



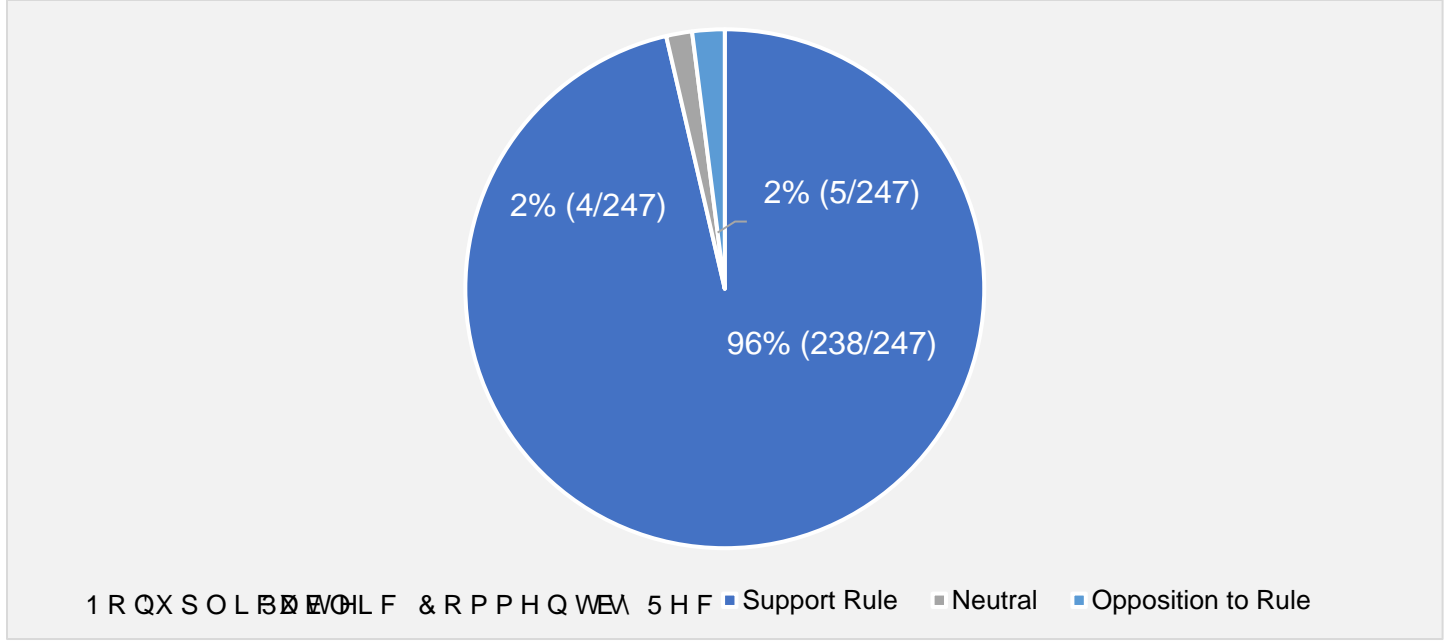
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stifled it's growth despite what some could argue is a significantly stronger talent generation engine (Boston Universities)."

"I strongly believe that the FTC is on the right track with its effort to rein in the use of non-compete agreements. As the agency notes, these clauses were once bound only in employment contracts for senior-level employees with access to true proprietary information and corporate secrets, but they have proliferated to even hourly and contract workers. A non-disclosure clause has some of the same effect and can be used where necessary, although for most emp

Joe

	throughout the country. Attorneys have enjoyed this protection in every state for years, and it is only fair and reasonable to extend to all professionals."
J	"As an individual who currently is working with a non-compete clause in my employment contract, I support the proposal to remove non-competes. My company has a very wide reach within its industry, so you could make an argument that ANY other company within the same industry is a competitor. I'd be at risk of being sued if I left the company to join one of them. I can't make use of the industry specific knowledge I've gained when I look for my next job. Thanks for making this proposal, I very much hope it is approved."
Elisa	"It's wild that people in a specialized field, or even a non specialized field can be shackled to a bad employer due to non competes."
Amar	"Please include non-competes for physicians and healthcare workers. As a physician if I am being treated unfairly and have a non-compete limiting my practice to a city, I will have no option but to move away. The problem is that all the patients I care for will not have a specialist in their area and will be without specialized care because of the non compete. It is an unfair tool that stifles competition and goes against capitalist values. Thank you, Amar Mannina"
Rodolfo	"As a physician I fully support this rule."
randolph	"I do think we need to do away with the noncompete clause in contracts and all businesses. I also see the other127.42 Th2 0.48 0.4av/fdo"



Neil	"I left working in a hospital setting because of corporate mergers limiting ability to be autonomous in my practice. There should be no exceptions for hospitals or any industry to allow non compete clauses"
Shawn	"Yes please"
Cara	"I am a citizen who has been harmed by noncompete clauses on medical personnel. They disappear, and all my confidential medical information details disappear with them, when they leave the abusive workplaces where I happen to have found these practitioners. Once I discover that they are prohibited from staying in touch with me, then of course I must refuse to see any other practitioners at that bad workplace, because the problems will just happen again there. It is hard to find a good PT or OT who is not bound by these nasty contracts. Please forbid non-compete clauses in work contracts."
F	"The very basis of -free enterprise" is the ability of its constituents to actually be free. Non-compete restrictions keep workers from being so. They need to be abolished."

Phil

"Please ban non-competes. My wife is a physician and non competes hinder her ability to practice in her area. Non-competes are anti-capitalist, anti-

Christopher

	satisfaction. This includes implementing NDAs to protect sensitive information, offering competitive compensation packages, and fostering positive work environments. By prioritizing the well-being and professional autonomy of physicians, healthcare organizations can contribute to a more robust and effective healthcare system that benefits both practitioners and patients alike"
Ryan	"Please move forward with this proposal. All this does is hurt workers and makes for less competition. These need to be made illegal."
Ryan	"The non compete I was forced to sign or loss my job is affecting my life. The company uses it so that I can't compete in the US, Canada, and over seas. All they do is put hardship on workers and hurt competition. Big companies uses these to pay workers less and make it harder for you to leave and get a better job."
MARTHA	"Forcing a prospective employee to sign and adhere to a non-compete clause as a condition of employment is an unfair business practice: particularly in low-wage service occupations. If an employee signs a non-compete clause and then quits or is terminated from that job s/he is then unfairly restricted from finding work in a similar field with a "competitor". This severely impacts the employee's ability to find gainful employment and make a living in the field where they already have useful skills. The practice is the employer's attempt to reduce competition for their products by placing excessive controls on the labor market, through legal means. It can also result in overall wage and benefit suppression for workers in that job sector. Across-the-board signing of non-compete clauses should be illegal and banned in all future employment contracts and they should be voided in all existing

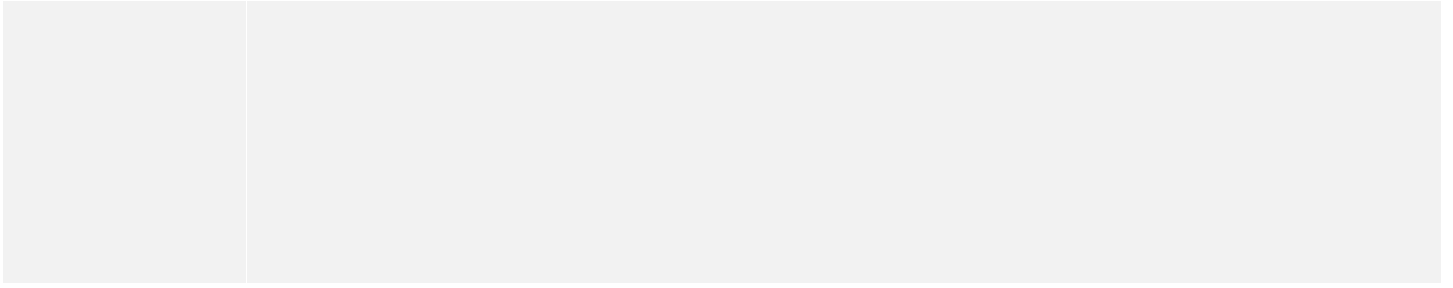
Todd	<p>"Why should anyone be allowed to tell you, me, or anyone else where or who they can or cannot work for? I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth!"</p>
Todd	<p>"A right that can be taken away, is just a temporary privilege. Please stop this terrible, horrible, outdated practice now."</p>
Justin	<p>"I have lost job opportunities because broad noncompete agreement terms leave businesses afraid of legal retaliation if they hire an employee that signed one, even if it is vague about the terms. Noncompetes should not be used because there is no way to limit their terms or enforcement. There are already laws about the disclosure of trade secrets and an NDA does nothing to prevent an employee from waiting out their contract and going to a competitor with their trade secrets at a later date. This obviously only leaves one real reason they are used, to punish an employee for leaving, and to scare them not to."</p>
Nathan	<p>"To the NLRB: the proposed rule to end non compete agree means clauses in labor contracts is timely, important, and welcome. For most employees, there is no legitimate reason for employers to use non competes as a threat or as a coercive measure. Employees should have the right to seek employment or self employment elsewhere. Non competes are used in an anti competitive mariner by employers, arid his needs to end."</p>

Ross

"The non-compete clause fundamentally undermines the concept of free market competition and gives the practice/employer undue power. Our country benefits from a free-flowing labor force that has the ability to move if circumstances determine that movement is in their best interest. This freedom of movement ensures that employers will need to remain fair in their treatment and compensation of labor in order to remain competitive. Non-compete fully undermines this basic tenet of the American labor economy and allows employers to mistreat their labor with little fear of that labor leaving for a competing employer. It is essentially a form of collusion where all of the employers/practices know that they do not have to put the most competitive working conditions forward to retain labor. This is especially true with employers / practices bringing in new, and often, young employees. As long as they are able to "sell" their practice well up front and get that young Physician, NP, PA, etc. in the door, then they

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employers. Companies and employers with non-compete clauses are trying to and effectively squashing competition. Yet, our economic system and political systems supposedly support competition as a vital part of a health economy. Non-compete clauses undermine competition and the very values and tenants our society and governmental leadership hold regarding free markets and open competition. Of course, non-compete clauses always advantage the powerful over the less-powerful. Inherently within them are issues of fairness and justice. What type of situation is it when someone needs work, they have to sign a contract that has a non-compete clause, then if they leave the employer for whatever reason they would have to root up their whole lives in order to be able to contribute their talents and skills to their local communities? It is a situation that is unethical, that increases financial insecurity, that robs our communities of needed services (e.g. health care), that flies in the face of American values of fairness and open competition, that stifles innovation, that stifles the development and growth of new small businesses. The harms of non-compete clauses to workers and professionals and their families and communities far outweighs any benefit to

Paul	"I fully agree with banning noncompete clauses for employees. When I entered the workforce from college, my entry level employee contract contained an NDA. Several coworkers voiced dissatisfaction with poor company decisions but were hesitant to leave, fearing some legal action despite having no access to intellectual property or being a decision maker. These serve only to scare employees. If a company cannot survive if employees leave the a competitor that company is unfit for the capitalistic free market."
Salvador	"I support this legislation as a financial advisor. These rules should have always been illegal and it needs to be implemented."
Calvin	"This is a great proposal. Please implement this."
Ali	"I'm a neurologist who has practiced in several states and remotely via telemedicine for over 10 years. Non-competes keep healthcare companies from improving treatment of their staff because they don't have to worry as much about attrition due to poor work conditions. Happier healthcare professionals take better care of patients and society. I am fully in favor of banning them. proving treatment o

	<p>disastrous when, for whatever reason, they are no longer able to remain with a specific employer. If, by the existence of a non-compete, those workers are rendered unable to find other local work in their field of expertise, they are often forced to move, accept jobs that don't align with their skills, or start over in a new career, all of which put them in very difficult situations. Secondly, and perhaps counterintuitively, non-compete agreements are also often detrimental to businesses. In today's environment of labor scarcity, non-competes limit the ability of businesses to hire talented and experienced workers. Whereas the free movement of workers between similar companies tends to align employees with the roles in which they are most successful, non-compete clauses prevent this natural optimization of the workforce. This results in employees lingering in roles where they are less effective or underutilized, prevents new or growing companies from attracting top talent, and even pushes skilled workers out of their industries for long periods of time. As such, the FTC's proposed ban of most non-compete clauses will be beneficial to workers and their employers. I strongly support the passage of this new rule."</p>
<p>Amen</p>	<p>"Non-competes are a form of imprisonment for doctors who get stuck in jobs that are unsatisfying but they can't move. I was in such a position. It too a toll on my family and my health. Now I quit the job but I am working locums which had me traveling away from my family. We don't deserve this. It should be a free market!"</p>
<p>Alec</p>	<p>"I thing it would be wonderful to completely ban non-compete clauses. They really hurt individuals and their livelihood. Companies can compete by creating better products. They should not be allowed to compete by banning competition. And after all, companies are already protected by Non-Disclosure agreements."</p>
<p>Deborah</p>	<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! We need to stop unscrupulous and criminal CEO's in their drive to harm their employees. Please do enforce this ban on non-compete clauses. Thank you!"</p>
<p>Holly</p>	<p>"This is 100% necessary for physicians! We are currently held prisoner by the non-compete clauses in our contracts. This is a direct impedance to patient care and access to healthcare. This is also a way for the huge corporations to cap pay and not be held accountable to fair pay and work standards. Physicians deserve professional autonomy and respect in choosing a workplace."</p>
<p>Philip</p>	<p>"I am 100% for this new rule. Non-</p>

with such companies along with online reviews by prior employees. Could the work environment have improved or not be as poor as made out at some or all of these places? Yes, it could but taking that gamble comes with unfair penalties to the employee when testimonies turn out to be true. How can we expect a free market to work properly when you cannot leave your job? Employers are not incentivized to improve your pay over time with a non-compete clause. They know you can't leave for a more equitable employer that values your skills, experience, and education. With no true competition for existing or recent employees the marketplace of available workforce becomes only those that are new to an area or field. All of this culminates in an abuse of the employees because employers can get away with it. Employees can be stuck working in a horrid, underpaid, overworked, and abusive environment as the only solution to get out of it is uproot their lives by moving somewhere else or not work at all in the same field their career is in for an extended period. Most cannot afford to not work for a few months let alone the years that these non-compete clauses often demand. The situation is made even worse when you consider the lives of an employee's family. A significant other may not be able to leave their job to facilitate a move to a new

	<p>example, an employee downloading a customer list of people ² with whom he or she has no ongoing or prior working relationship on his or her last week to take with him or her. Therefore, my proposal is that the rule be amended so that in most cases, non-solicit and language about "interference," be generally stricken down under the federal rule, with rare and specific exceptions carved out for cases such as mentioned above, where a former employee is specifically using privileged information to target another firm's customer base. However, if the firm lists such customers on publicly available locations such as company websites or social media such as LinkedIn, then such exceptions should not apply."</p>
Caroline	<p>"I am a young woman who signed a very strict non-compete agreement in a tiny town in Colorado- it has made starting my own business nearly impossible even though the woman I work for that made me sign it is completely dishonest and doing unethical work. This would change my life !"</p>
Frank	<p>"Obviously, This is just another way for companies to remove power from workers."</p>
STANLEY	<p>"I fully support a total ban (no matter the wage) on non-compete agreements. I understand some businesses worry a ban would put them at a disadvantage, but I do not</p>

	people who need to be able to take better-paying jobs for better opportunities are the ones most hurt by non-compete contracts."
Joseph	"Noncompetes do exactly what they say-prevent competition, to the detriment of the health care consumer. Noncompetes drive up cost and decrease care value. They lower provider satisfaction and by extension patient satisfaction. Patients whose providers are less satisfied are more likely to experience harm."
Catherine	"Non-competes disincentivize employers to retain employees based on good working conditions, and allows unethical employers to force employees to stay despite untenable circumstances"
James	"I am strongly in favor of eliminating the use of non-compete clauses, or restricting them to executives, as they were originally intended. As currently used, they create a for of wage slavery: a person must remain with a company no matter the circumstances or be unable to find a different job without completely abandoning their current career."
David	"I am a practicing ED physician for 20 years. During my time I have seen our health system fall to shreds. Patients are the victims ultimately. That includes you and your family. In the name of progress and money big health systems along with health insurance, pharma, and government have systematically trimmed the fat in the name of profits. Non-compete clauses are just one of their many tools. Never before in history have physicians been required to work harder, had less say in how they manage, and been complete removed as directors of the system, and as advocates for their patients. Please help remedy this problem by supporting them and including them in removal of this unfair practice that helps render them powerless."
Sean	"I wholeheartedly support this proposal. I have spent many years building my career and relevant skills, but my non-compete means I'd need to switch so far outside of my expertise that I'd probably need to take a pay cut and title reduction. If I had the freedom to do what I'm good at anywhere that I wished, then I could choose the company that offers the best culture and work environment, incentivizing my current employer to implement healthier policies and culture."
Melissa	"I support the ban on non-compete clauses. I am a veterinarian, and non-competes often block us from job opportunities in multiple cities across the country due to the now high number of corporate run veterinary hospitals. Please continue this fight for the working people."
Matthew	"This proposal would benefit American workers as well as the economy as a whole and should be implemented post haste"
Ryan	"Please pass this"

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medicine and look forward to a day when corporations do not dictate where or how we practice Veterinary Medicine."

Greg

	Otherwise, small businesses could be severely impacted if executives and key personnel who have access to business trade secrets are able to take that information and start a competing business. CRS 8-2-113 language "THRESHOLD AMOUNT FOR HIGHLY COMPENSATED WORKERS" MEANS THE GREATER OF THE THRESHOLD AMOUNT FOR HIGHLY COMPENSATED WORKERS AS DETERMINED BY THE DIVISION OF LABOR STANDARDS AND STATISTICS IN THE DEPARTMENT OF LABOR AND EMPLOYMENT"
Brandon	"Please end the madness and oppression of non-compete clauses for people that do not hold trade secrets. People that work in low level, non-decision making roles not exposed to sensitive business information or decisions should not be bound to non-compete agreements. This is a tool only used to limit employee movement and rights."
Christopher	"Non compete clauses are modern serfdom. They should be illegal for all but the most highly compensated professionals."
Justin	"I support getting rid of non compete clauses in areas that do not involve national security"
Amanda	