuity of care and the patient physician relationship. For physicians considering leaving their current employer, a forced move outside of a geographic area or time constraint to practice in an area, essentially ends that relationship. Many</p>

	<p>physicians pursue other employment due to perceived or actual unfair work environments. The non-compete clause reduces employer accountability and reduces competition within the local healthcare environment. In summary, eliminating the non-compete clause would create an improvement in patient care and physician satisfaction."</p>
Alison	<p>"Non-compete agreements have lowered my income. I am a pediatrician in Illinois where non-competes are legal and are often enforced in court. My non-compete is 2 years and 15 miles AND due to confusion about how it applies to telemedicine, my lawyers say it essentially prevents me from any telemedicine. Over the past four years, even while I was seeing ever more patients, my company gradually lowered my income by \$70,000 a year, but my non-compete has made it impossible for me to find another job, due to my husband's job and my kids special needs being met by the schools we are in."</p>
TIFFANIE	<p>"I STRONGLY SUPPORT THE BAN OF NON COMPETE CLAUSES"</p>
Adam	<p>" I'm a worker that has had to consider whether to take a job that requires signing a no-compete agreement several times in my career. I'd like to state my position that these are harmful to workers like me and they complicate career decisions and reduce our negotiating power and career options. Several times in my career, after weeks of interviewing and salary negotiation, I've found myself facing a required no-compete agreement that would drastically limit my future career options and negotiating power. Several times I've accepted these agreements because I had already turned down competing offers and found myself with limited options. Once I was prevented from leaving a position early because I was concerned my no-compete agreement would integrate with my new position. At least once I've turned down a position because it included a no-compete agreement. In this case, I'd had already spent hours interviewing and negotiating a job role. This time could have been spent talking to other firms where I would not be required to sign away my future career prospects."</p>
James R	<p>"Non-compete clauses -- and legislative fiat which restrict the ability of former employees to select appropriate offers -- both result in market malfunctions. In extreme cases they may make it impossible for the restricted individuals to work in their area of expertise; and consequently, they may result in unqualified individuals obtaining assignments for which they are not suited... There certainly exist governmental assignments, the exiting of which should be limited as to the employees' next activity. But NO commercial enterprise should be able to keep former employees from having an unfettered choice of employment. One cannot support the functioning of a free market and still allow such interference."</p>
John	<p>"I worked as a 1099 salesman for a company for over 17 years. I discovered that there were irregularities with my commissions and fake invoices being inputted to artificially lower my wages. In addition, if that was not enough, the culture of the company became toxic from a mental health point of view and it was mutually agreed upon by both myself and the owner of the company that it would be better for me to move on. I explained I would spend the next year closing out my jobs</p>

and then wanted to start my own business. The owner of the company told me that I did not have to wait and could start a company now. I objected, concerned that he would not pay me the commissions I was owed, just as every salesman who ever left had to deal with. I was assured that I would be paid and encouraged to start my new company, which I then did. A few months later, after bitcoin crashed, I was asked to sign a document to receive my check that week. I chose not to sign it because I did not like what was written. I was told to contact their attorney who informed me that the owner wanted to give me a severance and be done, for us both to move on. He told me to calculate my commissions and he would call next week for me to go in there and we figure out a number. Instead of the meeting that was agreed to, I was served with a cease and desist letter and informing me that I had forfeited my commissions that were owed which were several hundred thousand dollars and to close down my new company I had just heavily invested in. My wife was 8 months pregnant at the time. Them knowing that, I was so betrayed, I could not understand why he was doing this to me. Other than the fact that I knew he lost a significant amount of money in bitcoin, I did not feel that I should have to cover his gambling loss. 2 weeks later, I was served with a lawsuit for violating a non compete (that I didn't even sign). I was forced to sign a sales agreement 13 years into the 1099 employment and when we got to the non compete page, I refused. I was told that, that page would be removed and he would not try to enforce it. It was a separate page that was not signed, he removed it from the agreement. In addition I was told that if I did not sign the sales agreement, that I would not be able to collect the commissions owed at that point. Having removed the non compete, I agreed to the sales agreement. Only to have that unsigned page magically reappear as the basis for this frivolous lawsuit (again, not even signed, yet I'm still having to deal with the stress of civil litigation with never ending legal fees). I had to hire an attorney to fight the frivolous suit and to attempt to get me the commissions that were owed to me. On the very first meeting, my former employer's attorney offered to drop their suit and pay me \$20,000 if I were to agree to not sue them and forfeit my commissions. Proving there was no need for the non compete and it was only being used to not pay me for the work I completed. The non compete is being used as a weapon to deprive me of what I am owed, not to protect the company. If they were so concerned about the non compete, he would not have convinced me to start my own company and would not agree to drop it if I agreed to forfeit my commissions. This has been going on almost 2 years. I have spent over 100 thousand dollars in legal fees. I could have funded my Children college education, hired new people, used it for research or development, paid taxes on profit but instead, I am forced to fight a frivolous lawsuit for a non-compete that is not even signed and am in this position, solely because I was tricked into it. The litigation seems to be never ending with my former employer refusing to comply with discovery and constantly missing deadlines and asking for extensions, requesting multiple repeated depositions of myself but not allowing me to have the same courtesy as they are manipulating the legal system to avoid resolution. Using the courts and this unsigned non compete to try to bankrupt me. Non competes are evil. If you treat your workers fairly, they'll want to work for you. If you are a good company, people won't want to leave. Non Competes are nothing more than a form of 21st century slavery to control people. America is supposed to be the land of the free, home of the

	<p>brave. I pray that the FTC' and our legislatures are brave enough to free the people from this evil tool being used to implement servitude and limit individuals' growth and wages, allowing them to provide a better life for their family's and society as a whole. I believe that eliminating non competes is the single most effective thing that government can do to increase the standard of living for the population."</p>
<p>Ryan</p>	<p>"Non-Compete Clauses have shown that they harm all workers, yet they harm low wage workers the most, particularly in the service industry. I first became aware of the problem when I read that the sandwich shop chain "Jimmy John's" was using them against their workers several years ago, and now that this proposed rule is published, I'm actually stunned to find out that the practice is so common. Naturally, some states care about their workers and others don't, and since states that don't aren't going to fix this problem, it falls to the federal government to do something about it. With national inflation surging and worker pay struggling to keep up, and with low income workers having limited employability options in the local marketplace, the government should be helping them by banning non-competitive behavior. The CEOs that run the grocery store chains laugh at a public that can barely even afford a carton of eggs anymore. How is it fair that the same CEO might choose to depress wages in the grocery industry by saying that the workers who quit can't get a job at another grocery store? Right now, in most of the states, nothing stops this, and it's probably actually happening. This behavior clearly harms workers, sabotages competitors of larger chains, and generally unduly interferes with inter-state commerce. Please finalize this regulation."</p>
<p>Robert</p>	<p>" As a practicing emergency physician, I SUPPORT the proposed Non-Compete Clause prohibition, Matter No. P201200. Historically, non-compete clauses have been used by physician contract management groups (CMGs) as a "poison pill" to prevent hospitals from contracting with a new CMG as the new group will have to recruit all-new physicians, even if the current CMG is not providing the best service to patients. Non-compete clauses are also used to intimidate employed physicians, who would need to move themselves and their families if they lose their current employment. There is no legitimate purpose to non-compete clauses used in the field of emergency medicine. Their strong anti-competitive outcomes lead to higher costs for patients and government medical programs, and worse care for patients. Please contact me if I can provide any additional information."</p>
<p>William</p>	<p>"I would like to see non-competes abolished. I am currently anchored to a company that forced me to sign one and cannot leave without threat of being sued. I have a job offer currently with another company that would increase my pay by 20% but if I leave my current employer I will be sued."</p>
<p>William</p>	<p>"You must absolutely ban or place clear limitations on this practice. It is anti-competitive and prevents the labor market from functioning as it should. In particular it should at least be banned for non-exempt employees, and any employee that requires a state license to work, since licensure is already a built-</p>

	<p>in limitation to job mobility. There is really no reason to allow it for any employee, as states like California realized many years ago. There is plenty of precedent for how to do this without compromising a businesses' trade secrets or other know-how. In general, this practice is anti-employee, as it tends to trap them with bad employers because they can't move because of the non-compete."</p>
<p>Robert</p>	<p>"This is long overdue! Even if the employer pays you to sit out, the length of time out is a killer on what you bring to the table with experience and business contacts."</p>
<p>David</p>	<p>"I submit this comment as a partner at a Chicago law firm that represents workers in non-compete and other restrictive covenant litigation. I also am an adjunct professor teaching employment law at Northern Illinois University College of Law. The FTC's proposed rule banning non-competes, while a good start, must go one step further to protect workers against restrictive covenants typically contained in employment agreements. The FTC should expand the rule to also prohibit, in the employment relationship, agreements not to solicit customers ("non-solicit" agreements) unless necessary for a legally-protected interest. The FTC rule banning non-competes is necessary to stop worker abuse; a compromise rule is not appropriate. As an employment lawyer who represents workers, non-compete bound workers regularly come to by law firm with a question along the lines of: "I signed a stack of onboarding paperwork on my first day on the job that had a noncompete. It isn't enforceable, is it?" They are shocked to learn how much it will cost to "get out" of their noncompete when sued. The cost of defending employees against restrictive covenant litigation typically ranges from \$15,000 on the low side (coming to a quick resolution) to hundreds of thousands of dollars. Very few employees can afford litigation or dealing. As a result, few employees ever challenge non-competes and, instead, reluctantly comply with them while giving up better job opportunities, resulting in less money for them and their families. Equally troubling, even if an employee is willing to take the risk of getting sued, many prospective employers simply will not hire a candidate subject to a noncompete. Prospective employers today rarely perceive hiring a worker as being worth the risk of getting dragged into a lawsuit. Employers send "cease and desist" letters right when an employee is in the process of transitioning to a job. This results in the withdrawal of a job offer leaving the employee without the job. Many business groups argue that a categorical ban goes too far. I disagree and believe that the FTC's categorical ban on non-competes in the workplace is appropriate. Of course, there are many examples of egregious non-compete overreaching. While these stories make for good headlines, my experience is that the real gut-wrenching and sleepless nights comes from higher-level employees subject to non-competes: Consider the single parent earning \$250,000 per year in her executive level position that has little room for advancement. She gets an offer from a competitor for \$535,000 but cannot take the position because of a non-compete the day she started her original job. \$250,000 may seem like a lot of money, but it really isn't to many single parents (or heads of a family) who are supporting children. The FTC should not get drawn into artificial line-drawing by exempting highly compensated individuals. Equally problematic, a bright-line rule will avoid the</p>

	<p>inevitable litigation that ensues when there are exceptions. Non-Competes discourage workers from starting new businesses and this hurts the American economy. Launching a business with a lawsuit on their back from a well-funded company is typically too much to handle for a small entrepreneur with limited resources. These lawsuits, even when they do not have merit, often have the intended and actual effect to sue a start-up out of business. What this means for our economy is that there is less competition and consumers (often businesses) end up paying more for goods and services. Sometimes, and often, these cases settle with the employee agreeing, confidentially, to not solicit a long list of customers within the industry. This agreement among competitors cuts up the marketplace and leaves those customers with fewer choices, raises antitrust concerns, and is anti-competitive. The FTC should expand the rule to also ban employment agreements that forbid customer non-solicitation agreements unless necessary for a legally protected interest. This exception is recognition that in some cases an employer does have a legitimate interest in protecting its workforce from walking away with established customers and to prevent abuse by employees. I propose a four (4) part test to determine whether customers have a legally protected interest in customers from which they can properly be subject to a non-compete: The employee must show (a) the non-solicitation agreement is necessary to protect trade secret information, (b) the restricted employee did not introduce the subject of the non-solicitation agreement to the employer, (c) the customers has a near-permanent relationship with the employer, and (d) the employee had a material role in maintaining the relationship with employer that is the subject of the non-solicitation agreement."</p>
<p>Garth</p>	<p>"I strongly support the passing of this rule. Non-compete clauses are an unfair method of competition and are coercive to workers."</p>
<p>Kevin</p>	<p>"Non-compete clauses are necessary to protect the business investment of hiring new professionals (investment = losses for a period of time) as the new professionals ramp up their expertise and customer base in a specific geography. If businesses cannot have that protection, then they will pay lower wages knowing there's the risk that the employees take the knowledge and customer base the business across the street. Non-compete clauses are part of private contracts that are negotiated at arm's length. The government should not intervene in private contracts."</p>
<p>Alan</p>	<p>"I am totally against non-compete agreements. It is right now preventing me from pursuing my own business to better care for my family."</p>
<p>Esther</p>	<p>"I strongly support the non-compete clause"</p>
<p>Kathleen</p>	<p>"I strongly support a ban on non-compete clauses in healthcare. Non-compete clauses have dubious purpose in the delivery of quality healthcare, disrupt the relationships, and result in the exit of doctors from the workforce in a time where we are already short-staffed."</p>

Amy	<p>"Please consider this case very seriously. Non competes are very limiting for the employee and feels like corporate indentured servitude all over again. Companies know that they have you on the hook by baiting you with income agreements and then you are forced to stay with a company - especially those with specialized industry knowledge. The way these agreements are written it makes it almost impossible for someone to earn a comparable wage for a year or more."</p>
David	<p>"Hello I am a physician with a non compete. I think it is unfair. I work for a multibillion dollar health care corporation with lots of easy ways to maintain their patients- having their other specialists within the same system, having their records on file with their EMR, etc. It simply would not be that easy to poach patients if I were to move to another healthcare system. So if I leave it is no big deal for them, however for me I would have to move me and my family to another city just to continue working."</p>
Barbara	<p>"Anything that reduces the power of business over workers, is all to the good and will help preserve our shrinking middle class."</p>
Curtis	<p>"Reminds me of the Jim Crow laws of return. If a worker escaped or left a bad job, he could be returned to his old job."</p>
Thomas	<p>"I agree with the proposed rule. I am a physician working for a large independent physician group. My contract has a 15 mile radius in the Chicago market. This severely limits my options for changing positions. This also restricts my ability to make a living. The medical group has changed the compensation plan without a change to our contract. This new plan will reduce the compensation for 25 physicians. The non compete clause limits any bargaining power with management. The risk of retaliation is high, the group has retaliated with other physicians in the past. The proposed rule could help increase our ability to change jobs and see more patients at another job or to continue to build our practice and see more patients. I understand this is selfish, but this has affected a significant number of my coworkers as well as other physician friends in other regions affected by this. Thank you for allowing to comment on this issue. It is important and significant"</p>
Michael	<p>"Hello, I wanted to voice my strong support for banning non-compete clauses. Non-compete clauses chill workers rights and abilities to advance within their industry. Additionally, they unfairly favor private businesses while chilling competition within their marketplace, which has a negative effect on the market and larger economy. Capitalism demands competition and by allowing private businesses to bar their employees from freely moving to other companies within their industry we aren't allowing the competition that capitalism relies on. I hope you will put individual workers rights ahead of larger businesses and agree to ban non-compete clauses. Thank you"</p>
Colin	<p>"As a physician I strongly support banning non compete clauses. These are inherently undemocratic and solodify power in the hands of large corporations. In</p>

	healthcare, power is quite concentrated within large healthcare systems, especially at a regional level. Non competes artificially lower physician pay (which is why the AIA strongly opposes this action) and lower competition within the healthcare space for pay, benefits and improved patient care/facilities."
Crey	" Dear Chair Lina Khan, "I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. I am a union operator. I would love to see the workforce to have more freedom. Thank you for your work, and please issue a final rule that bans noncompete agreements."
Angel	"As a family physician I am completely in agreement to remove any kind of non compete clauses as it basically strangle physician to negotiate fair compensation and competitive pay by forcing us away from the patients that trust is"
Jessica	"I strongly support banning non compete clauses. They hinder care especially in the underserved population. I work in child and adolescent psychiatry which typically have wait-lists in the 6 month range or more. This prevents care in our most vulnerable populations"
Aleisha	"Thank you. Due to inflation, the high cost of housing in the Chicagoland area, and working for a non-profit organization, I am unable to afford an apartment in Chicago. This rule to void existing non-competes is wonderful as I will be able to work more, provide more services to the public, and earn more to be able to afford housing and food as a result of working Thank you so much for this rule."
Ashwani	"I am a primary care physician and I am in favor of ending noncompete clauses which affect physicians that have to let go of a patient panel and seek jobs at least 10-25 miles away when looking for alternative options. This might keep a physician under unfavorable conditions and lock them out of other opportunities for growth and also encourage corporations to create more unfavorable conditions for them."
Dane	"Please get rid of non-competes. Please."
Alex	"Non-competes are bad for innovation and limit wage growth and opportunities for employees. They are harming economic prosperity and should be banned outright"
Maria	"I feel that non-compete's are used primarily to curtail workers wages and intimidate workers into not using their full leverage when negotiating with their employers. I think at their core con-compete clauses are anti-freedom and inhibit workers from making their own decisions within the labor market. I firmly support

	the proposal to end the practice of non-competes and to stop companies and businesses from being able to impose them."
RAJU	"This must include healthcare workers and physicians . For too long we have been treated differently allowing hospitals to essentially capture us at a young age and then threaten if we leave they will use the non compete to financially destroy us. It also can hurt access for patients as well. I fully support the end is non compete clauses."
Carl	"I am a small business owner providing professional consulting services. On principle, my company does not require our employees to sign non-compete contracts, even though they have access to proprietary information, because we do not believe we have the right to prevent our staff from making a living, whether that living is made with us or anyone else. That companies employing staff having access to no sensitive information are allowed to restrict their employees in this way is unconscionable. This playing field is not level, the concentration of resources on business side of the equation makes it impossible for the individual to fight the restriction, and untold suffering results. Change this rule."
C.	"I fully support the ban on non-compete clauses within employment contracts. My employer sent one out mid-week and forced ALL employees to sign within 2 days. We had no chance to review or negotiate terms."
Alexander	"Healthcare is a specific scenario the FTC needs to address, in particular if as I understand it nonprofits will not be affected by this Rule. Very large, "nonprofit" healthcare organizations are dominating the market and establishing monopolies on care. There are many economic factors at play driving these changes (many driven by the government / CMS and payments). But specifically regarding this proposed rule, it is critical to understand how this will affect physicians . Approximately 74% of physicians are employed, many by these large nonprofit healthcare organizations. Thus, most doctors are now employees and are negatively affected by these noncompete clauses, similarly to other employees. Noncompete agreements in medicine were historically used to make sure a doctor didn't "hang a shingle up" across the street from his or her prior practice. This is clearly not how healthcare works anymore as the markets are dominated by very large healthcare organizations. Currently, most MDs go to college for 4 years, med school for 4 years, then are matched with a training program for 3-7 years (without specifically choosing their employer or location), then end up employed by a "nonprofit" organization. A noncompete clause for doctors limits negotiating ability, salary, mobility, location, and places additional unnecessary stressors on does and their families. If this Proposed Rule does NOT affect nonprofit organizations because it is under Section 5, then this proposed rule would severely and negatively affect doctors in an already stressed healthcare environment. (1) ban noncompetes for private practice doctors (where it still does make at least some sense for doctors to protect their privately held business) but yet (2) allow ongoing noncompete clauses for the massive nonprofit employers. It would continue to kill private practice and drive all MDs to be employed, taking even more power away from doctors and into the hands of corporations, and

	hurting hard working doctors. The FTC and the Proposed Rule should specifically ban noncompete clauses for nonprofit healthcare organizations."
Catherine	"I am a physician and strongly oppose non compete clauses. They prevent physicians from moving to another job without physically moving. They allow corporate medicine to manipulate doctors and prevent job negotiations."
Veronica	"To whom it may concern: It is time that these onerous, ridiculous and ANTICOMPETITIVE non-compete clauses be done away with. They only serve the interests of monopolies, while harming workers, consumers and communities, please and thanks"
Amit	"This rule should help the workers in the short term and long term. Specially, I want to make a comment about the employed physicians . Over the last decade, the Hospital systems have consolidated and in effect have a near monopoly in some of the regional markets. One of the features that enables them is the Non-compete clauses for the physicians and even nurses. This really handcuffs the physicians to poorly run health care systems, and also severely limits the physicians to be advocates for their patients or advocates for change. The current system is that if you are not happy with the way hospitals are being run, you have to uproot your family to find a different employment and the hospital systems have misused the broad non-compete clause to their advantage. This has lead to high physician dissatisfaction, burnout, poor patient care and most importantly limited competition and increased cost of care. This is a step in the right direction."
Amy	" Physicians should definitely be included. They play a critical role in the treatment team, and non- competes can lead to direct harm if patients when physicians are willing & able to care for them, but their hands are legally tied."
Erin	"Please end non-compete clauses in labor contracts. Businesses can require confidentiality and safeguarding of information to protect proprietary interests. There is no reason to allow for labor exploitation and taking away people's right to sell their labor as they choose."
Hintsa	"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 nile that bans noncompete agreements. Sincerely, Hintsa Hagos"
Dillon	"Ending my non compete could geatly increase my mobility within the geater labor force and help me fill in the blanks of a dynamic labor market. END NON COMPETES!"

<p>Simone</p>	<p>"Thank you for bringing this proposal forward. I would also request that this rule apply to non-profit hospital systems as well. As a physician working for a hospital system that is doing nothing regarding physician burnout, I would like to be able to leave and open up my own practice. However, I have been a member of this community for some 30 years, 20+ as a physician and I feel I owe it to the underserved members of this community to continue to provide excellent care for them; care they often do not receive with other clinicians they see or have seen. Leaving the area is not an option but neither is continuing to be complicit in the substandard care they receive without me and those of like minds. Reasons such as not wanting to uproot family and the hassle of having to move to another location also keep individuals in a community without the option of leaving. These physicians are increasingly prone to burnout which ultimately leads to substandard care for their patients. There may also be a ripple effect of an overall improvement in healthcare. Despite the misinformation that is often propagated about physicians, the vast majority simply want to be able to provide excellent care, high quality care to those individuals we are blessed to care for. It is the systems in which we function that often prevent us from doing this to the best of our ability. The only downside is for the organizations who use non-compete clauses to prevent them from having to replace clinicians. Please give us the freedom to be better."</p>
<p>H RONALD</p>	<p>"THIS IS JUST A NEW FORM OF RESTRICTING COMPETITION COUPLED WITH WAGE SLAVERY - ANYONE WHO CANNOT VISUALIZE THE DYNAMICS OF THIS LEGAL "SNAFU" IS A TRULY AN *** !"</p>
<p>Carol</p>	<p>"This law is unfair to the regular worker and once again gives all the power to big corporations. People should be able to change jobs no matter what job they choose to change to."</p>
<p>Catherine</p>	<p>"Please don't exclude physicians from non competes! We deserve the chance to stay in the same city if we move jobs and not upset our entire families and move somewhere completely new to make a change."</p>
<p>Juan Gerardo</p>	<p>"Non compete clauses for veterinarians should not exist"</p>
<p>Lisa</p>	<p>"Please eliminate the non-compete rule for employees in low wage jobs or jobs that have no reasonable need for a non-compete clause. I just watched the video in the New York Times. I've known hair stylists in this situation. In addition to what was covered in the video, it causes employees to stay employed with an employer they don't want to work for. It gives the employer too much power over employees. The employee can't ask for better working conditions or anything small because they are afraid of being fired. My hair stylist had to quit her main job because she had a side gig doing color in a different town. She wasn't a colorist at her main job, but they said she couldn't stay. It's very unfair."</p>
<p>Michael</p>	<p>"I support this change. As someone who had to sign a non compete clause for their first job I agree that they limit competition and innovation. They let</p>

	<p>companies rely on a legal document to motivate labor from its employees rather than competitive compensation."</p>
<p>Clinton</p>	<p>"Hospitals may need some protections so provider's don't use hospital resources to build a patient load and then take them all across the street, but non-competes are currently used as tools to impose de facto ownership of workers that enables tremendous abuse. I highly encourage this type of proposed rule after twelve solid months of my attempts as an emergency physician to open my own non-emergency practice failed to convince my hospital to lower the legal gm from my head. An email I wrote to my hospital's CEO today, in the last month of my employment, based on my understanding of the contract and Illinois law: Dr. ***, BLUF: This is a summary of how I eagerly returned home to work as an emergency physician at *** after military service and was systematically disenfranchised and driven out of the organization over the period of two years. I hope you can appreciate the disconnect between ***'s stated values and the draconian power plays of your legal department. The FTC's proposed rule on eliminating non-competes has entered a comment period just as I am ending my time at *** due to the very same issue. As you may know, ***'s physician employment contract imposes extensive restrictions and my last 18 months are a case-study in why non-compete reform is both ethical and inevitable. I left all my family and served on active duty for seven years, being stationed as far away as ***, before returning home to central ***. I was gone for the death of close family members and other important personal milestones and stood ready to be deployed as an emergency medicine physician to any combat zone so that we, as free people, can choose our own destinies. I looked forward to finally having my own chance at exercising the freedom that I'd sacrificed the better part of a decade for when I was able to return home during the summer of 2020. Unfortunately, I signed a *** physician employment contract and bought a house. One year after separating from the Army, I learned that this contract allowed *** to use litigation to prevent me from any other work in the healthcare field within 50 miles. In practice, of course, this really means nearly 100 (next closest cities being ***, ***, etc). I also learned that Illinois is an employment at-will state. This combination means that *** can terminate one's employment at any time, for any reason, and then banish them from making any living in the healthcare field for three years. Its nature allows for tremendous employee abuse in the wrong leadership's hands. And if I want to keep living and working near my family, I would have to keep working for *** for the rest of my career. Is this the freedom I served to protect? With regard to my specific case, I was treated very much like property because, well, the contract pretty much treats us like property. I am attaching a document with all of my relevant correspondence. I have been most disappointment with ***'s inability to show any kind of humanity after this direct email, though it is consistent with the overall theme, and the series of half-truths ending with what I can only consider either intentional misleading or sheer incompetence from *** (as a representative of the legal department). Regardless of how the FTC's proposed rule turns out, I hope for the sake of future physicians you can facilitate reform of the employment contract in such a way that provides common sense protections for the hospital without demanding complete control of your physicians. There seemed to be some persistent belief that I was trying to game the system, so I have waited until now, when I am not asking for any</p>

	<p>contractual concession, to share this with you. I do hope that there is some accountability for the people responsible for wasting so much of my time, money, and emotional energy and that the physicians that follow me are treated like free people with their own aspirations rather than property, but that is for you to decide. [several quoted mails] Ironically, the best way to stifle my entrepreneurial spirit would have been to keep me happy and working at ***. Starting a business is absolutely saturated with overwhelming unknowns and risks, and frankly, it's really hard to imagine how I could make any real dent in ***'s business. Like Minute Maid driving up and crushing some kid's lemonade stand, all of this just comes across as bullying. I like to think that I'm pretty smart and that I have vision, but I have to admit, I never imagined that this organization that I have thought so highly of for so long would be this petty. _*** I have attached a document will all relevant correspondence. It blew my mind to learn how these kinds of contracts are legal and, as a business owner myself, I KNOW these contracts can be limited in a way that provides reasonable business protections without the frank abuse of employees that current contracts allow."</p>
<p>Hadyn</p>	<p>"I support this proposal without reservation. Hospital systems should not have the ability to prevent an employee from seeking alternative employment in any geographical region at any time. As is the case for many physicians, I own a home in the region in which I work, my children attend school, and my family has formed numerous community connections. Non-compete clauses place an undue burden on physicians and their families in the event that a term of employment comes to an end at a given hospital. Physicians are then forced to either travel long distances for employment, or to uproot their families and relocate when they are unable to seek employment at other hospitals in their geographic region."</p>
<p>Hattie</p>	<p>"Non-compete clauses are problematic for employees because they reinforce the imbalance of power in the employee-employer relationship. They also limit the mobility of workers, and limit local employers from recruiting talent, and suppress wages. Given the investment required to obtain a skillset or knowledge base, it is an employee's right to use their human capital as they see fit in the industry of their choice. A federal ban on non-compete clauses is an step towards equity in a free market that tends primarily to benefit capital/management, while leaving effective clauses, such as non-solicitation, revolving door restrictions and enforcement of intellectual property rights intact."</p>
<p>Andrea</p>	<p>"I am a physician with subspecialty training I devoted 10 years of my life beyond college and 450K to acquire the knowledge and skill to form meaningful relationships and deliver quality care to my patients. I started out in private practice but within 10 years, private practices were crushed by hospitals that were then bought out by larger "health care systems". The majority of those who held out have now been bought out by private equity groups. The goal of these conglomerates is to make more money for the shareholders and CEO's. Well compensated doctors average 250k and are on call 24/7 every day of the year including holidays and are liable for every word they say and decision they make. The CEO's and shareholders make MILLIONS of dollars a year. They are paid by the government to accept Medicaid and Medicare but the doctors are</p>

	<p>compensated on their productivity/collections. Medicare cuts reimbursement by 4-5% every year. I feel very strongly that non competes have no place in health care. These companies have not invested a penny in the training of doctors; on the contrary WE serve THEM essentially for free during our training so they cannot support the argument that non competes protect them from loosing out on their investments. They cannot support the claim that they will lose confidential information because patients have a right to their own medical records and to choose their doctors. They cannot support the claim that they fonn meaningful relationships with their clients because relationships are formed between the doctor and the patient, not the corporation whose goal is to get as many patients in and out as possible. Non competes make it virtually impossible for doctors to leave their employers without have to relocate their entire families and start from scratch without a referral network. Many doctors have taken early retirement or left medicine altogether because the prospects are so dim. We all agree that access to medical care is a big problem. Non competes make that even harder. Those that stay in the corporate system are overworked and under appreciated and cannot possibly deliver good care under those conditions. To the argument that noncompetes are necessary to avoid excessive employee turnover I would suggest that a better way to retain doctors (and by extension patients) is not to treat doctors like they are indentured servants who are easily replaceable by mid-level providers. Non competes might make sense to protect smaller practices from losing employees but should not exist to put profits over patients."</p>
Charles	<p>"Not compete clauses aren't about competing. It is about trying to trap employees in their job. It need to the and needed to decades ago. Just another tool abused by corporations these days."</p>
Stephanie	<p>"I urge the FTC to eliminate these NDAs and protect the rights of American workers"</p>
Erik	<p>"I strongly support this effort to remove non-compete clauses. In 2010 I worked for Native Staffing which contracted me out to Siemens, which contracted me to Cigna in Illinois to perform technical work on computer systems. Three months into the job, Siemens lost the contract with Cigna. The company that won the contract approached me about continuing the same work at Cigna while being employed by them. My 6 month non-compete with Native Staffing did not allow me to work at Cigna. The new company encouraged me to ignore this but they had their own non-compete clause. Theirs was for 2 years and included a provision requiring me to pay them a quarter (25%) of my first year's pay or \$10,000 if I signed on and later violated their non-compete. When I asked if this provision could be removed from the new contract they declined. My conclusions from this are that a non-compete arbitrarily ended my employment, which was otherwise going fine and would have continued. Additionally, if my employer wanted recompense for their services in finding and hiring me they could have negotiated that as part of the contract they held with another corporation. I could negotiated on my own but none of these companies had any reason to listen to me. In 2011 I was employed by Robert Half International Inc. to fulfill a contract with Gigenet. Robert Half International imposed a non-compete and Gigenet later</p>

	<p>asked me to violate it. Again I was asked to accept the consequences of violating a non-compete so one corporation would not have to pay another. Most of my work since 2010 has been as an employee for staffing firms where my continued employment is contingent upon my employer retaining a contract with another company or organization. These almost always include non-compete clauses. Where those were not present there was no meaningful impact for my employer that I could discern. Except for the scenario where a non-compete clause is between a buyer and seller of a business, I support a unitbnn ban on non-compete clauses for all workers regardless of category. It simplifies application of the ban, causes gains for any category of worker to apply to all workers, and it may have very useful effects on the trend for businesses to get bigger and closer to forming monopolies. If a big business needs to pay the top executives and employees enough that they could afford to create new competing businesses then that may function as an incentive to narrow the pay gap between those employees and the lowest paid employees of the company. Existing protections for trade secrets already give employers the means to combat theft in those areas. Please move forward with this proposed rule as it stands."</p>
Khalid	<p>"I oppose restrictions, like covenants on physicians. This limits out livelihood. Times have changed and so should our rules."</p>
Paula	<p>"I fully support the abolition of non-compete agreements. Employers have long used non-competes as tools of intimidation against workers. They are by their very nature un-American."</p>
Carol	<p>"I believe the non-compete clause prevents the free flow of labor and inhibits justified wage increases for individuals and thus should be abolished. It effects so many more people than one might expect -- and in all salary ranges. One example of a small field which is negatively impacted by non-competes are veterinarians. Many regular veterinarians have non-competes but the most onerous of these are for veterinary specialists (cardiologists, neurologists, oncologists, etc.) The specialty hospitals which employ these specialists are almost exclusively owned by large corporations and they all insist that prospective employees sign a non-compete or they will not be hired. These are extremely harsh non-competes -- 2 years and 25 miles. This prevents anyone from leaving unless they move out of town. They can't make a 50 mile daily commute and then sometimes be on call and come in at night! Furthermore, in this industry all these hospitals are clustered within a big city which can support them so they can literally all be within a 25 mile radius. These specialists often have to move out of state in order to leave their job. How disruptive for their families! These non-competes give the balance of power to these large corporations at the expense of the workers, once hired. There is no need for the corporations to raise salaries because no one is able to leave to improve their salary as in other fields, since the non-compete would require them to move or not work for two years. I have read that non-competes might only be eliminated beneath a certain level of income. This implies that anyone who makes more than this threshold is assumed to hold trade secrets or something due to their status. In the case of these veterinarians, everything they learned was in vet</p>

	<p>school or residency, not from work. Signing a non-disclosure and a non-solicitation should be adequate protection for these corporations who employ them. Also, these specialists, after graduating from college, attend 4 years of vet school, then 4 years of internship and residency during which they earn less than \$30,000 so after all of these years of training and little income, need to make money to compensate for all of these years and shouldn't have their income artificially restrained. Finally, many have large student loan balances which they need to pay back so they need the ability to negotiate for wage improvement over the years which the non-compete prevents them from doing. In conclusion, this is an example of an industry where ownership is concentrated in the hands of a few corporate owners. They have undue power over their employees because of the non-competes. It tilts the scale to the benefit of the corporate owners to the detriment of the employees."</p>
<p>Heidi</p>	<p>"I agree with dumping the non-compete"</p>
<p>Haseeb</p>	<p>"I support the ban on non competing clause for the sake of patient care since patients who know their physicians for years can't be deprived of their physicians who took care of them for years just because a physician leaves an organization or viceversa. If the physician still wishes to stay in the neighborhood to serve the patients in the local community, they should be allowed to do so. The existing non competing clause deprives patients their right to retain their physician. It will better for patients and physicians."</p>
<p>Konstantin</p>	<p>"To whom it may concern, I am expressing my full support for Non-Compete Clause Rulemaking, Matter No. P201200. Non-compete clauses are a predatory practice designed to place employees at a significant disadvantage, limiting competition and forcing employees to accept and endure substandard conditions. Talent recruitment and retention should be done through offering superior working conditions and incentives, rather than through disempowerment and fear."</p>
<p>John</p>	<p>"In 2008 was in the hose industry - hydraulic industrial ... my role was a regional sales manager covering three states. I left the company to work for a competitor. My pay went from 80k to 100k...when I immediately left my former employee sued me for breach of non-compete and my new employer did not support me with any legal representation. The new employer terminated my employment. Resulting in me being unemployed. I was without unemployment insurance because I had left the company to work for another and the new company after two week did not provide any financial assistance... the great housing crash of 2008 was thereafter... I was without employment for over a year and a half causing me to deplete my 401k to pay my monthly bills.. non compete should not exist, I paid the price then and for my future retirement"</p>
<p>Samar</p>	<p>"I applaud the FTC for finally addressing this archaic practice of stifling entrepreneurs and innovators. They spend most of their lives learning and perfecting their craft only to be curtailed by large corporations."</p>

<p>Avi-Yona</p>	<p>"I support the end of non-compete clauses. Non-compete clauses are taking over the teaching industry. Are we really not meant to teach as many students as possible, regardless of whatever brand decides to make some third party money off it by hopping in-between us? Instead of indentured servitude, it's just indentured punishment for letting the market (or common sense) determine what you're worth."</p>
<p>Daniel</p>	<p>"Hello, [...] I'm a Physician Assistant in Chicago, Illinois. I'm very much in support of this ban as non-competes not only trap workers but promote less investment from an employers side to better a workplace as they know the employee is likely to have to accept the circumstances given the non compete. This would greatly improve the work lives of healthcare providers and allow us to provide greater care!"</p>
<p>Lori</p>	<p>"I am a family physician. Trust me, there are no "trade secrets" to protect. And, these days, it is not so easy for patients to pick up and move their care across town to follow a doctor. They are more likely to be locked into a particular health system by their insurance company. What these noncompete clauses in physician contracts essentially do is allow large medical groups to treat us just poorly enough that we will not move our families away from their schools and friends. They change our employment conditions with a knowledge that most of us will take it. I live in a smaller metro area surrounded by many rural areas. These rural areas are often very short of physicians. Perhaps they would be more grateful to have us and treat us with some semblance of professional respect. It certainly would be a good thing for their rural patients. I suspect abolishing these non-competes for physicians will result in some escape to these communities, as well as some people, deciding to go out on their own and be independents in our community."</p>
<p>Margo</p>	<p>"I am retired now. Most of my career was spent in the technology sector which has a history of heavily relying on the use of non compete clauses. I'm my experience those clauses were used as handcuffs for employees. Companies should focus on employee satisfaction to retain workers, not use threats to keep them. I am in favor of elimination non compete clauses"</p>
<p>Nathan</p>	<p>" I believe this is the correct way of promoting business growth and create a stonger economy. I am in the accounting field and this has caused harm to me and my family. I was working for a company that is a non profit that works mostly in the farming sector. It has had issues with management and unequal pay for several years. I left them once and came back after a major change in the organization only to find that the issues that were there before are still present. I voiced my opinions and tried to work past problems in the organization and in the office that I worked in, but found no attempt for change or willingness to find resolutions. It was not a great environment to work in and seen no end in site. I decided to leave and start my own business and worked with another firm that the owner wanted to retire. I did not actively reach out to clients. I had a noncompete with the company, and to be upfront and honest with them I told them exactly what I was doing and offered to pay for the clients that I wanted to</p>

	<p>take with me. They worked with me on this, and even put together revenues amounts for those clients. Two weeks before leaving I reached out to two clients that were on the list to purchase from them and just told them I was leaving and told them I was working with the company to purchase their account if they wanted to come with me. The management team found out about that and then stopped communicating with me about purchasing clients. The following week I received a letter from their attorney to cease and desist. After I left I did not actively call up any of their clients, but had numerous clients call me up wanting to work with me. About 10 months later I received notice from the courthouse they were suing me for being in violation of the noncompete. Months later and we still havent resolved the case and they won't move forward with what they want from me. These noncompete agreements hamper competition and growth. I would like to do more, but in fear of having to pay them I am treading water to see what the outcomes is and how much it will cost me. I know other co workers have left as well and are in the same situation. These agreements has been a strain on my family and want to move on and grow my business, but there are lots of unknowns at this point. "</p>
Mia	<p>"Please stop non compete clauses for anyone in health care."</p>
Jeffrey	<p>"Dear Federal Trade Commission, I am writing today to strongly support your proposed rule to ban non-compete clauses in the healthcare industry. As a physician, I believe that non- compete clauses are detrimental to both the healthcare industry and patients. Non-compete clauses restrict healthy competition in the industry and give employers unfair leverage during contract negotiations. This can lead to lower wages and reduced benefits for physicians, making it more difficult for them to provide quality care for their patients. Non-compete clauses often require physicians to relocate their families to a new city or state. This is disruptive to both the physician and their family, and can have a negative impact on the continuity of care that patients receive. Additionally, non-compete clauses can limit patient access to specialty care. When physicians are restricted from practicing in certain areas, patients may not be able to access the care they need. This is especially true in rural and underserved areas, where access to specialty care is already limited. For all of these reasons. I believe that non-compete clauses should be banned in the healthcare industry. They are detrimental to both physicians and patients, and do not benefit anyone. I urge you to move forward with your proposed rule and ban non-compete clauses. Sincerely, Jeffrey Jenson M.D."</p>
Basant	<p>"It should be removed as this restrict the freedom of choice."</p>
Mariah	<p>"Please ban non-competes. My field is very narrow. I have a Master's Degree in my field, and am only qualified for a single clinical position. To put it in perspective, there are less then ten schools for this degree in the United States. Unless I give up my career, I can do nothing else. I was hired by the biggest company that owns shops all across the United States. Starting my residency, I. was made to sign a two year, 50 mile from the nearest branch non- compete. To get a different job when the working conditions became unbearable, I had to</p>

	<p>either move my family across the country or drive over an hour each way. I chose to move, as the next closest location was almost two hours away. And technically, it was labeled as ANY clinic location, which I would still be in violation of, but know would not hold up in court. Our office was kept at half staff for three years before I finally quit. If there wasn't a non- compete and clinicians could make lateral shifts, I firmly believe that the company would have made more of an effort to improve our quality of life instead of simply telling us to make budget by putting in more unpaid hours. Non-competes are coercive and trap people like me, with a narrow scope of practice, in bad work environments because of the social and monetary costs of moving to try and escape them. Please get rid of them so no one else has to feel trapped."</p>
India	<p>"I think that non-compete clauses are harmful to health care workers like nurses and physicians limiting their practice."</p>
Cherie	<p>"I am totally in favor of the proposed FCC rule to ban companies from requiring workers to sign noncompete agreements. Companies use noncompete provisions to keep workers from leaving for better jobs. My daughter was routinely subject to non-compete employment clauses when she worked in various beauty salons. They banned her from obtaining employment in another salon within 25 miles. This allowed the salon she was employed at to take advantage of her in terms of hours and wages. Because she had a child, she couldn't just leave the area to work farther away, she was stuck. The FCC estimates that if this rule goes into effect, workers' wages would rise by \$300 billion per year and an estimated 30 million Americans would have better career opportunities. And the rule will also stop companies from requiring workers to reimburse them for certain kinds of training if they leave before a certain period of time, an alternate strategy some companies have used when their noncompete provisions were scrutinized. If the training in question "is not reasonably related to the costs the employer incurred for training the worker", it will be banned and this is how it should be. Please enact this mandatory ban on non- compete agreements."</p>
Maurene	<p>"Fully support the end of non compete clauses! This will be a welcome change and force employers to work harder to keep their employees."</p>
Maureen	<p>"Please stop the use of non compete clauses. If an employer wants someone to stay, they should treat them well. Non competes are abusive."</p>
Cezary	<p>"Stop taking away people's options to interact how we want in the market. Instead, focus on empowering people to make the deals that we want to make, such as through the Universal Basic Income. Also, i make myself available to you for consultation. For more perspective on this issue, i invite you to watch a YouTube show my team, Interactive Media 16, has recently recorded to discuss your proposal https://www.youtube.com/watch?v=SXEeKeSKsfM"</p>
Destiny	<p>"A statement in favor of banning of non-compete agreements. Like most millennials, my career began with an entry level position shortly after the</p>

	<p>completion of an undergraduate degree. Unlike most in my generation, I have continued at the same company because of frequent promotions and steady, challenging projects. My current role as a key strategic decision-maker required the signing of a non-compete agreement. Though I have no plans to move to another company at the moment, I expect this will be necessary in the future - at best, to continue my career growth and support myself and my growing family; and at worst, due to economic constraints of my industry. Even the idea of continuing my current role and responsibilities and looking for a new position, all while managing a young family is intimidating and exhausting. Trying to manage all of the above while also navigating around a non-compete agreement is unthinkable. It is a fact of my life that my non-compete agreement will eventually stunt my career growth, which in turn will hinder my family's financial stability. My story is not unique across America. While I understand the reasons companies force employees to sign non-competes, the nation's economic growth is more important than the growth of the companies that already have financial security and will continue to be stable, with or without non-compete agreements. For my future and the future of America's working people, please ban non-compete clauses. Thank you."</p>
<p>Robert</p>	<p>"A nationwide ban on non-compete clauses is an excellent step in favor of workers' rights. These rights need to be expanded to include ALL workers, though. Having carve-outs for specific employers still limits the rights of many people. As a physician, I would have to leave my home and relocate should I wish to find new employment. This is wholly unacceptable as a way of doing business. Having to compete in the marketplace with other employers will fundamentally improve the health care system."</p>
<p>Jake</p>	<p>"Dear Chair Lina Khan, I support the 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. 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, Jake Kaufman Chicago, IL"</p>
<p>Kay</p>	<p>"Non compete clauses are a burden for employees and are designed to put fear in them or punish them if they leave an employer. It forces them to stay in jobs that are detrimental to them for fear of leaving and getting another job close by without needing to disrupt their entire families lives. There should be a common sense approach to this clause. Restricting it to 1-2 miles will be reasonable for employees. But some employers are forcing employees to sign non competes that restrict them from a 15-20 mile radius. Which means if employees quit, they have to move."</p>
<p>Lamaretta</p>	<p>"Non-Compete Clause Rulemaking, Matter No. P201200 I am currently under a non-compete despite having no trade-secret or proprietary knowledge of my company. Additionally, my company, which acts as a lead generator for major</p>

	<p>insurance carriers in the Medicare Advantage industry, has not developed any proprietary technology, sales tactics, or consumer data that differs from that of any other agency with which it competes. They eliminated my role and thus I am unable to pursue a role with ANY other company in the Medicare Advantage space for a period of two years. This would include any company or carrier that also sells products beyond Medicare Advantage. Additionally, my noncompete is global, lasts two years, AND is the same noncompete given to everyone from a front line customer service rep to a C-suite exec. Therefore, I am being forced to ignore my most recent skills and industry and look for a job outside of the health insurance industry. The noncompete is unnecessarily punitive and prevents someone who was let go from a job from seeking new employment in that industry where their skills are most aligned. I support the elimination of broad non-competes. If companies want to utilize non-competes they need to be written more narrowly and based on the actual knowledge and role of the person previously employed."</p>
<p>Nicole</p>	<p>"Please work to undue noncompete clauses for physicians. Physicians may need to change jobs for many reasons but this shouldn't mean they have to abandon the community and patients they care for."</p>
<p>Stacy</p>	<p>"I am a professional recruiter aka headhunter in IL. Non-competes are standard in my industry and after building a book of business for 10 years I moved companies and lost \$200,000 in annual earnings to do that. My past company suffered the loss of my clients and my new employer couldn't access them either so it was a hit to both employers and mostly myself and my family. I firmly support this action to create a more free marketplace for sales professionals of all types."</p>
<p>Patricia</p>	<p>"I am a Home Instead franchisee owning two franchises and employing approximately 135 individuals in the community. The two franchises have been operational under my ownership for over 2 decades and in compliance with all franchise agreement directives. A solid business has been built and run providing hundreds of jobs and millions in revenue for the state.</p> <p>The purpose of this letter is to discuss how the noncompete agreement that I was required to sign in connection with the signing of my franchise agreement may cause me to be forced to relinquish my business or sell for pennies on the dollar due to recent changes unilaterally made by the franchisor.</p> <p>In August 2021, our franchisor – Home Instead, Inc. – was purchased by Honor Technology, Inc. – a private-equity/venture-capital backed entity. Franchisees had no say in the and only found out after the fact. Honor is attempting to fundamentally change our franchisee-franchisor relationship and business model in a way that I do not support. The following changes are set to be implemented:</p> <ul style="list-style-type: none"> • Current franchise agreement is for a term of 10 years, but the new franchisor is changing it to only a term of 5 years, which I will be required to sign upon renewal, and which I do not approve of. This duration will also limit SBA financing for any potential buyer thus making resale more difficult. • The new franchisor has announced that it is increasing performance standards in our franchise agreement based on adjusting for current day dollar values. This

	<p>will increase the monthly minimum revenue to triple the amount from my current agreement. The franchise agreement is up for renewal in approx. 18 months. A near impossible feat even in the best of times and more so on the heels of the pandemic and a worker shortage. If those minimums are not met prior to renewal, the franchisor will not renew the agreement and effectively take over all the employees and clients. Essentially “stealing” a million dollar business and I will be held to a non-compete agreement with no recourse and lose my retirement asset.</p> <ul style="list-style-type: none"> • The franchisor installed Honor corporate offices within my protected territory and are competing with all local Home Insteads for clients and employees. • Beginning 1 May, we will be required to download all our monthly finances from quickbooks for franchisor assessment. I do not agree with this process as I am considered an independently owned and operated business and should not be required to turn over details of non-essential finances. • Royalties are being adjusted from 5% to a scale of 4-7% based on monthly growth along with the 2% current marketing fee and a new technology fee of \$500/month with no new technology provided and additional technology costs being added. • Franchisor is now no longer required to provide franchisee support which is the whole reason I initially purchased a franchise. <p>I am now in an involuntary contractual relationship business, and it severely limits my ability to create or own another similar business. If the franchisor is allowed to change the terms of the agreement so onerously as to not have franchisees qualify for renewal or set terms that so severely change and limit your ability to make a profit, then I should not be held to a non-compete agreement which forces me to lose all employees and clients. The economic penalty of not renewing is overwhelming, thereby forcing me to renew with an entity and agree to terms that I would not otherwise do.</p> <p>As such, I ask that you consider banning post-contract non-compete clauses in franchise agreements. Because of the noncompete agreement, I effectively am unable to leave the relationship, even when the term of my existing franchise agreement ends. The franchisor can effectively impose conditions which make it unlikely or impossible to renew the franchise agreement after years of building a business. This provides the opportunity for the Equity Group (franchisor) to take over your business knowing that you have no recourse due to the non-compete."</p>
Sheryl	<p>"I have been subject to a Non Compete document and when the economy got really bad and I couldn't accept positions that I wanted and had to accept positions that were a detriment to my economic reality. 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>
Afshin	<p>"As a physician with a family the non compete drastically hinders our ability to provide appropriate care to our patients. Being from a small rural town it is impossible to provide the care our patients deserve with the noncompete in</p>

	<p>place. I have first hand seen physicians who were born and raised in my hometown come back to work at one of the two local hospitals. They provided top care and due to being local were very well known and respected within our community. However, due to the noncompete they were forced to uproot themselves and their families from the town they were born, the patients who trusted them, tear their children from their grandparents all because they weren't allowed to work within this same town, for hospital profits. These were stand up physicians who were from our own hometown who were forced to leave because of the noncompete. .Once we are under contract with a hospital and a noncompete is in effect we are unable to continue to care for our or any patients in the community we have vested in from a medical standpoint or just as a community. We are forced to uproot our children from their schools, friends and any social circle they are in. After investing in a community and providing that community and patients the ability to trust a physician, Patients are left to fend for themselves without the ability to have any continuity of care or ability to see a physician who they trust or know . In all families suffer, patients are not able to continue the continuity of care, physicians are forced to move or at best commute far away for their jobs and back to their families, children are forced to uproot their lives all for hospital profitability. Administrators main concern is to maintain patients within their system alone. Administrators who have never once seen or provided any bedside patient care make these decisions. The noncompete is never been or will be for the benefit of the patients, but is for the benefit of hospitals profitability. This is not how are healthcare should be. Do away with the non compete and be a part of improving patient care, helping physicians lives and children being able to maintain normality in their lives, staying within their family unit(including grandparents) without unnecessary movement."</p>
Rahul	"It should include physicians and also non-profit hospitals."
Deepak	"We should eliminate non compete clause for physicians . DK"
Seungjun	"I fully support this proposed nde especially for physicians and surgeons"
Matt	"I am STRONGLY in favor of eliminating non-compete clauses. As a Social Worker , non-compete clauses are often used to keep mental health professionals working in lower paying jobs rather than leaving to start their own practice or working for a different company in a better paying job."
Jeff	"Non-compete agreements have no place in the 21st century economy, and serve only to subvert the free market - one of America's most cherished principles - by putting an artificial cap on the ability of workers to seek the highest possible wages for their labor, and on the ability of companies to offer those wages. It is my hope that the FTC implements this rule to ban new, and invalidate current, noncompete agreements."
Deena	"Non-compete clauses in contracts restrict the free market and prevent the growth of the medicine. When there's already a preexisting shortage of

	physicians , imposing a non-compete is counter productive to providing adequate healthcare since it drives away physicians."
Emily	"Please consider adding employers who are not for profit to this proposal. There is no reason workers of not for profits should have lower standards than other workers."
David	"I absolutely support the abolishment of the anti compete clauses in contracts. They stifle innovation and can trap workers in poor conditions due to lack of available work"
Ali	"To Whom It May Concern, This is exceptionally important for workers in the healthcare field. When we are hired by large corporations we are subjected to very wide and long non- compete clauses/restrictive covenants that do real damage to our careers and families. For instance, my restrictive covenant is 2 years and 25 miles. I would have to move out of state to change jobs. There was no possible way to negotiate this out of my contract. As most healthcare organizations are not for profit. This MUST APPLY TO 501-3c organizations as well or else it is meaningless Please help us. We have already been through so much with the pandemic. Thank you."
Ellen	"I am a veterinarian so am very familiar with non-compete clauses in my profession, though I have never personally had to sign one. I feel they should be banned. They are definitely unfair to the person who is affected by them. They keep wages down as the individual cannot just leave to find another job unless they are willing to relocate to another community. The fear of taking business with them is out of proportion to the severe impacts it has on the individual. I opened my own veterinary clinic in 2015 and did not require my associate to sign one. I felt that if I had a good business environment and treated my employees fairly, they would stay. If they left and a few clients followed them, I would recover. I strongly encourage the ban of non-compete clauses for all businesses."
Mark	"I am in favor of the proposed rule to ban non-compete clauses. I am a professional employee specializing in a narrow field of chemical engineering , and my employer made me sign a non-complete agreement that prevents me from accepting job offers from my employer's competitors. Because my work experience is very narrow and specialized, any prospective new employer who values my work experience is likely to be a competitor of my employer and therefore covered by the non-compete agreement that I signed, and this has deterred me from seeking new employment. Furthermore, I've realized recently that my employer might not even like me much as an employee, because they have told me that I am free to quit and look for another job; however, they have not fired me, so I wonder if they might think the non-compete agreement might be more difficult to enforce against me if they fire me (rather than letting me quit voluntarily, which they have sometimes encouraged me to do when I was unhappy about something). For these reasons, I support the proposed rule to ban non-compete clauses, and I want to emphasize that the ban on non-compete clauses needs to apply also to professionals (not just to blue-collar workers in a

	lower pay category who have also been forced to sign unfair non-compete agreements in recent years).. Thank you."
Wyatt	"I am thankful that the FTC is finally actually doing their job and enforcing fair competition. For far too long, employers have gotten away with a million dirty little tricks like non-competes to keep their workers subdued and wages as low as possible. The FTC better go through with this, as it is a no-brainer. Go after monopolies next. But those trusts! Strengthen worker power with unions! This rule would affect me as a worker in mathematics . I don't currently work in tech, but I have avoided tech jobs for a number of reasons, including being scared of being locked in to a job that I hate by various contractual chains that prevent me from getting a new job in the same field if I were to quit."
Alex	"I strongly support this rule. It will encourage better conditions for workers while increasing innovation."
Emil	<p>"I am a property manager in Illinois and currently being sued for breaking a non compete clause. I am an on-site manager for a gated community for just under six years. The HOA decided to find a new management company due to my company's mishaps through a transition in ownership. The HOA wants to keep me as an employee under the new management company in which I accepted. My old company is now suing me for \$150,000.</p> <p>The noncompete is causing a huge burden and stress on my life. I merely want to remain working in the environment where I feel comfortable. I should not be penalized for something that is out of my control especially since the old management company was terminated and I was asked to stay. I take pride in my work and know that by staying is best for commute, pay and my livelihood. Please consider my situation in order for the case to be dismissed."</p>
Traci	"I am in support of this rule to end non-compete. It traps workers in harmful toxic work environments as hurts wage growth when workers have to move or take time off before switching to a new position. This impacts all types of laborers including healthcare workers greatly."
Denis	"Non compete clauses are used to prevent physicians from freely practicing and changing practices. This hurts the patients in the long run, especially in areas where one practice has a practical monopoly. Instead of staying and taking care of patients physicians are forced to move to other areas. Please ban non compete clauses. - concerned MD"
M	"I wholeheartedly support the proposed rule. As a physician , not only will employed physicians benefit but their patients will also benefit as well. Grateful for those who are working on this change!"
Joe	"Employees need to be able to get better jobs without having to be bound by non-compete contracts!"

<p>Emily</p>	<p>"I have a non-compete clause with my employer and it has prevented me from advancing my career. I don't have access to any confidential information. There's nothing that I can bring to a competing company besides my experience. Opportunity for growth is limited at my current company, so I'm stuck. Banning non-competes will open new opportunities."</p>
<p>David</p>	<p>"Non-competes area plague in the brokerage logistics space for far too long. They hamper growth in our industry by keeping young professionals in bad environments, or by forcing them out due to the threat of legal action. Non-competes keep wages down by preventing talented employees moving on to better paying roles and opportunities. I fully support the proposed rule."</p>
<p>Martin</p>	<p>"I am an independent private practice medical physician practitioner in favor of abolishing noncompete clause is in the medical arena. It has long baffled me that large hospital systems can pressure their physicians to keep their patient referrals in-house, the large medical or hospital system that employs them, as opposed to referring patients to the best doctor for the best care. That practice would be prevented with the dissolution of noncompete clauses. Many other medical practice-related statutes carry the justification that best and most appropriate care for a patient trumps the fiduciary aspect of patient referrals. How is it possible that large hospital systems are allowed to continue with these are ethical, if not illegal, restraint of trade practices? The dissolution of noncompete clauses in the medical arena will do nothing but allow private practice physicians to thrive, as opposed to being (unethically, if not illegally) shunned by the large hospital systems in most urban areas. It would allow the best quality of care for a patient: the patient will be referred to the best physician for their specific needs, as opposed to whatever physician is within the hospital system, regardless of clinical acumen. A Wall Street Journal article addressed this subject: 'The Hidden System That Explains How Your Doctor Makes Referrals' by By Anna Wilde Mathews and Melanie Evans Dec. 27, 2018 . Ask any private practice physician in an urban center, especially centers that are surrounded by large hospital systems, and you will find the same scenario. I see many physicians who used to be able to refer to me in social situations. They will invariably tell me "Marty, we really miss you and miss your patient care". What is left unsaid is the fact that they cannot send to me any longer. They arc either pressured from administration or, in a significant amount of instances, monetarily penalized. How is this legal? Mind you, when they, or family members, have medical issues that come under my purview as a physician, they have no problem coming to see me. Apparently, what is good enough for them is not good enough for their patients? I don't think so. Abolishing medical practice noncompete clauses will allow physicians to leave the large conglomerate medical systems that are taking over medical care, and to take their patients with them. The large medical systems, quite obviously to even the most naïve examiner, focus on profit as opposed to clinical outcomes and appropriate patient care. Unfortunately, the present patient data points for medical care really do not measure true quality of care. As a matter fact, simply ask any hospital system employed physician or nurse about the amount of pressure put upon them to strive for stellar patient satisfaction surveys. Being nice to a patient, is of course, of vital importance. It would really help if they</p>

	<p>would also value quality of care. That is absolutely not the case, I could give multiple examples of how patient satisfaction surveys and fiduciary concerns wholly override medical quality of care. By abolishing noncompete clauses, there would be less large system employed physicians who can have thriving medical practices outside of the conglomerates that control the patient flow. As should be obvious, patient flow and referrals are all dictated by administrators in these systems as opposed to physicians. Their wellspring of patient referrals cannot be equaled by independent private practitioners who don't have the massive marketing budget that these large health systems do. Independent practitioners used to rely on the word of mouth, by referring physicians, as well as patients. That is no clearly longer the case. One can no longer just hang the proverbial shingle and have the confidence that being a good doctor will allow you to maintain a practice. Noncompete clauses in the medical arena, will allow a patient to be referred to the best physician for their needs. Savvy patients often know to seek out the appropriate physician for them, whether in be inside or outside the medical system that employs their primary care physician and controls their referrals. Often less educated and disadvantaged patients do not have this ability. This population are often the ones who suffer. Supposedly, the health care insurance company's justification for disallowing physicians waiving patients co-pays, is about quality of care. Their claim is that patients should be allowed to make decisions absent monetary and fiduciary concerns. Why is that not the case with employed physicians, who cannot practice independently due to a noncompete clause? The quality of care delivered to patients without health system pressures on independent referring physicians would be vastly improved. Isn't our medical system supposed to value quality care over fiduciary factors and business-based physician restrictions? Attachments The I lidden System That Explains How Your Doctor Makes Referrals - WSJ The attachment is restricted to restrict all because it contains copyrighted data"</p>
Tracy	<p>"Non compete clauses ONLY benefit corporate interests. People should be able to take their skills with them. Non compete clauses should be made illegal"</p>
Shreya	<p>"Banning non-competes is the right decision. The agreements are predatory and typically used in conjunction with severance agreements to coerce employees to comply. They limit job prospects and protect the company without adequate compensation for the employee. An employee can follow a non disclosure agreement without also needing a non-compete."</p>
Todd	<p>"I am 100% in favor of eliminating the non-compete clauses. These non-compete clauses have enhanced the disparity of wealth in the US along with stifling small business innovation. I understand that the non-compete clauses damage workers' power from all income levels. I'm concerned with all but I think those living on the margins should not be subjected these onerous agreements."</p>
Joshua	<p>"Dear FTC, I have read and carefully considered the regulatory document regarding the proposed ban on non-compete policies. As a worker and a member of the public, I fully support this proposed rule change. Non-compete policies unfairly restrict workers from pursuing job opportunities and limit their ability to</p>

	<p>advance their careers. These policies can also stifle innovation and competition by preventing workers from using their skills and knowledge to benefit multiple companies. Based on my own personal experiences and conversations with other workers, I believe that non-compete policies have a negative impact on job mobility and career advancement. Additionally, I have reviewed scientific studies that demonstrate the detrimental effects of non-compete agreements on workers wages and economic opportunities. While there may be some trade-offs associated with banning non-compete policies, such as the potential for increased employee turnover, these concerns are outweighed by the benefits of allowing workers to fully utilize their skills and pursue new job opportunities. I appreciate the opportunity to share my views with the FTC, and I hope that you will consider implementing this proposed rule change. Thank you for your time and attention to this important issue. Sincerely, Joshua Lawrence"</p>
Stephen	<p>"Idea is great, especially for larger businesses where enough employees are affected to actually affect the job market in a region. should have exemptions for certain size businesses"</p>
Jennifer	<p>"I strongly support the new rule banning non-compete clauses. My family has been directly impacted by these. My dad lost his job after his union failed to reach an agreement with his previous employer, but because the old contract had a non-compete clause he was unable to work around our home. As a result, he now drives 50 miles across the state border for his current job. I find these completely unacceptable and am glad the FTC is working on behalf of worker's rights to fight them."</p>
Matthew	<p>"My name is Matthew. I am an attorney that represents workers impacted by non-competes. Non-competes are anti-worker, un-American, and do enormous damage to the innovation and mobility of our workers."</p>
Justin	<p>"Make non competes illegal for all, including physicians!"</p>
Michael	<p>"Thank you, thank you, thank you for proposing this rule. Non-compete and non-solicit agreements are clearly anti-competitive, and anti-employee. NDA's protect trade secrets, we should be free to move employment."</p>
Elizabeth	<p>"Please abolish this rule. It allows corporations too much power over individual workers. I have a two years non-compete in my previous job, and now I have to travel out of state for work."</p>
Asher	<p>"Please ban non-compete clauses from all contacts. They are a detriment to employee rights and only further emphasis an unfair balance of power between employers and employees as well as reduce competition and the value of highly skilled workers. Do not make exceptions for any field."</p>
Trixie	<p>"Non competes should be outlawed. I'm a physician who had to move my entire family by a county to continue working as a physician after leaving a hospital to avoid violating my non compete. The expense with my family's sacrifice is so</p>

	pointless. I'm contributing to the greater good so why make me give up my life to continue working as a physician?"
Kevin	"I wholeheartedly support the proposed rule. I am a management consultant and I signed an overly restrictive and broad non-compete at my previous employer that bars me from working for a competitor anywhere in North America and Europe for two years, which effectively prevents me from practicing my trade for that period. Recently I received an offer from a competitor, but when I tried to take the new offer my previous employer threatened to sue. Even though every lawyer I talked to said this overly broad non-compete would never stand up in court, the new employer rescinded the offer because of the threat, and my previous employer has now fired me because I was trying to negotiate an amendment to the non-compete. This has now left me jobless with few options. Leaving carveouts or loopholes in the rule will allow employers to draft abusive agreements because they won't be punished and the mere threat of a lawsuit or the potential cost of a lawsuit will stop employees from fighting back."
Kelvin	"YES PLEASE FOR THE SAKE OF US WORKERS DO AWAY WITH THIS WAGE DESTROYING CLAUSE!!!!"
Aaron	"I support this proposed rule. The existence of non-compete clauses stifles innovation, locks away good workers from being able to do good work, and lowers wages. Non-compete clauses were completely egregious and unfair for workers from the start, and a term which no person should be bound too. I hope that the committee will do the correct thing, and ban new non-compete clauses and void previous ones. In a free market, the best workers are the ones who deserve to be hired, not the best workers out of those who do not have a non-compete clause. While companies suggest that this rule would infringe on their intellectual properties, they fail to acknowledge that non-compete clauses also infringes on the worker's, since the worker is not allowed to use it. Please do the right thing for the American worker."
Toni	"I am a Director level executive in the rental car industry that spent the last 20 years moving across North America and making an impact everywhere I went. I am facing a noncompete that has placed restrictions on me and making my next step difficult. I support my family and am a minority woman, so finding a job is important and extremely hard. A non-compete in our industry may have made sense when companies were evolving, but now it's harmful to employees who have to move on. I can't verbally share my noncompete details, making it very hard to talk to prospective employers. I am so pleased to see that you are supporting a change. This change will be instrumental for individuals like me. To find and obtain gainful employment is already a hard transition, and to hinder an individual is just not right, particularly when the company is earning Billions, and I want to keep a roof over my daughter's head and not have to take her out of her school and away from her friends."
William	"Currently I am an Orthopedic Surgeon in Wisconsin. I spent the last 13 years in a small rural community developing a practice and taking care of patients."

	<p>Upon leaving a large multi specialty group I was forced to abandon my patients and move over an hour north. The patients in the area I vacated then did not have any specialty orthopedic care near their homes and are now forced to travel to see me or find another orthopedic surgeon over one hour away. The proposed ban by the FTC will allow patients to stay with their preferred medical providers if they choose a group change and will assist physicians by allowing them the opportunity to keep care local and to alleviate the need to uproot families or drive non sustainable distances"</p>
R	<p>"Industry secrets can remain protected under a NDA agreement/contract. Non-compete clauses can take someone with knowledge & expertise in any particular field & cause them to become locked into a single company. This slows growth, earnings & innovation for businesses across all fields, as well as lowering the employees potential lifetime earnings."</p>
T	<p>"My dental practice was acquired by a dental DSO which then sold it to another PE Finn within 6 months. The term of the contract changed and the restrictive/non-compete distance and time were changed to 35 miles. Nothing any of the does could do about the change because we were told we would be dragged into the new agreement. The only options for the dentists are to either quit dentistry for 3 years and let the covenant run out or move to another town halfway across the state. How is this fair? How can dentists be allowed to legally become indentured servants to corporations? These non-competes should be abolished and fair competition between dentists should be allowed."</p>
Ulunna	<p>"I oppose excluding physician from the non-complete clause/law."</p>
Joseph	<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, Joseph Maggio Batavia, IL 60510"</p>
Tara	<p>"As a female person of color and executive recruiter, my career and income were limited by non-competes from 2007 - 2021. Despite working in horrible, toxic and sometimes even discriminatory environments, I had to choose to either stay or be unable to work, and eam, to my full capacity for the following 12-18 months. My husband, a physical therapist, lost his job at a non-profit in 2020 and due to a non-compete had to leave the industry entirely. The job for which he was still paying off student loans, but couldn't earn an income for. I had to financially support our household by myself for that year. The bottom line is that non-competes should absolutely be banned so that peoples livelihoods and are not held hostage by their employers."</p>

<p>Madhusudan</p>	<p>"I as a physician strongly support the ban on non compete clause as proposed by the FTC. This ban is essential for a physician to practice medicine as it should be practiced in the interest of the patients rather than of the corporations. The opposition to this ban is motivated by the greed and need of the corporate hospital groups to dominate the market and control the physicians."</p>
<p>Patrick</p>	<p>"Support the FTC's ban on non-compete clause."</p>
<p>Madhavi</p>	<p>"Practicing medicine and caring for patients who trust and respect the care provided to them is often hindered by the non compete clause. It would benefit both patients and physicians if this clause was removed. It only benefits the hospitals and large organizations."</p>
<p>Peter</p>	<p>"I've been an independent contractor and a member of the television news media. Non-compete agreements put employees in a virtual stranglehold and essentially powerless against their employers. This has been going on for years. It's totally unfair to the employees."</p>
<p>Sean</p>	<p>"I believe this is just good policy. The fact that low-salary service industry workers are subject to boiler-plate non-compete clauses originally designed for corporate executives, simply to keep them in a job that pays less than they could get elsewhere is absolutely unfair and should be stopped as the illegal act that it is. And it's especially pernicious and despicable that many people who sign non-compete clauses aren't even legally bound by them, but stick around at their jobs because they fear legal action when only the wealthy can actually afford the time and cost of taking things to court. As Ms. Khan stated so clearly, these policies are clearly costing individuals and industries in talent and money and must be halted."</p>
<p>L</p>	<p>" I currently have 4 years remaining in my franchise agreement and cannot continue my business because the terms offered for renewal are drastically more one-sided than my current agreement. The new agreement has conflicting requirements of me, exorbitant new fees, late and insufficient funds penalties, and a new minimum \$100K penalty to me if I choose to terminate it, which per the agreement they have grounds to do at anytime. Also, they can audit me at anytime and bill me the amount of their choosing for it. It is a document that puts my family in a real financial risk. Also, when presented with this new agreement, I was also provided a financial disclosure document that was not accurate. Due to my franchisor's ability to make it impossible for me to continue my current operation and my current agreement has a non-compete, I am put in the situation where I simply just lose the equity I have spent years building. There is no consequence to my franchisor, who can split my territory and resell to make a substantial profit by my loss. There is no way for me to salvage my equity. They seem to have everything to gain by making it impossible for me to run my business in a meaningful way any longer and I have no recourse. Removing the non-compete restores a bit of power-balance so if my franchisor is not being fair and reasonable, I have an option to maintain the assets that are rightfully mine."</p>

	<p>I've worked hard to build a solid business and now I see just how unfair a non-compete can be in my situation."</p>
Michael	<p>"My restrictive covenant with my employers Hinders, my ability to make a competitive salary. I have no choice but to leave the Chicagoland area if I want to be paid fairly or to stay in a position that treats me unfairly. I have no real recourse. My present restrictive covenant is two years and 15 miles which encompasses essentially the entire Chicagoland area. There's a 30 mile diameter. This is clearly a restraint of trade And jeopardizes and harms the communities that I serve and treat due to the fact that if I were to leave, I would have to potentially leave the state to practice elsewhere. If a large percentage of surgeons did this, they would be a void in treating patients and caring for the emergency needs. By eliminating restrictive covenants, this will allow me to be competitive, and our employers, to be honest, compensation and have fairness, in how they treat their physicians."</p>
Thomas	<p>"The absolute audacity of this proposal cannot be understated and serves only to line the pockets of hospital administration while limiting physician opportunities and wages despite our years of training and dedication to serving the public. The proposition will do nothing to alleviate the troubles of rural hospitals or healthcare broadly and represents a continuing, troubling trend of reducing physician ability to practice and further increases the already considerable burnout within the profession. Should those arguments fall on deaf ears, at the very least the anti-capitalistic/free-market principles embodied within the proposal should be noted"</p>
Clint	<p>"I am a veterinarian in a rural setting and have had two non-compete clauses drastically impact my life in the 18 years I have in private practice. In rural areas, employers try to impose 20-50 mile radius bans on competition which deprives our local community of veterinary options. Likewise, these non-compete covenants restrict associate veterinarians to earning fair wages in other facilities and simply leave us stuck should our current employer begin poor practice models. I firmly support the ban on the practice of non-compete clauses and pray this is resolved soon."</p>
Patrick	<p>"I agree with the elimination of the non-compete rule. I have worked for many contracting agencies who put legal jargon that lay people cannot or do not understand. This contract often says you cannot work for any other company in IT for example, may only be represented by "X" contracting company, etc. It is ridiculous. I have spoken to attorneys about it who have said unless you are getting paid you are not bound by the contract. But my last contract that I signed said I could not work for another IT company for 2 years. Inthnnation Technology is my area of specialization. I cannot earn nearly as much as a Project Manager in manufacturing and even less in construction. It is critically important to me in this ever changing economy that I have options of who I can work for and when I can go work for another company. I appreciate the effort. Thank you, Patrick McDonnell"</p>

Bonni	"I'm a freelancer . I support the change in the rule to eliminate non-compete agreements. We need the freedom to work!"
Clayton	"I support the FTC's proposed rule to eliminate non-compete provisions. I recently took a new job but was blindsided during the orientation by severe strict post-employment restrictions in the post-hire employment agreement. I had turned down other lucrative options to work in a field I found exciting, but I can not agree to abide by a contract that would essentially make my job experience their property. I am trying to come to a compromise with my new employer, but I am afraid that I may be back on the lookout for a job somewhere that respects my growth wherever it takes me. I would love if no one else needed to find themselves in a similar position."
Sana	"I wholeheartedly support the FTC's proposed ban on non-compete agreements. These agreements are often used to intimidate workers from leaving positions, asking for better wages or improved working conditions. I see this among my physicians colleagues. Often communities are left with limited physicians (in primary care and in subspecialties) because they have been forced to relocate rather than work at another hospital or start their own private practice. Large corporations now own a majority of "health care" facilities, and they can employ fleets of lawyers to intimidate and bully physicians with non-compete. 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 my non-compete from Northwestern Medicine in Illinois stated I am not allowed to work in any scope of medicine within a 15 mile radius from an NM affiliated hospitals and outpatient clinics for 2 years. This would have forced me out of state if I didn't fight hard tbr it. 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 bully physicians from leaving a corporation for a better opportunity, better work-life balance, or daring to start own practices. Non-competes are nothing but a modern-day shackles on physicians! They need to go as soon as possible."
Suwan	"I'm glad there is a movement to remove the non compete. This will help people gain experience and engage a healthy competitive spirit in many disciplines especially health care. Thank you to the federal government for taking this important initiative."
Laura	"I work as a physician and am against noncompete agreements. I take care of women with high-risk pregnancies in a semi-rural part of the Midwest. We need more providers not fewer. Yet physicians are forced to leave the region due to noncompete agreements if unhappy with an employer. It is an unfair choice for us and our families, limiting our ability to walk. Further, maternal mortality is a worsening problem in the US, including in rural areas. Worsening access to care through noncompete agreements only raises risk to women further."

Keith	<p>"Non-Competes are the most unethical things in the business world! My life was RUINED because of choices I made adhering to a Non-Compete back in 2012! Then, in 2021 a Non-Compete once again make my life a catastrophe!"</p>
Ann	<p>"As a journalist, I support a democracy, not a totalitarian state. Noncompete agreements run counter to our democratic form of government and the U.S. Constitution. Thank you to the Federal Trade Commission for opening up this issue for public comment. I agree with the arguments the FTC has made in explaining why it wants to prohibit noncompete agreements. Besides suppressing wages, hampering innovation and blocking new business development, in my experience noncompetes also run counter to our nation's historical support of freedom of speech. Noncompetes give businesses the upper hand because no one wants to be without a paycheck for a period of time, so employees at these businesses work in fear of losing their jobs. This leads to oppression and suppresses dialogue among workers who are afraid to rock the boat. It flies in the face of best management practices encouraging people to speak openly to help resolve issues, to hold others' accountable and to design a mousetrap better than the competition. In the profession I'm in, too often newsrooms are too silent. This leads to less cohesive news teams and lessens the enjoyment of working for a news organization. Regardless of the industry, people are less likely to take a risk by offering suggestions if they think management will use their comments as an excuse to get rid of them, triggering the noncompete. Companies requiring noncompetes often have a top-down management approach that leads to mediocrity instead of excellence. Employees operating under noncompetes tend to keep their heads down and do what they're told even if they know better. This is reminiscent of a fascist society. The First Amendment says no law shall abridge freedom of speech or of the press. A news organization that requires journalists to sign noncompete agreements prohibiting them (loin working for competition is not operating in the spirit of this law. To ban former employees from working for a competing news organization in effect prohibits journalists from exercising their First Amendment rights. Those who suggest journalists could write on their own without pay apparently have forgotten the United States doesn't allow slavery. In my opinion, no rationale supports a media company's right to require professional journalists to abandon their profession and accept a position in another industry instead of allowing them to work for a competitor. For the government to allow noncompete agreements at news organizations could be construed as censorship. If this is decided on a case by case basis, think of how politics might play a role and censor some people but not others. Too often the same companies that require noncompetes also resort to coercive tactics to get people to sign the agreements. After months of negotiations prior to my accepting a position as a staff writer at a newspaper owned by a national company, I arrived at the newsroom for my first day of work only to be told I must sign a noncompete agreement that hadn't been mentioned previously. It was so poorly worded that I wasn't certain what I was being asked to sign. The noncompete agreement the company has provided said, "Nothing herein will prevent me, after my employment terminates, from using skills and knowledge of a general nature gained while I am employed by the Company other than working with competition within a 50 mile radius." I had already moved from Illinois, which entailed putting</p>

	<p>my townhouse on the rental market, finding a tenant, emptying the townhouse, storing many belongings and signing a lease on an apartment near the newsroom. Did I really have a choice about whether to sign the agreement at this point? The editor replied I had to sign it to work there. I believe it is illegal to ask an employee to sign an agreement that even the editor said he didn't understand especially well after the terms of the job had been negotiated (See the Americans with Disabilities Act Amended Act coercion clause). Yet I signed the agreement because I saw no way around it. When I was let go a year later, shortly after a 25% headcount reduction was announced, this noncompete kept me from accepting an offer to work at another newspaper that covered the same territory. This was a financial hardship. I was unemployed for six months subsequently. How could such an agreement restricting First Amendment rights be legal? Management apparently decided the best way to resolve this was to say I quit, but this meant I wasn't eligible for unemployment benefits in my home state. At a minimum, the government should ban these agreements for journalists and declare null and void any existing noncompetes journalists may have signed so as not to restrict news coverage, which has suffered enormous blows from other forms of competition over the past 20 years. I'm in favor of banning noncompetes at all companies. Thank you for this opportunity to provide these comments. Ann Meyer Professional Journalist Evanston, IL"</p>
Olufenwa	<p>"I am a urologist in Chicagoland. I have a 15 mile radius non compete for 2 years from my previous employer, a very large multispecialty practice. Because I saw patients in multiple office locations (at one point up to 4 different locations across 3 different counties), I am currently restricted from 2 different geographic office locations that do not overlap. Essentially 30 miles of the Chicagoland area is prohibited. In a time when there is a growing doctor shortage, it is an incredible disservice to the public to continue to allow restrictive covenants of these kinds."</p>
George	<p>"It seems to me to be a "no brainer". Businesses can relocate to wherever and whenever they want so why should this basic concept be restricted to workers alone? If capital is free to move, so should labor."</p>
Alex	<p>"Non-Compete Clauses prevent innovation and freedom. They need to go. Power to the people!"</p>
gregory	<p>"Absolutely non-competes should become illegal. They were created because there is monetary value to industry experience, but the idea that a company can own your experience well after employing you is completely unethical. People work hard to build their careers, and being able to leverage your most valuable skills is required to make a decent living. I think this is coming up because of the revolution in employment we are seeing now that workers are simply not going to accept being treated unfairly anymore. Making this proposal a law is simply keeping up with the times. If want our economy and workplace cultures to continue to improve this must be done."</p>
Maritka	<p>"Allowing businesses to use non-compete clauses with employees contributes to a decline in democracy."</p>

Ayezah	"This is a much needed change,doctors feel stuck in their jobs for decades due to the non compete,it leads to physician burn out and can lead to poor patient care outcomes.It gives health systems unnecessary powers that are abused."
Nureain	"Non compete clause should not implemented as it's a way to abuse doctors"
S	"Non-compete clauses are a disaster for physicians. As an ob-gyn , I'm required to live within 30 minutes of the hospital where I deliver babies. Most non-compete clauses in my area are 15 miles and since hospitals tend to be conveniently about 20 miles apart, that means if I leave my job I have to sell my house, move my entire family to a new community, and change my children's schools. The physician and patients who love their doctor are the losers; the winner is corporate medicine who can bait-and- switch doctors into terrible work situations, with no options without uprooting their entire family."
Sanjiv	"Support ban on non compete"
Julian	"Non competes stifle innovation limit the earning potential of employers in the free market. I strongly support the end of non competes."
Dana	"Agree wit removal of non compete"
kevin	"I am dentist that has worked for 17 yrs in a medium sized community around Chicagoland. The company I work for was bought by a Dental Service Organization. Upon purchase, the company has decreased compensation, decreased benefits, increased restrictive covenant distance and time for noncompete. I have 3 children that go to the local schools in the town I work. The current noncompete is 3 yrs and 35 miles. This town is within 15 miles from Lake Michigan Lake front. The company has banned me from working essentially in all of chicago, all the way to Indiana and almost up to the Wisconsin State line. This restrictive prevents me from treating millions of people. Unless I uproot my children from school and friends, or I drive 2 hr round trip for work, I am an "indentured servant." These large organizations say restrictive covenants are in place to protect the investment in staff training and trade secrets. I believe companies will lose employees whom have been trained and have learned specific ways a company does things, however these companies with hopefully acquire employees whom have been trained by other companies too. These restrictive covenants inhibit fair competition between companies. A better work environment, better pay, happier and more productive employees will be the result of striking down restrictive covenants. Please don't allow this forced labor to continue. Strike down restrictive covenants"
John	"It is not enough to consider non-competes, but also non-solicit contracts should be equally scrutinized. As a college graduate in an entry level role, signing a non-solicit did not mean much to me. When I changed firms 13 years later I was saddled with unscrupulous restrictions in how I would be able to contact my clientele. My clients and I were harassed, threatened, and victimized by the prior employer, but of course it is that employer who was able to sue claiming

	<p>"irreparable" damages to a fortune 500 company from a single client facing employee. 2 years later, I am still threatened with arbitration and have absolutely no recourse unless a client chooses to submit an affidavit, likely souring my relationship. Non-competes and non- solicits may be appropriate for certain key employees, but the rank and file should not be subject to them. Please consider non- solicit contracts as well."</p>
Mohammed	<p>"I am a Physician and non compete clauses affect my individual liberty, ability to practice medicine and moreover are extremely difficult for someone like a Physician to move their entire life from a geographic area to a different one. Therefore I support this bill to end the non compete clause."</p>
Jennifer	<p>"Passing this non-compete clause rule is good for workers. The downside for business is they would have to pay more and treat their workers better to keep talented people."</p>
M	<p>"As a veterinarian, I work in an area with many veterinary hospitals. The current restrictive covenant (non compete) that I can not escape from is 15 miles. This greatly reduces my ability to find a place to work closer to my home as I have my husband with early onset dementia to care for. It would mean a pick up and move which would not be a good decision for him. These non competes are an outdated concept that no longer apply to today's situations. With the advent of the auto industry clients can drive wherever they truly want to. Rarely will clients leave a business where they have established accounts and are familiar with. If a client leaves it is because they are unhappy with the business as a whole, not to follow a single person leaving. This policy should be outlawed, on a national level. It is unfair business practice and traps people in a position that can become unacceptable."</p>
Joseph	<p>"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! In wake of the global pandemic and continuing economic uncertainty, we need common sense policy that supports workers and ensures we are able to pursue a living wage without fear of retaliation."</p>
Amol	<p>"I strongly support the FTC's proposed rule. Moreover, I think it is important to explicitly include language to ensure this rule covers employees at non- profits (at least within the healthcare field). As background, I am a Family Medicine physician practicing in Central Illinois. I also work as a faculty member with a residency program and teach medical students. I chose a career in primary care medicine and medical education because I believe strongly in the importance of primary care as the backbone of the healthcare system and take my responsibility to train future physicians very seriously. I try to work as hard as I can for the well being of my patients every day. Many (if not most) physicians I know are governed by a non-compete agreement. These agreements restrict our ability to negotiate and advocate for better working conditions for ourselves and better care of our patients. Moreover, if we wish to leave our current position, we</p>

	<p>often have to travel many miles away (i.e., 50 miles) to continue practicing medicine. This is not only an undue burden on the physician and their family but also robs our patients of continuity with the doctor who they know and trust and has cared for them for years or even decades. I know there is some debate about if and how this rule would apply to non-profit health systems. I unequivocally think it should apply to non-profit health systems, clinics and hospitals. All of the issues I detailed above apply whether or not the institution is nominally a non-profit or a for-profit entity. Also, many non-profit health systems employ similar strategies as for-profit businesses and these non-compete agreements are an example of this. Ultimately, I think the FTC's proposed rule has transformative power in the healthcare system - it would allow physicians and other providers more negotiating power for ourselves (thus combatting physician burnout) and more importantly for our patients who have suffered in many ways under the current system. I am happy to discuss this further if it would be helpful."</p>
<p>Dhara</p>	<p>"If any other profession is able to shift jobs and locations without these types of regulations, why aren't physicians? My patients Google me and found my new location. They are traveling over 50 miles to continue seeing me as their physician. That is their right."</p>
<p>Harry</p>	<p>"I strongly believe this non-compete clause will help workers tremendously in improving their careers quicker or being able to start new businesses and help the economy. As someone who is experiencing issues with their former employer and their non-compete agreement, this clause would help me start my own business and further my career for the betterment of my life and family. Non-compete agreements are anti-competition and encourage big businesses to scare their employees into signing non-compete agreements Banning non-compete agreements would give workers more control over their career and allow them to not be taken advantages of by their employers."</p>
<p>Mark</p>	<p>"As a doctor, non compete clauses harm both myself and patients. In Illinois, my contract has typically had such a large non compete are that it requires a move or a lengthy commute in order to change jobs. Patients loose access to a doctor in their area because the employment contract forbids the doctor from working in the same area after employment ends."</p>
<p>Jennifer</p>	<p>"I fully support banning non-competes, especially when there is no proprietary information to protect. My employer made me sign a noncompete when I was hired for a customer service position, banning me from working with a competitor in our industry who sells the same equipment for 2 years after I leave. I moved to sales after a few years within the company, the company was sold, they've changed the organization in many ways and there is nothing proprietary that I have access to. Our employer uses the original non-compete now to scare us into staying while promising better benefits, new positions, etc. and never delivering on these promises. If non-competes were only allowed sparingly, or not at all, then employers would be forced to treat their employees like humans and create a culture or respect, rather than use threats of legal action to keep them in their place."</p>

T Michael	<p>"How is it that corporations are allowed to compete almost without limits yet employees are not? Noncompete agreements are simply anti-capitalistic."</p>
Gilad	<p>"Dear Sir/Madam. I support your new proposed rule wholeheartedly and in fact, was a victim of a non-compete clause enforcement in the summer of 2022. I worked for my previous employer, a large global market research company, for nearly 10 years, and after exhausting all avenues of career growth within, decided to look for opportunities elsewhere. I was a top performing employee and communicated my intention to my employer months in advance, also advising them of my wish to stay, if an appropriate opportunity will arise. After finding a new opportunity with a different company and advising my employer, I was shocked to find out they wish to exercise the non-compete clause against me. This practice was very rarely used in this company and only reserved for when very senior executives departed. This was not my case. Conversations with colleagues and other people revealed that this was a case of retribution and deterrence. My boss simply couldn't stomach the fact that his top employee left and likely wanted to deter others from doing that. I had gone out of my way to provide ample evidence to our legal team to show that there is no direct conflict of interest. The CEO of my new company did everything he could to open a channel of communication and was willing to give my previous employer any assurance they would want to have me start. After more than two months of fruitless communications through the attorneys of both sides, it became clear this was not about a legitimate business concern but rather a vengeful act. Besides the obvious stress and anxiety (I was not sure if the new employer would hold my position or if I would have to look for a new job, again), this had cost me financially, as I had to pay for my benefits out of pocket and (which were a 1/3 of my salary) and of course, lost the higher salary and better benefits with the new employer. To be honest, I didn't even realize this clause was included when signing my employment agreement with my previous employer in 2013. I learned that in most modern countries and economies, such a contract is not allowed. I did a lot of reading on the matter and came to the conclusion that with the potential exception of very rare cases (like very senior executives with inside knowledge of a company's strategy, etc.), this clause gives employers unreasonable power and could, as in my case, be used to punish employees that leave and use as deterrence against others. BTW, all our attempts to remind my previous employer that I am bound by the non-solicitation and confidentiality clauses in my employment contract and thus there is really no need for the non-compete were to no avail. For the sake of many other employees everywhere and for the health of our free economy, I very much hope you will be successful in passing and enforcing this new regulation. Good luck and thank you for your efforts to protect employees and their rights! Gil Niv"</p>
Carlos	<p>"I hereby submit this comment in full support of the proposed Non-Compete Clause Rule, which would ban non-compete agreements nationwide. There is mounting evidence that non-compete agreements have adverse effects on both workers and the economy, while their benefits to employers are often overstated. Firstly, non-compete agreements limit employees' career mobility and bargaining power, resulting in reduced job satisfaction and lower wages. By preventing</p>

	<p>workers from accepting job offers that would advance their careers and increase their income, these agreements cause financial harm to employees and the economy as a whole. Non-compete clauses also lower wages for both workers who are subject to them as well as those who are not. Secondly, non-compete agreements impede entrepreneurship and innovation, which are both critical drivers of economic growth. Innovation thrives when workers can freely execute their ideas. By preventing employees from leaving their jobs to start competing or similar businesses using their own ideas, non-compete clauses obstruct innovation and entrepreneurship in America. Thirdly, non-compete agreements for healthcare workers and doctors limit access to quality healthcare, particularly in underserved and rural areas. Additionally, non-compete agreements can hinder patient choice and continuity of care. When doctors are restricted from practicing in a particular geographic area, patients may need to travel long distances or switch to a new doctor, which can damage the doctor-patient relationship and harm patient outcomes. Non-compete agreements can result in a decline in patient choice and healthcare quality. Therefore, a nationwide ban on non-compete agreements would benefit employees and the economy as a whole. In healthcare, it would improve patient outcomes, continuity of care, and healthcare quality. A ban on non-compete agreements would promote fair competition, encourage innovation and entrepreneurship, and enhance worker mobility and bargaining power, ultimately leading to higher wages, better working conditions, and more robust job markets. In conclusion, the available data supports a nationwide ban on non-compete agreements. Such a ban would promote innovation, economic growth, and access to quality healthcare, and its benefits would extend to employees and the economy as a whole."</p>
<p>Jeff</p>	<p>"I have been working with the same company in the manufacturing sales field for nearly 10 years. To accept my role to get a job out of college, I had to sign a non-compete agreement with very vague knowledge from the company about what I was signing. I never knew how much of a handcuff this would be on my life. Currently I am in a toxic workplace where there is no advancement in salary after trying for years with effort and actual sales success. Due to this, I am forced to take a job outside of the field that I not only love but all my skills pertain to at least for one year because of this contract. My family also feels scared that even after one year, what is stopping the company from suing us or giving us a hard time if I were to work for competitor? My family and I feel trapped by this because all we want is a fresh start and still maintaining a great relationship with the company. With limited jobs available, we may be forced to sell our house, relocate for a year, and take a major hit in salary having a job that is not what I am best at. This has been a major road block for my career to grow. Being able to have the freedom to be happy and contribute in the most effective way with your skills for our country should be the goal for us as a nation to advance. In my opinion, this would greatly strengthen our economy and job growth exponentially while spreading the wealth to middle class blue collar workers."</p>
<p>Kimberly</p>	<p>"Commenting in support of banning noncompete clauses. These are financially punitive to employees and subject them to undue hardship."</p>

<p>Sara</p>	<p>"Competition is one of the basic building blocks of the American government (you could go back to Locke or even Hobbes to see the ideological basis of this). Our economy, our national identity, and our success depends about remaining competitive. Non-Compete Clauses (NCC) perhaps do have a time and place when we are talking about power, regulations, and cultural institutions. I'm willing to hold space for that. However, the ubiquity of NCC in order to get a job or receive severance is unAmerican. It is natural to not want competitors, so I understand why companies do this. But it is absolutely the government's job to foster competition between businesses and restrain them from hampering progression and evolution by stagnating the job market. By keeping qualified people out of jobs because they know too much about your company, we are creating a labor shortage and not providing any incentive to keep good, hard working employees. NCCs make sense from the business's proving of view. They are destructive to the employee and future applicant. They are destructive to a robust economy. They are destructive of America's resources (our citizens) to provide excellence. Getting rid of NCCs will help re-establish America as a world superpower with immense economic power. We've been putting choke collars on our citizens which hasn't only hurt their individual prospects. It hurts America's national identity, our power, and our economy. America fosters competition; it doesn't eliminate it."</p>
<p>Stephanie</p>	<p>"Please eliminate non compete for physicians. We shouldn't be penalized for sacrificing our youth and having extensive training I think we have sacrificed enough with Covid."</p>
<p>Katherine</p>	<p>"I am in support of a non-compete clause ban. Noncompete clauses significantly impact healthcare provider's ability to work where they are needed at a time when healthcare is short on staff. As a nurse anesthetist, I am directly impacted. I have found that I am not able to practice where I would like to at times, and I cannot always go where I am desperately needed to provide care during surgeries due to noncompetes. Healthcare providers work hard everyday to take care of others and should not have to deal with the additional burden of a company or agency owning and controlling them though noncompetes."</p>
<p>Michael</p>	<p>"My father stayed in a job that never appreciated him and kept taking advantage of his talents due to the fact he knew he couldn't support our family with the work he could do outside his non-compete. He could have done so much more good making engineering innovations if it wasn't for that toxic clause."</p>
<p>Carmen</p>	<p>"I fully support a nationwide ban on non-compete agreements for Child and Adolescent Psychiatrists. There is a significant shortage of such specialists in the United States, and non-compete agreements exacerbate this shortage by limiting access to care and impeding the flow of physicians to areas where they are most needed. According to reports from the National Institute of Mental Health, only around 17% of children and adolescents with mental health disorders received treatment from a mental health professional. Furthermore, there are only approximately 8,300 practicing child and adolescent psychiatrists in the U.S., meaning that each one is responsible for the mental health care of</p>

	<p>around 6,000 to 9,500 children and adolescents. This shortage of specialists has been linked to negative outcomes for patients, including increased hospitalizations and higher mortality rates. Non-compete agreements exacerbate this problem by restricting psychiatrists from moving to underserved areas or opening their own practices, thereby limiting patient access to care. A nationwide ban on non-compete agreements would encourage Child and Adolescent Psychiatrists to practice in areas where they are most needed, increase access to care, and reduce the negative consequences of the current shortage of specialists. Furthermore, a ban on non-compete agreements can improve patient outcomes by allowing for continuity of care. When patients are unable to continue seeing their preferred psychiatrist due to a non-compete agreement, they may have to switch to a new provider, which can disrupt the therapeutic relationship and negatively impact treatment outcomes. By removing the barriers to care caused by non-compete agreements, patients can continue to receive care from the provider who is best suited to their needs, resulting in improved outcomes and higher quality care. In conclusion, a nationwide ban on non-compete agreements for Child and Adolescent Psychiatrists is necessary to address the shortage of specialists in this field, increase access to care, and improve patient outcomes. The available data indicates that non-compete agreements are contributing to the shortage of specialists and limiting patient access to care. Therefore, I urge the FTC and policymakers to support and implement this ban and take action to improve mental health care for children and adolescents in the United States."</p>
<p>Ronen</p>	<p>"I work as a Clinical Research Associate for a large Sponsor for Medical Devices. It is commonplace in our field to explore other therapeutic areas and move from one sponsor to another or another clinical research contracting organization that supports multiple sponsors. Non-Competes automatically diminishes our ability to find employment in all situations whether its leaving the company or being let go by said company. It is unjust."</p>
<p>Sarah</p>	<p>"I am a physician and mother who worked 15 years at an academic center in a rural state. My non-compete was 50 miles. When I was ready to leave the university, I had to leave the state because of the non-compete!!! Our family left an entire support system that took years to build. Non-compete clauses can hurt parents especially, as we rely on our communities (family, services, neighbors, schools, colleagues) as we raise our children. Many physicians will stay in unfavorable work situations to avoid the toll of a move on their families and themselves. They end up accepting lower than market value salaries and poorer working environments because of this!"</p>
<p>Carolyn</p>	<p>"Medicine has changed over the last 40 years I have been a RN. In the past, doctors were able to practice with the patients best interests at heart. That is no longer true. Hospitals and insurers oftentimes decide what they feel is best. From the hospital perspective: 1. Hospitalists are now employees of the healthcare system. Patients no longer see their PCP's. Hospitalists typically work 12 hour shifts so patients may see multiple different hospitalists during their stay. Hospitalists are trained in "best practices" i.e. how to treat the patient as quickly</p>

	<p>and least expensively as possible. This increases patient risk of falling through the cracks. 2. Healthcare systems are now a business, more often the CEO is NOT a medical professional. Revenue is first and foremost. They are beholden to the share holders. 3. Physicians have very little say in how they practice. Speaking from experience, healthcare systems set appointment limits. Typically 15 minutes for a problem focused visit and 30 minutes for a new patient or complete physical exam. A new Medicare patient taking 10 medications requires minimally 45 minutes for a safe, thorough exam. With set scheduling typically done at a scheduling center, an extended appointment is not an option. 4. When a physician's hands are continually tied fighting for what is best for their patient, the non compete clause is a noose around their neck. They have no options unless they want to relocate, uproot their families, essentially start over. There is no recourse against the healthcare system. Physicians are trapped in a place that does not allow them to practice as they see fit. 5. According to the AMA, recent studies have shown a national burnout rate of more than 50%. This has been increasing over time. Coincidence? I think not since physicians no longer manage their practices. 6. The rationale that a physician takes patients with him if he changes practice is not a valid reason to have a noncompete. All it takes is an internet search and the patient can easily find where the MD has relocated to. 7. The pressure on physicians has been mounting with the changes in healthcare. The list is too long but includes scheduling of patients, increased challenges with ICD coding, prior authorizations for everything from prescriptions to testing, pressure to increase IZVU's, etc. 8. And lastly, the liability these physicians face daily. With the pressure to increase patient load, EMR necessary documentation, supervision of mid level providers, etc. I have worked as a medical legal consultant for 25 years. I never cease to be amazed at the number and type of medical malpractice cases. For example, a PCP is allegedly negligent if he does not see the incidental findings of a questionable mass on a heart scan the cardiologist ordered. The PCP is expected to review every test and lab any other specialist orders. Does he get reimbursed for that time? No, the healthcare system typically gives him 4 hours per week to review all tests, imaging, consult with specialists, call patients, etc. And now we want to force these physicians to stay in a practice that exposes him to increased liability? Or work many extra non paid hours and get burned out or worse, make a mistake? It is time to move past this antiquated system of non compete clauses. As these healthcare systems grow, the physicians get backed further and further into a corner. They need the escape hatch of removing the non compete clause. Carolyn Palash, BSN, RN"</p>
<p>Kate</p>	<p>"Support the ban on non-complete clauses in employment. All this does is keep workers hostage to a work environment that no longer suits them, or is dangerous or injurious to them in some way. It keeps the economy down by forcing workers to stay in low-wage jobs, or unemployed when they have to quit a job and can't get another because of a non-compete clause. It's a violation of a employee's privacy and freedom. A person's employer has no right to dictate what an employee can and cannot do in seeking employment if they no longer wish to stay in their current employment."</p>

Alexander	"I strongly support banning the non-compete clause. As a worker limited by this clause it has significantly hampered my potential earnings, as well as, my mobility."
Alexander	"To whom it may concern, As a resident physician I cannot emphasize enough how strongly this change would empower the working class specifically those who work in Healthcare. The AHA will have you believe that this rule change would be detrimental to patients, but the truth is they are against this change because it gives workers power to seek better employment. Right now hospitals use this rule to artificially suppress wages and benefits. The removal of this rule would promote a true free market which would allow labor to flow to the best systems encouraging hospitals to follow in suite. I am 100% in favor of this change."
Vevek	"Non-competes should be illegal"
Michael	"I am a surgeon in the Chicago area and I am in favor of the ban on non-compete clauses. I feel that these clauses are another way that physicians are stripped of bargaining power. When we lose the ability to move from places of employment with poor or even abusive practices without moving our families we are coerced into continuing in negative work environments. These clauses have directly hurt my colleagues and their families."
Susan	"Workers are, and should never be, slaves. They need to maintain the individual right to leave an abusive employer, or move to a better job. In narrow cases, they may need to agree to protect certain trade secrets. But non-compete agreements should be illegal."
Adarsh	"As a physician , hospital corporations should not be able to impose non competes extending beyond the facility. The use of radius from facility effectively blocks a provider from choosing another location near their primary household. The hospital essentially locks a provider out from working in the same county and continue to suppress compensation because there are no viable options due to the non compete."
Atul	"1) For all small businesses, (less than 25 employees), their staff and employees are their key asset!!! All small businesses with less than 25 employees, should be EXEMPT from the ruling. Innovation happens with small businesses. Their intellectual property — trade secrets - are their only real assets. 2) Make it mandatory that all Non-Competes (if allowed) should be very specific, a dollar figure must be attached to the breaking of this non-compete, and explicit compensation as a percentage of the dollar figure be given at the time of signing so that both parties acknowledge the contract. 3) Remove all existing NON-Compete for EVERYONE I t This gives ONE-time opportunity for everyone to re-negotiate."
Kimberly	"As an agency recruiter with a focus largely on senior and executive-level roles, and also as a partner in my own agency I have seen non-compete clauses

	negatively impact many individuals in their job search efforts, causing financial burdens on the individuals and their families. This would also increase the amount of available talent in the market, and there have been several time periods where the demand for specialized skills exceeds the availability of talent."
Mehul	"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, Mehul Patel West Chicago, IL"
Mit	"Employees should not be restricted by Non Compete clauses and be free to take their talent to any company in the job market."
Neel	"Noncompetes are absurd. They limit the opportunity for work and growth and give employers unfair leverage."
Sean	"Non competes should be gone forever it's unfair. I'm recently being sued from a former employer and was terminated from my new employer because they didn't want to spend the money on a lawyer.I left my former employer because I only made \$20,000 that year and they hired 2 reps in my area to compete against me"
K	"This is a good and necessary rule! Employment mobility should be a right of the worker and no employer should be able to dictate or prohibit in anyway an employees freedom of choice over who they are employed by. This rule would have saved me a lot of time effort and headache in returning to my work as a bedside nurse as full time staff at a hospital I was previously working at as agency temp staff. I had to leave the bedside for over a year to break my non compete with the staffing agency."
Anitha	"It is anti free market to have non competes. Almost indentured servitude. Do away with it please."
Julie	"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. I have seen first hand how these noncompete contracts have negatively impacted college graduates in their careers. This has restricted their ability to gain further experience in the industry they are in. That harms that industry as well as the small businesses competing in that industry. Our economy and society will do better if we encourage entrepreneurship rather than restrict these talented employees. I just recently became aware that some fast food workers have had to sign noncompete contracts. That is wrong. This hurts these

	<p>workers from making a living. 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, Julie Perzopane Wood Dale, IL"</p>
David	<p>"Non-compete and non-solicitation agreements are bad for consumers and limit competition. Companies hold all the power and use them to intimidate employees, and keep them from leaving to either work for a competitor or start a competing business. They are fundamentally anti-capitalistic. The case could be made to allow them for very small businesses that may need protection until they become viable, but if they are allowed at all, they should be very limited and once a company reaches a certain level of size, they should not be allowed."</p>
Charles	<p>"I strongly support a ban on non-compete agreements. These agreements in the software industry are extremely broad and can easily be abused by companies to prevent individuals from working in across large swaths of the industry just under the threat of legal fees. Companies abuse these agreements to prevent employees from seeking employment at a competitor and starting new businesses and serve as a means to deny someone their livelihood. They also harm companies hying to bring on new talent due to non-compete clauses giving companies and hiring managers hesitation to bring on legal challenges to their company. Banning non-compete agreements would be a positive move towards creating a fairer and more competitive job market that benefits both workers and employers."</p>
Max	<p>"Please go ahead with the new rule to ban non-compete clauses from labor contracts. It will help millions of workers and our economy overall."</p>
Raymond	<p>"I am a practicing physician in Northern Illinois. I have a very narrow specialty of wound care in nursing homes. I have been working with one company (Vohra Wound Physicians) for the past 13 years who has a very strict non-compete clause in their contract for my employment. The nature of this contract makes it nearly impossible for me to find employment in the same field anywhere else in the country due to their presence in most states and populated areas as they have a 25-mile radius clause where I cannot practice in the same setting within 25 miles of any building that they currently are in. Being that they are in over 3,000 buildings nationally, this makes it very difficult. Since they know this, they have continued to reduce my compensation as well as benefits. They claim that the non-compete clause is to prevent any of their employees from starting a company with a similar or identical business model. The fact is that there are dozens of companies that have done exactly that, but I cannot even apply to them due to the non-compete clause. I am far from alone as there are dozens of physicians in the company who feel the same way. We have watched over the years as our incomes have steadily dropped, while the privately owned company profits continue to go up. Personally my income has dropped 40% over the past 6 years while the corporate profits have increased every year! It is basically indentured servitude as our only choices are to go unemployed for two years,</p>

	<p>move to an area where there is not enough population to support our specialty, or go back and do a one to two year fellowship training in another medical field. By eliminating the non-compete clause, this would provide more job opportunities, can provide qualified medical care in buildings that currently do not have it, and will create competition for this highly skilled and specialized class of physician. Overall the entire field will improve. They have plenty of laws that protect their proprietary medical records and billing system as well as their trademarks. PLEASE, I beg of you to take action and make non-compete clauses a thing of the past! This will create better paying jobs, provide better medical care to areas where it is lacking, and create competition for more qualified candidates to fill this specialty. Thank you"</p>
Srinivas	"This should be banned. It's mainly for corporate world to keep feared employees"
Srinivas	"No compete is just a corporate oppression of physicians . This needs banned"
Mark	"I enthusiastically support an end to non-compete clauses. They are anti-competitive and far in excess of any legitimate need by employers."
Talha	"Non-competes should be removed from contracts. It goes against free markets. It is dangerous and allows big health systems to become stronger eventually becoming a monopoly in a region."
Shiraz	<p>"I wholeheartedly support FTCs decision to ban non-compete clauses in contracts for all professions. I can tell you that these clauses have caused irreparable hams in my area - I am a physician in Illinois and involved in hiring doctors to my area. Because of noncompete clauses I have had significant struggles recruiting doctors to our hospital as the No competes clauses three doctors to move out of the state if they end wanting to switch jobs and causes them to not pursue jobs in the first place with these clauses. This has contributed to a shortage of doctors across our system and made it impossible to recruit new doctors to our area. Additionally when we have doctors wanting to join many times their patients follow them, but when doctors move out of state because of these noncompetes they must travel very long distances and have significant delays or drops in their care. More times than I can count this has resulted in patients not following up or finding another replacement doctor and then arriving in an emergency room with problems that could have been avoided in a much cheaper way earlier if they had not lost access to their preferred doctors. Removing these clauses would be a positive step toward improving patient access and care across the nation. This would also significantly reduce cost of care by allowing increased competition among healthcare centers to retain good doctors and nurses and address ongoing healthcare provider shortages and burnout."</p>
Mohammad	"As a software engineer, I am deeply concerned about the impact that Non-Disclosure Agreements (NDAs) can have on both employees and consumers. Many companies require employees to sign NDAs that can make it nearly

	<p>impossible to find new jobs, limit innovation, and ultimately harm the economy as a whole. As someone who works in the tech industry, I have seen firsthand how NDAs can be used to prevent employees from sharing their knowledge and expertise with potential employers, limiting job opportunities and stifling innovation. This not only bans employees, but it also harms consumers who rely on new and innovative products and services to meet their needs. Moreover, NDAs can be used to prevent employees from speaking out about illegal or unethical practices. This allows companies to continue engaging in harmful practices without fear of being exposed, which can ultimately harm both employees and consumers. Finally, NDAs can be used to stifle competition by preventing employees from working for competing companies or sharing their knowledge and expertise with others in their field. This can reduce innovation, limit consumer choice, and ultimately harm the economy as a whole. In light of these issues, I urge you to consider the negative impact that NDAs can have on both employees and consumers"</p>
Sheetal	<p>"Most importantly, noncompete clauses are unethical and bad for patient care because of loss of continuity. It takes years to develop a relationship with a patient. Especially when people have illness and complicated histories. It is harmful to their care to make them part with their physician Making physicians Drive additional mileage to do their job is bad for the environment. Which is, In turn, bad for health due to additional fossil fuel pollution. In addition, Physicians pay hundreds of thousands of dollars and years of life to earn our education it is unethical to Rob them of the relationships they have built and their vocation. It contributes to physician burn out, which is a large strain on the already burdened, healthcare system."</p>
Robert	<p>""Non-Compete" agreements are an affront to our freedom and our economy!!"</p>
Brian	<p>"Having more workforce fluidity by disabling non-competes increases competition, spreads innovation faster, and better for the health of the economy"</p>
Eric	<p>"Noncompete should be outlawed. Competition is a good thing and will lead to better conditions for workers and likely better pay. It is not reasonable that someone should have to move dozens or hundreds of miles away just to change jobs. There should be NO income exceptions either. Everyone should be eligible."</p>
Ron	<p>"Non compete clause is keeping me from working in the industry I worked in for 30 years. It only protects the corporation non and hurts the employee"</p>
Gregory	<p>"I am fully in favor of banning non-compete agreements!"</p>
David	<p>"I am strongly in favor of the proposal that bans non-compete clauses in the course of business. I am an anesthesiologist and use agencies to arrange work assignments for my practice. The contracts that include non compete clauses, hinder my ability to explore work options and also forbids other local hospitals and Surgicenters from using my services, which is totally unfair"</p>

Will	"For families this is very important that their parents can change job's without having to move."
Danielle	"I fully support the rule to ban non-compete contracts, as I have had to turn down jobs before due to non-compete. In my experience, terrible employers regularly use this to threaten workers, and limit their options for employment. It is great to see the FTC do something that directly challenges corporate power and I hope you will follow through and officially adopt and enforce this rule."
T	"Yes please. Working in certain fields, agreements such as these make it very hard to find other jobs, especially in small towns."
Yasser	"Non compete clauses are damaging Most of us physicians don't receive a lot of business training, there's too much to learn to be a doctor. I remember signing my first non compete and then talking to a lawyer about a business idea I had. The lawyer read my contract and told me that even if I bought a restaurant, technically my medical group could come after me for it. Non competes are also weaponized and are one of the bluntest tools in an employers bag of tricks. One of my colleagues sent me her contract for review, she was taking a job in Nebraska. The non compete made it so that she couldn't work for the only major competitor if she quit her job, who was 200 miles away. So in this she was a pawn between a chess game between those two health systems. Of course the patients are the most affected by this. There are many other experiences I've had with these. The healthcare systems will try and say it is better for patients somehow but that is quite demonstrably, and obviously, false."
Jayaraj	"This Rule is long over due, especially for medical community. Like myself who practice in small cities and serving rural area's. Where it is extremely hard to recruit talent and good doctors. Hospitals and Corporates with their deep pocket entice Physician who have been in the community for more than Decade or two establishing their practices to join them. When the contract ends they enforce these non compete rules, which is forcing established physicians to uproot the family and work or sometime quit all together practicing, which creates shortage of physician workforce in the community. Please please enact this law ASAP. Protect the physician community with unfair labor practices. Abolish Non-compete all together."
JOHN	"Please level the playing field for American workers! These NCA's serve no legitimate purpose 99% of the time - except to put pressure on employees to stay put at their current jobs. THANKS!"
Faisal	"Please do NOT exclude Physicians from non-compete rules. Physicians need the ability just like other professionals to work freely without restrictions. Recent efforts by the American Hospital Association to get Physicians excluded from the non-compete provisions are examples of profits over patients. Please do not fall for it. Thank you"

<p>Jose</p>	<p>"My name is Jose Sanchez. As a constituent, I am for abolishing non-compete agreements. Because of a non-compete agreements, I wasn't able to provide an essential service to the people in my community. Since Illinois recently updated their non-compete laws, I finally have been able to start the process of building my own busness that our community desperately needs. I've been hying to change the way the industry I'm in is viewed, perceived, and used by the public. The last 5 years alone, I've proven that I'm the only one in my city with the skill-set to take my industry to the next level. Yet, I've been strong-armed into thinking that I would be breaking my non- compete if I where to ever do so. Now that I have the opportunity to do it, I can't wait to show the world my plans to propel my industry forwards. This is the hope and opportunity that is created when non-competes don't exist. I hope that no one has to feel like their "stuck" working for a company when they have dreams on starting their own. I hope we as a people realize that it's that same hope that build this great country in the first place. A hope for a better life. Thank you for your time, and I hope that this proposal passes for the sake of every American that has hopes of starting a business one day."</p>
<p>Sarah</p>	<p>"Despite collusion to suppress wages being illegal, hospitals of ALL sorts routinely do this by doing 'market assessments' by severely limiting their search area. Non-compete clauses then prevent employees from taking a better paying job in that area (often a 50mi radius). They also then add in 'within 50mi radius of any health system care center'... that can take out most of a state."</p>
<p>Hannah</p>	<p>"I would like to respectfully submit this comment in support of the proposed Non-compete Clause Rule. Non-compete clauses aren't necessary for a business to maintain security over it's assets, and serve only to allow businesses to exert undue control over their workers even after the professional relationship between them has ended. They are anti-competitive and do not serve or support the workers and communities that they impact."</p>
<p>Maliha</p>	<p>"Dear Federal Trade Commission, As a medical professional, I am writing to express my support for the abolition of noncompete clauses for doctors. These clauses restrict the mobility and freedom of doctors, and often serve to protect the interests of employers rather than promoting fair competition. Noncompete clauses can be particularly harmful to doctors, who may have limited negotiating power and are often required to sign these clauses as a condition of their employment. These doctors may be unable to take advantage of better job opportunities due to the restrictions imposed by noncompete clauses, leading to stagnation in their careers and reduced economic mobility. In addition, noncompete clauses can limit the availability of medical care in certain areas. When doctors are bound by noncompete clauses, they may be unable to practice in certain geographic locations, leading to a shortage of doctors in those areas and potentially compromising the quality of care for patients. I believe that noncompete clauses are fundamentally unfair and do more harm than good, particularly in the medical field. I urge the FTC to take action to abolish these</p>

	<p>clauses and promote greater competition and access to medical care for patients. Sincerely, Maliha Sayla MD"</p>
<p>William</p>	<p>"I believe this is a very smart thing to do. I am not an economist, but what I have read about the dampening effect of noncompetes on the economies of states that allow them leads me to agree with the economic argument in favor of banning them. Additionally, as a software developer, I have had the experience of working for a small consulting firm whose contract included a noncompete restricting me from taking subsequent employment with any similar firm within my geographic area for a period of at least a year (I do not recall the specific time period), and I recall feeling distinctly limited by that provision. It dampened my sense that I could strike out and use my skills in relevantly similar employment, and I believe it also allowed my then-employer to simply muddle along without really feeling they had to compete to retain my talents. Overall, it left a bad taste in my mouth. I no longer am subject to a noncompete clause in my current job, but I think for anyone who does your proposed rule change would come as a boon. I also think it is ridiculous that such noncompete clauses are embedded in contracts of lower-paying, lower-skill jobs. Those employers should definitely have to compete to retain their workers, not simply corral them as if they were indentured servants. Trade secrets and intellectual property are important of course, but at/larding individuals the ability to participate in the economy with full freedom and maximal leverage does nothing to undermine those. In short, I fully support this rule change and hope to see it implemented nationwide as soon as possible."</p>
<p>Julie</p>	<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. Continuity of care and maintenance of the doctor patient relationship is central to developing trust. Patients are more likely to participate in care when they have a physician they trust. Physicians need to be able to remain in an area over time for their patients, regardless of the politics or changing ownership of the hospital systems. Therefore, I strongly urge you to include physicians in any ban on non-compete clauses. It is crucial that we prioritize patient care and ensure that individuals have access to the healthcare services they need. By prohibiting non-compete clauses for physicians, we can help to increase access to healthcare and improve the overall quality of care. Thank you for your attention to this important matter. Sincerely, Dr.Schroeder"</p>

Benedict	<p>"Obviously, a Non-Compete clause prevents competition by... preventing competition. It prioritizes the interests of the corporation at the direct expense of the employee. If you leave a job you are specially trained to do, are you just supposed to not work for two years or whatever is the length of the contract? It allows companies to get rid of employees with impunity, leaving them nothing to lose, while an employee has no power and has their livelihood to lose."</p>
Theresa	<p>"All of you reading my comment if you cannot think about the people you serve, then think about your family and/or think about yourself The private practice of medication by large corporations is 100% killing healthcare in the United States. Please read the words of one of my esteemed associates: Physicians took an oath to put patients first, they also have a fiduciary responsibility to their patients. The corporate practice of medicine is illegal in most states. Noncompete agreements are in direct conflict with the ethical practice of Medicine because they put Physicians at risk of being strong, armed into practicing unethical medicine, and putting their employers over their patients. The physician should have a right to work and move freely just like every other person. Physicians are the value creators. There's no intellectual property or business value that is created by health system employers -they bring patients and doctors together, they are compensated, handsomely for that service, and they should have no further influence or jurisdiction over the practice of medicine. Will someone with some sense please put physicians back in charge of taking care of patients? This cannot be done when we are treated like commodities and purchased by the lowest bidder. Please understand, we are all likely to be a patient. Who do you want next to your hospital bed making decisions?"</p>
Alex	<p>"I am the Village Planner for the Village of Hanover Park, although I am providing comment on behalf of myself. Many of our small businesses are struggling to attract workers. Non-compete agreements give a significant advantage to the larger chains who may be better able to attract workers in the first place. With these agreements in place, our small businesses struggle to compete and attract workers. While we have several chain restaurants/stores, the backbone of our local economy is small businesses. Ending non-compete agreements would strengthen our local economy and support small businesses."</p>
William	<p>"Non-compete clause rules also know within my industry (Medical Healthcare Complex) as "restrictive covenants" has been nothing but corrosive and detrimental to the overall good of society and individuals who need healthcare resources. The healthcare industry takes great advantage of such contracts by preventing doctors and other professionals, who are employed or contacted physicians, from using their skills and knowledge to help other populations in nearby communities were the need exist. In rural areas, non-compete contracts can go out to 50-mile radius (such as in my case) which means one has to move away from the communities where their family go to church and children go to school. This is a great hardship for such professionals. In the era of healthcare resource scarcity and shortages of physicians, especially in rural regions of America, doctors are often locked out by local medical centers or large medical group practices from working in these communities once the leave their</p>

	<p>employer. This type of corporate healthcare protectionism keeps competition away and artificially increases demand for high-cost services. These medical corporations' benefit at the detriment to sociality and the individual doctor who cannot fight the legal costs to have the right to work and provide care in their local community. Excuses such as the cost of training doctors or recruiting and thus loss of profits in this high profit business are weak and lopsided compared to the damage imparted to the local community and society at large not to mention the individual professional who has to leave."</p>
Anne	<p>"The non compete clause needs to be eliminated now! It is a tool of the wealthy to enforce poverty wages on workers at the lowest rung of the working class."</p>
Pamela	<p>"Non-compete clauses harm American workers and innovators. The FTC should ban these practices."</p>
Chirag	<p>"Most hospitals are not for profits. Are they really though? The business administration folk are getting billions while the nurses and doctors are getting short changed. We provide the care. There should not be a non compete for us."</p>
Love	<p>"I would highly support this rule. As a future attending and practicing physician, I see absolutely no utility to have noncompete clauses for physicians, who are usually trained and funded by public institutions and money. For example, resident physician stipend come from the Centers for Medicare/Medicaid Services (CMS) and hospitals and communities benefit greatly from our training. Also, most physicians don't operate with exclusive intbrmation or are given extensive on the job training by their employer. They should be free to move jobs as they wish"</p>
Neil	<p>"I hope that non competes will be removed for everyone including doctors. I am a retina surgeon who was providing very valuable care to the local population. Because of the extensive non-compete, I was forced to leave an underserved area in Kansas and move to a different state. I would have never moved but was forced to due to my non-compete. It has taken a serious toll on me and my family. I had to leave a lot of friends and family to move to this position and it also cost a lot of money and time. I think this would be a true gift to the American people if we are able to change this."</p>
Nasir	<p>"Very well awaited regulation. This will allow employees not to consider themselves enslaved by their employers because they have invested in their houses and children schools and non compete clause is like a shackle. Also this will allow businesses to excel in terms of employee's care and will compete against other businesses for better employment opportunities."</p>
Sameena	<p>"We really should remove Noncompete clauses as it is a way to solve the physician shortage and provide health care to all. Physicians should be allowed to practice and provide healthcare to the needy."</p>

Robert	"I have a non-compete and it makes me feel like a slave. There is no end to the term of the contract either. So basically...I am not allowed to leave"
ismael	"non-compete clauses for physicians have significant negative effects on both the healthcare industry and patients. By limiting physicians' mobility, patients' freedom of choice, and healthcare innovation, these clauses can ultimately harm patient outcomes. Therefore, it is essential to consider ending non-compete clauses for physicians to ensure that patients have access to quality healthcare services and that the healthcare industry can continue to progress and innovate."
Harry	"I fully support dropping non-compete clauses from all contracts. Most physicians are currently employed and not in partnerships like in the past."
Nadia	"Non compete should not be allowed. It basically hurts the patients. They choose organizations according to where their physician is and their provider has to move outside radius due to a contract then patients feel abandoned and not felt like there need was important. Non compete should be removed and providers be able to work in their proximity thus patients will not be affected."
John	"I strongly support the FTC's efforts to ban noncompete agreements"
Rick	"I support the FTC's ban on non-compete agreements. As a software developer I have understood them to be used to protect a company's trade secrets, so I was shocked to learn that they're also used for employees of fast food and retail businesses, where employees have no trade secrets. In such cases non-compete clauses don't protect business secrets - they merely keep employees hostage to a work situation that might be improved by taking a different job. Banning non-compete clauses will make it easier for workers to earn what they're worth on an open market."
Marc	"Just like any other worker, physicians must be allowed to work and travel wherever is most suited for them. Non-compete clauses violate the very underpinnings of our free market system and benefit the ultra-wealthy at the expense of those working to care for patients. Non-compete clauses prevent continuity of care and promote the abuse of workers by trapping them in situations which they can not easily leave. Patients and providers alike suffer greatly under this policy and I firmly support the removal of any and all non-compete barriers on physicians and any other healthcare workers. When physicians are empowered, patients will benefit greatly. Please do what is right and allow physicians and providers of all types to make free and fair decisions about their work environment, their patient resources, and their futures."
David	"I have been an Emergency Physician for more than 30 years. On multiple occasions I have been forced out of a hospital where I had good relationships with patients, staff and administration, because the contractor who was employing me lost the contract, and the hospital could not afford to buy me out of the mandatory non-compete clause between myself and the contract group. This has resulted in disruption and down-time in my practice, lost income, and

	<p>increased administrative work involved in my job involuntary search for a new job and credentialing at a different hospital. It also has resulted in increased cost to the hospital, who must credential and on-board a new list of physicians, as well as exposing patients to new physicians who require time to work smoothly in the therapeutic team, and may turn out to be unsuited to that particular facility. These costs to the physicians and hospitals involved are precisely the purpose of the non-compete clauses, constituting a barrier to physicians attempting to obtain fair compensation, a barrier to hospitals attempting to obtain quality Emergency Department services, and increased risk to patients who seek quality care. The only entity that benefits is the contract company, whose financial incentives may actually be antithetical to patient care."</p>
John	<p>"Non-compete contracts should be banned immediately. A company should not have total control over an employees rights and ability to find their next job. Being an employee at-will gives workers zero rights as they can be terminate with no cause. Please support the amendments to ban noncompete agreements."</p>
Josh	<p>"I signed a non-compete with a Physical Therapy company and when I tried to find work while furloughed in 2020 they threatened to enforce it. Most employees feel pressured into signing them and do not have the resources to fight back against them. Please ban non-compete clauses."</p>
Francis	<p>"I think this rule is fantastic. As an executive in a specialized field, my options and salary are greatly eliminated because of my companies noncompete. In addition, the noncompete is tied to long term incentives, so I can only benefit if I sign the noncompete. Lastly, if the company terminates me with no cause, the noncompete still applies. Please pass this rule. I'm happy to sign a no disclosure if the company is worried about IP but they shouldn't be able to stop me from getting a job in a similar field at similar or better pay."</p>
Zack	<p>"As a physician, I strongly support the proposed FTC Non-Compete Clause Rule to ban non-compete clauses in employment contracts. In the healthcare industry, non-compete clauses have become all too common and have had a significant impact on our ability to practice medicine freely and effectively. Non-compete clauses restrict our ability to seek better opportunities and pursue advancements in our careers, leading to stagnation in the industry. This can be particularly harmful for physicians who want to relocate to a new area or join a different practice, as they are often forced to choose between staying in a suboptimal position or leaving the profession altogether. Furthermore, non-compete clauses limit patients' access to care by reducing the number of physicians available in a given area. This can create a monopoly on healthcare services and limit the options available to patients. As healthcare providers, our top priority is always our patients, and non-compete clauses directly contradict that priority. By banning non-compete clauses, the proposed rule will help promote competition in the healthcare industry and improve the quality of care available to patients. It will also provide physicians with the freedom and flexibility to pursue career opportunities that are in line with their professional goals and best serve their patients. In conclusion, I urge the FTC to move forward with the</p>

	<p>proposed Non-Compete Clause Rule, as it will help to ensure a more competitive and patient- centered healthcare industry, while also providing physicians with the freedom and flexibility to advance their careers and provide the best possible care to their patients."</p>
Nitin	<p>"noncompete clauses and contracts shackle physicians to their jobs, and do not allow them to look for better paying positions or better work conditions. Because of noncompete, employers do not have any incentive to keep their doctors happy and provide them with ancillary services they need to do their job well. this country is founded on competition with your neighboring competition, not remote and irrelevant competition. Please pass a rule or law that bans non-competes. They give employers an . unfair advantage."</p>
Jeremy	<p>"Given that the only beneficiaries of these non-compete clauses are companies, rather than the people who labor for their benefit, I wholeheartedly support banning such restrictions on employees. I encourage the FTC to approve its proposed rule."</p>
William	<p>"It's incredibly baffling that this is still A THING in the U.S. The FTC's proposed rule to ban non-compete agreements would be a major step in leveling the playing field for workers. It should also have a significant impact on improving worker wages, yet make it easier for employers to fill open positions. The fact that the public comment period was extended into April is insane. This is a bipartisan bill that should be expedited into law-especially given the current economic climate. The announcement by the FTC to extend the public comment period is baffling Within the statement it was acknowledged that this would modify precedent that has been in place for "hundreds of years". A mind-boggling admission of policy working against the U.S. workforce. Enough is enough. It's time to move this forward. Three in five Americans support this legislation. Let's go."</p>
William	<p>"My wife is currently exploring legal options to fight a non-compete agreement she signed when initially starting her most recent job. Now, because her former manager wanted to take over her book of business to make more money via commission, she is unemployed and unable to work for a competitor for 12 months. All this after less than two years on the job. "Things didn't work out, so we have to let you go, but also, we're scared of you and know you'll be successful with a competitor, so you can't do that." This ban on non-compete agreements can't come soon enough. It's long overdue and will positively impact millions of Americans. For executives and CEOs? Sure. For everyone else? No way. It's not saving your business, it's potentially ruining lives."</p>
Anand	<p>"I am in full support of the proposed rule. As an employed physician in a large city, I have seen the continued entry of private equity and the consolidation of healthcare organizations over the last 12 years in practice. I have a restrictive covenant which does not allow me to practice in a certain geographic area should I leave my employer. Of course, this places an undue burden on the employee to find a position outside a certain area and there are associated costs. The</p>

	<p>organizations (employers) would argue that an employee leaving would be a threat to the organization should they violate their non-compete, but the David vs Goliath dynamic that exists makes this argument invalid. In a true competitive environment, the employer should rely on their business and employment models to retain employees, and not rely on the threat of legal action. I would argue that those who want a less regulated business environment should also be in favor of the proposed rule in that the elimination of non-competes leads to a true competitive environment, Finally, the success of our country in the past has relied on the small individual-owned business and the local community, and not on large corporations. If an employee has put in sufficient work investing and fostering their local community, they should be able to stay in that local community (whether with another employer or starting their own small business) without prohibitive action from large institutions. I appreciate your time reading my comment."</p>
Line	<p>"Please get rid of non-compete . It makes it hard for people live close to work if switching jobs, which is loss of time, cost in gas and travel, and prevents people from getting the jobs they desire to become effective participants in our economy . In my case as a physician, I would have to uproot my kids to get a new job and work close to home . 2 hour per Day extra commute is loss of time, money, and productivity ."</p>
Robert	<p>"eliminate not-compete clause rule....the people worked hard for those skills, and fyi the company didn't pay for that with the time, the energy ,and the money...so they have no place in our world!"</p>
Brad	<p>"I got studied to become licensed for multiple professional exams. I am currently subject to a non-compete in my employment agreement. I have a two year old daughter. If i leave my job, i am not allowed to find work in my professional field with a different company? this is not fair. I am not competing with a big company, i am just wanting to be able to do my job that i have studied and trained for literally for years. Companies should not have this level of power over employees. I also had to deal with a few years of uncertainty/insecurity when i was growing up when my dad left a job that he was subject to a non- compete for! He was unable to work for 2 years when i was in fifth/sixth grade. The field is investment advisor/tax attorney."</p>
Kyle	<p>"Non competes stifle workers rights as well as making it harder for companies to acquire top talent. Given a choice a worker will go to a company without a non compete. For those of us that work for companies that have non competes for new hires, it makes it extremely hard to go out and find help. I know I could try to drive change from within but I'd much rather it just be against the law."</p>
angelo	<p>"Any opportunity for free market enterprise is vital to both our nation and the globe. With the advent of technology on our door step, that has uprooted millions of entry level jobs, non complete cause rule is an important first step"</p>

<p>Eric</p>	<p>"As a family physician who recently completed my training and is now employed in Chicago, I have a very real concern about the non-compete clause in my contract. While I'm happy in my current role, if that were ever to change I would be limited from continuing to practice in nearly the entire city of Chicago for a period of two years. Given that my wife works downtown and I have a young child in daycare, moving or commuting out of the city would be a huge financial and emotional burden for my whole family. Given that I am one of well over a 1000 physicians employed by my health care system there is very little practical impact that I could have on them if I were to leave for either solo practice or to another major academic medical center. I also explicitly asked to negotiate the terms of the non compete during my hiring and was given no latitude to do so. Eliminating these harmful provisions that only serve to restrict job mobility and reduce competition for wages and talent would be a huge benefit to young physicians like myself. I encourage you in the strongest possible terms to complete this rule without carve outs. Thank you for your consideration"</p>
<p>Alex</p>	<p>"I write today to express my strong support for the FTC's proposed ban on non-compete clauses. Here is a real-life example of the non-compete clause's detrimental effect on our city of eighty thousand residents served by two community hospitals in central Illinois. One of the hospitals was recently acquired by a large healthcare corporation. The executives of the corporation forced a major salary cut on physicians when they took over control of the hospital. Half of the physicians decided to leave the hospital, but they could not transfer their practices to the other hospital in town due to non-compete clauses. Most of these physicians ended up leaving the state, including the only interventional cardiology practice in town. As a result, when someone in our city suffers a heart attack, they have to be transferred one hour away to the nearest hospital with interventional cardiology services. Several patients died before they could reach the other hospital. Our community is already medically under-served, because it is not a very desirable area to attract new physicians. This mass exodus of physicians was devastating to our community. If it weren't for the non-compete clauses, most of these physicians would have stayed in our community, because they had deep ties here. Non-compete clauses do not just affect the workers who are forced to sign them. They affect entire communities, who suffer the consequence of reduced access to necessary medical care as a result. I strongly urge you to enact the ban on non-compete clauses. Thank you for your time."</p>
<p>Bryan</p>	<p>"I am writing in support of banning Non-compete clauses. I am an OB/Gyn physician in a very large medical system. My group has dissolved due to my partners either leaving for out of state or retiring. The medical system now wants to move me to a hospital that is 40 miles away. As an OB I have to be within 30 minutes of the hospital in order to be compliant with hospital by laws. Since I live 40 miles away from the proposed new hospital I would have to stay in the hospital every time I am on call which will prevent me from spending time with my wife and children. I have informed my employer that I will be resigning due to the extreme circumstances surrounding maintaining my employment. I have been informed that my employer will be enforcing my current 10 mile restrictive covenant. Not only does this impact me and my family, but it puts patient safety</p>

	<p>care at risk as my current patients will have a difficult time establishing with a new OB as there is already a shortage of OBs in my area. If these non compete rules were lifted, I would be able to join a practice in my current area that would allow for the continued safe care of the OB patients in my area. I hope the FTC places a high priority on patient safety as a reason to eliminate non compete clauses."</p>
Gail	<p>"As a group, businesses happy to redefine the free market to suit their interests, are once again showing their true colors. The ban on non-compete agreements is necessary for the "free market" to function in our "free" society. So, I say to the Chamber of Commerce, and all others, who are putting large dollars into battling against this to stop. Save your money and do not be afraid of allowing this to occur. Ban the non-compete agreements."</p>
Matthew	<p>"Non-compete clauses are bad for workers. Too often, businesses use them to restrict low level employees under the guise of "protecting trade secrets". Non-competes have been documented to have been used by employers of hairdressers, sandwich makers, and researchers. These are absurd and abusive overreaches of the use of non-competes. There are far more documented examples of non-compete abuses in current media. Individuals' livelihoods have been destroyed by non-competes. I urge the policymakers to ban them."</p>
Rick	<p>"Please move forward with this proposal. It is so unfortunate as an employee to not be able to take another job and source of income because it competes with another employer. Biggest example is a fitness trainer or instructor has difficulty teaching a class a various locations and employers because one or more have a non-compete clause and now I as the employee am now dependent on one employer to give me a living wage, which is highly unlikely. You might get one or two permanent classes per week which could be between \$50- 120/week. Not a living wage."</p>
Jennifer	<p>"Non competes should be banned. their utility has always been heavily weighted in favor of the employer, and their practical application actually hinders both corporations and individuals. In many industries, non competes hinder the ability of individuals to obtain new work, as would-be employers are reluctant to hire individuals who have opaque limitations on their ability to contribute to their organization. Ironically, the same risk that is encouraged for individuals in taking on a project is seen as a liability, and hiring managers are encouraged to overlook some more qualified individuals to minimize the potential risk. For individuals, non competes eliminate the natural build on their knowledge and expertise, and many are forced to seek work not aligned to their experiences. This career limiting behavior is detrimental to individuals and their ability to meaningfully contribute to the economy and their careers."</p>
Ken	<p>"I am in support of this ban of non-compete clauses. A non-compete clause is detrimental to a competitive free-market system and it is also anti-labor. The federal government should be supporting and ensuring that American citizens have the right to work where they want when they want. A company should not</p>

	<p>have the power to restrict my employment. Any argument a company or the Chamber of Commerce would make to keep non-compete clauses would be for the sole purpose of keeping wages low and restricting competition from growing. If the FTC does not have the power to execute this order than Congress should enact a law to eliminate non-compete clauses."</p>
Abe	<p>"I wholeheartedly support the banning of non-compete agreements. It is incredibly evil for companies to stop an employee from continuing in their line of work or career under the guise of protecting trade secrets or whatever excuse. Non-competes only ever benefit companies and harm workers. Companies can protect their "trade secrets" by making it worthwhile for employees to stay."</p>
Shilpa	<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 personally suffered under) as well as limit physician autonomy and career opportunities."</p>
Daniel	<p>"I support the ban of noncompetes"</p>
Mohammad	<p>"No compete in medicine creates lack of services and fills the pockets of venture capitalist and hospital owners"</p>
Mehul	<p>"It helps patients get better care, if there is no Non-Compete clause. It's a tool by non-physician administrators to tell MDs how to manage patients, instead of MD doing what is right. If there is non-compete clause, the MD feels obligated to do what non- physician MD tells him to Do, or leave the area he worked for years and took care of patients."</p>
Mike	<p>"Non compete agreement is completely unfair & needs to end. I'm one of million employees whose trapped by this agreement in mid size tech company. Please abolish it ASAP. Thanks!"</p>

Kenneth	<p>"Thank goodness,, I've been locked into a non-compete for years.. all it really means is I can't get another job in sales I cannot go out and get a sales job in anything I ever sold at my current company Pittsburgh Pipe.. extremely unreasonable. Basically we've sold everything under the sun... They're able to push their employees around, but only behind their backs by falsifying cost on products etc... They have a nasty way of doing business and I've been wanting to get out of this for years , and it keeps me from teaching disadvantage business enterprises on how to do sales . Basically then I compete should be near illegal but it's not.. 618-917-155 let me know if you need any spokespersons in the St Louis area I've been in industry for 24 years and I've been an advocate for new business, which isn't going to happen around here due to these non-complete disclosures thank you Kenny Waggoner... A resident living in Illinois bound by non-compete from people in St Louis Missouri..."</p>
Kenni	<p>"I work for a company out of St Louis that's mostly in the steel industry. I assisted for decades expanding the plastic industry for a steel company since they were distributor. My plan was to get more involved with Infrastructure and with Federal funding, it must include disadvantage business enterprises. My hope was to retire from my employer, and teach wbe's MBE and others, on how to enter the industry for which I learned on my own. it's about Fair practice and allowing minorities to participate. The question is how do they participate without anybody showing them how to enter the industry. Not only does a non-compete limit a person like me from regaining employment for 18 months, it keeps others such as the NBA's from learning from somebody like me for 18 months. In this regard, the non-compete seems like it keeps minorities from entering the industry, almost like civil Right discrimination, not against me but for those who want to learn from people like me."</p>
Jason	<p>"Since non compete clauses are ubiquitous in medical practices they often prevent patients from maintaining a patient physician relationship if their physician leaves a practice. Furthermore, non competes are signed by physicians directly out of training and often benefit hospitals or large group practices that are far more powerful than an individual physician. Non compete clauses are anti capitalist and have proliferated to become so widespread that they are now primarily used to trap or penalize employees who sign them rather than shield an employer from risk"</p>
Hussain	<p>"I am a father part of a family of four living in a large city. Raising children in america is extremely expensive and these non-competes impede my ability to demand a market wage from my boss. I work in real estate finance and crucial to the business we do. However, my ability to go out and secure a market wage is hampered by these non-competes in our industry. Please please outlaw this practice and allow us to earn the fair wages we deserve and start new businesses and support the ones we use on a regular basis through our spending. thank you!"</p>

Amanda	"I am a physician and would like to see non-competes eliminated I had to move my family of 6 to a new state due to a non-compete agreement. Disrupting to any family would be an understatement."
Kenneth	"Dear Chair Lina Khan, The idea that non-competes effect low income workers but congress people exploit their learned knowledge after their work is done. The best way to understand how this would change the way congress runs is no congress person would be allowed to work for or with any company or business that had any business or issues related to their enterprise before the congress person's time in office. Until you are willing to vote to allow non-competes to exist, you need to be willing to ban all congress people, staff and clerks from working for lobbyists and companies that sell product or provide services to the governments local, state or federal. Thank you for your work, and please issue a final rule that bans non-compete agreements. Sincerely, Kenneth Wennemar Dekalb, IL"
Eric	"I agree with the FTC's interpretation that non-compete employee contracts should be banished. The use of these contracts impedes the majority of employees covered by these contracts from leveraging their marketability. The use of these contracts heavily favors employers at the expense of the employee's market flexibility. A suitable vehicle to protect an employer's intellectual property would be a non-disclosure agreement."
Martha	"Non-compete laws are WRONG! Being an employee means trading your expertise & experience for pay. That does not mean that the employer OWNS their workers. Everyone has free will to take a job ANYWHERE if it benefits the worker. Employers have NO RIGHT to stop an employee from taking a job with a competitor. As an employee, I have the RIGHT and DUTY to find the best job that suits me. You cannot allow employers' OWNERSHIP of an employee. Employers have gone too far, they are NOT the almighty. Employers have an obligation to their employees, not the other way around. The "non-compete" is SLAVERY!! If employers want to keep their employees, they must treat them with respect, safety, and better pay. Employers NEED employees more than an employee needs their employer."
Alisha	"A non-compete clause as a physician made me less attractive as a candidate to other employers. This is a big problem when a few hospital systems employ nearly all physicians."
Andrew	"This is great! I love that the federal government is trying to protect the working class from greedy corporations!"
Sherie	"Noncompete clauses should be banned. It's just another way that businesses make life more difficult for workers. They keep workers from switching to better jobs. The government has allowed too many monopolies to exist. Noncompete clauses are just another way for companies to decrease competition."

Kathleen	<p>"People are having a hard enough time providing for themselves and/or their families. There is no justifiable reason to prohibit or severely curtail a person's ability to remain homed by preventing them from freely seeking employment in the same field for better pay or working conditions. If a person has proprietary information, curtail their use of that. Do not prevent them from seeking employment to better themselves out remove themselves from a problematic workplace."</p>
Kirk	<p>"I have on many occasions over the years signed these agreements. There have been times where employers have asked for these after year's of employment. I even had one employer threaten to try and enforce one after letting me go. This was a company that I worked at for over ten years. Thankfully they misplaced their copy of the agreement. If they hadn't, it would have made it difficult to get a job and another person I worked with was not as fortunate. They are oppressive and basically create an endured servant relationship, especially for individuals like me that are creative and tend to be critical to creating and managing systems that create an environment for organizational growth. Another point is that organizations tend to believe they own everything some e to working for them creates, even business processes and management strategies. This thinking takes away from the years of work an individual invests in oneself• this includes education. And certifications that most companies do not pay for. In all, this structure is a power and control function that limits and traps people in situations that limit their ability to grow beyond roles. It also allows these businesses to treat employees poorly."</p>
Gregory	<p>"I fully support the abolishing of non-compete clauses. Employers have been unfairly utilizing these practices for years. Corporations know that workers will not be able to tight this unfair practice in court, where employees would accumulate a mass of legal fees in order to do so. I agree that this practice discourages competition and promotes unfair work practices. Please take my comments into consideration to abolish this unfair practice."</p>
Robert	<p>"Hello. My name is Bob Woodrick. I'm a physician working in an academic medical center in chicago. The proposed ban on non-compete clauses is rational and just. Large corporate healthcare systems now have outsized leverage. We lost one excellent candidate for our group in the past year due to a restrictive non-compete. Clearly competition and the ability to work freely is being impeded."</p>
M	<p>"I'm in total agreement to stop non compete clauses. My husband started his own insurance consulting business and the large Insurance Broker lie had worked for threatened him with legal action if he contacted any of his clients from his prior employer. I never understood why the client can not decide whom he wants to buy insurance? The large Broker doesn't own the clients. In instances with proprietary information or trade secrets I'm in agreement with limitations on future competition"</p>

<p>Emily</p>	<p>"I was made to sign a noncompete with my offer letter when starting an entry-level role right out of college with a medical supply company. Noncompete laws have allowed companies to take significant liberties beyond the original intent, which was only to restrict high-level employees from sharing sensitive information with competitors. Now, myself and fellow employees have to concerns ourselves with figuring out if other potential employers violate our noncompete or not, given the wording is wide-sweeping and vague. Additionally, I had to sign my non-compete in an internal 1-1112 portal, meaning I never received a paper copy and would need to ask HR for a full copy - most likely labeling myself as a flight risk. Now I know better, but my 22 year old self was taken advantage of. Noncompete agreements should not exist given the lack of appropriate guardrails and unnecessary consequences on workers."</p>
<p>Jiajia</p>	<p>"I have been sitting out a non-competitive agreement at my last job during covid. I was significantly under paid to support my family yet not able to join next work due to the unfair agreement I signed at 8 years ago when I was at a much different situation of employment and need a job desperately. The employer did not even bother to raise the non-competition pay to account for inflation."</p>
<p>Andrew</p>	<p>"I strongly support the efforts by the FTC to end the practice of non-compete clauses in employment contracts. While I am not currently under this burden, I have co-workers who are, and the reality is that this creates an unfair imbalance of power in the favor of the employer. Employees are prevented from earning market value for their wages due because they cannot find a job at another company, nor can they create jobs and value by opening their own business in a similar industry. In the case of my coworkers, they are prevented from working for a competitor regardless of why their current employment is terminated. So if they are laid off due to economic conditions, they cannot use their transferrable skills to work for a similar company. This is not only unjust, is also unfair practice in a society that claims to value the principles of free market capitalism."</p>
<p>Mica</p>	<p>"I applaud and fully support this groundbreaking proposal to abolish non-compete clauses. At a minimum, they are an obstacle to free markets in labor while at worst they severely restrict workers from earning a living, potentially diminishing GDP or setting our citizens up for modern indentured servitude due to a litany of economic hardships compounded by this unethical but common labor practice. As an anecdote, in our household we have professionals in food & beverage (cooking instruction) and biotech (sales), both of which have had to negotiate out of non-competes. In both instances, non-competes were written in such a way as to eliminate labor potential for a minimum of 2 years, rendering our specific skills, training, and education inapplicable to the workforce. We were fortunate employers accepted our negotiations, though our colleagues haven't had the knowledge or confidence to have those conversations. As such, they become bound to their employers in a way that limits their mobility and depresses wages, as their labor no longer has free market access - a hallmark of our modern capitalist economy."</p>

<p>Drew</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. 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 MIA'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>Benjamin</p>	<p>"I highly support a ban or the very least restriction on non-compete agreements. They give an employer too much leverage over an employee and result in lower wages, worse working conditions, and so on. They also disrupt the free market for labor Banning Non-competes would be highly beneficial to workers nationwide."</p>
<p>Colin</p>	<p>"I support the proposed rule eliminating the existence of non-compete clauses. Non compete clauses are an anti-worker tool used largely by anti- competitive employers to exploit and threaten their workers. The American workforce would only benefit from being more free to choose their place of work."</p>
<p>Elizabeth</p>	<p>"I strongly support the proposed Non-Compete Clause Rule, as proposed in Matter No. P201200."</p>
<p>Rachel</p>	<p>"Non compete clauses hurt doctors and patients. They prevent good patient care and autonomy of physicians to practice where they are needed and wanted. These clauses should be banned and never allowed in the field of medicine."</p>
<p>Christina</p>	<p>"I've actually been going back and forth on a contract about this precise issue. I'm in a strange position where my company was incorporating in my state when I first signed on, so I was a 1099. Now that they're registered, I can become a W2, which is advantageous for tax purposes and accurately represents my type of employment per the IRS's definition of a W2 Employee. Now that I am faced with signing this contract, there area ton of noncompete clauses. Namely, some that would not allow me to work in my industry for 6 months on top of a 6 week notice. The contract even has a line how I agree that it wouldn't effect my livelihood. I haven't signed yet over this exact issue. I enjoy my job and the company I work for, but the entire issue over the contract has been off-putting to say the least. I would hope that a company would want to keep me and other talent through benefits, compensation, and culture, not pigeonhole us into a position with ridiculous stipulations. I am shocked that non-competes can be so invasion to an</p>

	<p>individual's career. To me, it minimizes the responsibility of the business to the employee in terms of what they might offer with benefits, compensation, growth, etc. If they can't go anywhere without sacrificing 6 months of pay, or whatever someone's situation might be, then the companies are less inclined to offer more perks to retain talent which could effect the overall work culture and compensation to employees. It harms employees by not allowing them agency in their career. If an employee does have a better opportunity they should be allowed to pursue it; that is what drives the market, competition, and innovation. I can see the trickle effects of this within various industries, quality of work, offerings to consumers, economic health, etc. I'm glad to see that the FTC is taking this matter seriously and I hope that something is implemented to prohibit or severely limit non-compete clauses."</p>
Jon	<p>"Thank you for the opportunity to provide a comment on the Notice of Proposed Rulemaking for the Non-Compete Clause Rule. I have been a practicing attorney in Illinois for over 40 years, and I have seen many non-compete clauses in business contracts. (They have been banned for attorneys in Illinois for several years by the Illinois Rules of Professional Conduct). Typically these agreements restrict an employee from working in another competing business for a certain period of time, usually about two years. I have advised employees who have been presented by their employers with non-compete agreements to try to negotiate the terms of these agreements. I typically advise employees that if the employer insists on a non-compete agreement, then the employer should correspondingly be required to continue paying the employee's salary or wages for the entire period that the non-competition clause remains in effect. Such a requirement would strike a fair balance between the employer's perceived business necessity and the employee's need to make a living. Such a requirement also requires the employer to more closely examine whether a non-compete clause is truly a business necessity. There are times when non-compete agreements make business sense, such as when the employee have access to highly confidential business information during the course of their employment. Accordingly, I suggest that, rather than ban non-compete clauses entirely, the FTC should consider allowing them where legitimate business needs require them, but also require that any employee who is restricted by a non-compete clause must continue to be paid their full salary by the employer throughout the time when the employee is subject to the restrictions of the non-compete clause. Regarding the impact of the Proposed Rule on existing contracts, I also suggest that the FTC should consider whether the Contracts Clause of the Constitution of the United States (Art. 1, Sec. 10, Clause 1) may restrict the application Proposed Rule on existing contracts and may require the Proposed Rule to apply prospectively only."</p>
Jonathan	<p>"I'm a low ranking engineer at a company within Danaher Corp., and I have a noncompete clause. It is very frustrating to me, because I write fiction in my free time, and sometimes I write near future works with imaginary technology that is based on my engineering experience, and I worry that something I write could be considered a violation of my contract. It is very frustrating how openly worded my contract is. Noncompete clauses go against the principles of the free market. I</p>

	<p>can see how, in rare cases with very high level executives, they can preserve a company's trade secrets, but allowing them for non-C suite employees makes no sense. I feel like it's just there so people can't threaten their bosses with leaving. Also, to make matters worse, I'm only 90% sure I have a noncompete. I looked for a long time to find my employment contract but couldn't. I found a copy of a Danaher noncompete on the SEC's website, and I remember the writing worries when I read my initial contract, so I'm pretty sure it's there. But I can't find my contract to Enid the exact language."</p>
Joseph	<p>"Non-Compete Clause Rulemaking, Matter No. P201200 One question, for those who have already suffered in their career due to non-compete litigation, can these historical rulings and litigations be lifted or some sort of compensation be reached for harm to the ex-employee's career?"</p>
Jeff	<p>"A distinction needs to be made between Non-Compete and Non-Solicit contracts. Non-Competes should be eliminated while Non-Solicits should be allowed. The Non-Compete prevents an employee from seeking work in an industry that has trained him, complete prevention of work in that field. A Non-Solicit contract would allow an employee to seek a job in their field of training but NOT with a direct competitor. The concern is that the "trade- secrets", which might include customer lists, would be taken and used against the initial employer. If, as an example, the hairdresser leaves one salon for another they can not reach out to their clients to "come with them". If the food delivery driver wishes to change jobs they may not use route knowledge and customers from the initial job at their new job. hi both these cases it benefits the new hire. If they job seeker has a Non-Solicit contract and the new company knows this and still wishes to make the hire it means they want the prospective job seeker because of their skill not because they wish to "steal" a competitor's "trade secrets" even if the trade secrets are only customers, stops on a route. Non-Solicit contracts would set a narrow limit on both knowledge learned at a previous job, something that has to be shared to make the employee efficient, while recognizing that this knowledge is education and something that may well be lost if the employee leaves. What should be safe are the files of customers. Those would not have been known unless the employer shared them with the employee. The employee isn't entitled to "take" those files but they are entitled to "take" their training If you eliminate Non- Compete contracts completely this measure is more likely to fail. If, however, you offer a Non-Solicit contract you increase the likelihood of success because you have allowed some protection to the employer about to lose a trained employee. There are ways to protect the initial training company from customer / business loses while allowing continued utilization of skills by a worker wishing to change jobs without changing professions. My sources are from a Harvard Business Review article I read at Kellogg Business School in the mid 1970's. It was valuable then though not completely appreciated and it should be the basis for this discussion."</p>
Aimee	<p>"I am adamantly against non-compete clauses. I am a Healthcare Provider in Illinois. There are 2 large healthcare corporations that manage 90% of the healthcare facilities in the area. Having a non-compete clause causes people to</p>

have to continue to work in a toxic work environment. Working long hours and seeing hundreds of patients can cause healthcare workers to burnout. The big corporations put the small offices out of business. There is no choice for patients. These contracts usually are for 20-30 mile radius and 1-2 year time limit after leaving. I have looked at the radius around my work and 20 mile radius can take up to 45-60 minutes to drive. I am unable to relocate for 1-2 years. People would have to sell homes, move schools. These clauses cause healthcare staff that inability to find a job close to their home. This leads to more travel time. Patients also do not have the choice to choose who they feel comfortable with. Unfortunately, for myself, who have ailing parents, children, and grandchildren around, I would have to continue to work in a toxic environment because of these clauses. Healthcare providers from housekeeping, nurse assistants, nurses, nurse practitioners, physician assistants to doctors, do not have trade secrets from one medical facility to another. The mere few hundred of patients that may leave and follow a provider are such a minute amount of the millions of patients that these corporations have. Again, comes to the point that patients do not have a choice who they can see and healthcare workers do not have a choice to change jobs, if needed to get out of a difficult situation and that puts more risk of accidents when caring for patients. I do not think noncompete clauses have any positive reasoning to be involved with healthcare. Having to take a position outside the radius for a particular amount of time, will lead to long drives, increase financial strain on finances, and more time spent away from family. State of Illinois now has laws that if you make less than 75,000, can not have a noncompete. Most healthcare providers do not qualify. It is difficult finding healthcare workers and sometimes just because you offer more money, does not mean that you will get a better healthcare worker. Travel healthcare companies are paying 2-4 times normal wages to travel personnel, rather than treat the local employees well. If the way more competition, corporate healthcare might suffer and healthcare itself will improve. As long as the cost of paying healthcare working continue to increase, the insurance companies and customers will have higher bills to pay. If there was competition, healthcare employers would need to treat the employees better and not like a number, which in turn wants us to treat patients like a number. When you are at work and feel like you are in shackles, how beneficial and productive are you? How beneficial is that for patients if they have a provider, who leaves and has to practice 30-60 miles away because of the 20 miles radius and the patient feels a connection with that provider and now has to drive that same distance to see them. Patients do not have the opportunity to choose their own healthcare. I understand some businesses especially those that invent things may need safeguards but healthcare is one of the last areas where non-compete clauses should be, not only for the employees but for patients and their choices. I request that the FTC and government work against these big corporations who make employees feel like they are in shackles and do not have a choice but continue to work in a toxic environment. As far as my current situation, I am trying to take a position in a rural, underserved community but since the city is just under 20 miles, I am unable to take position. Shame on the big healthcare corporations. We are to do no harm, I do not see that as an attitude with healthcare corporations. Please continue to fight for not only the

	healthcare providers that are subject to non compete clauses but fight for the right of patients to be able to make choices."
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