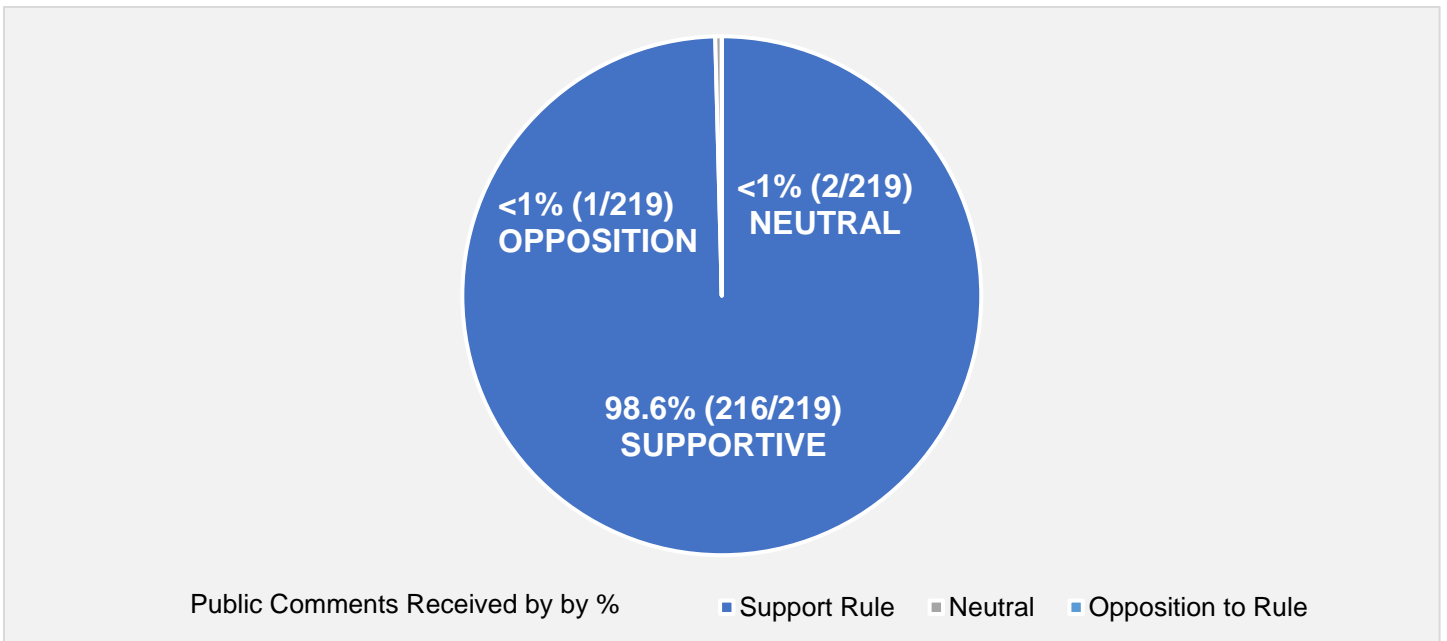




On April 23, 2024, the Federal Trade Commission issued a **rule** to promote competition by **eliminating anticompetitive mergers** nationwide, protecting the fundamental **rights of consumers** to change jobs, **and** , and fostering new **businesses** . The FTC estimates that the final rule will result in **an estimated 1.5 million new jobs** each year, and **an estimated \$1.5 billion in additional earnings** over the next decade, including for **Indiana** :

Indiana Covered Workers	Increase in Total Annual IN Worker Earnings	Increase in Average Annual IN Worker Earnings

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



over an employee iron-clad. It uses inherent social pressures such as a stable family life and education for their children as leverage points to make seeking other opportunities as painful as possible.”

-Christopher

"Employers often exaggerate the scope of the restrictive covenants to influence an employee's decisions about leaving the company. What I have learned is that it does not matter whether the employer's contract does not meet the criteria prescribed by the state to be enforceable. The mere existence of a restrictive covenant can lead to litigation and legal expenses, even when the former employee has carefully strived to abide by the former employer's demands and threats. I had my restrictive covenant reviewed by an attorney in the state where it would be adjudicated and by my own attorney in my home state at minimal expense. I was very careful to be certain that my new endeavors would not be in violation of any restrictive covenants, yet I

*Some comments condensed due to length.

Noemi	"I support the rule to ban non-competes. For physicians, non/compete clauses lead to physician shortages that harm patients"
Y	"I feel that non compete clause should be abolished for every profession. It gives undue leverage to employers during contract negotiations. Especially for physicians that are tied to their employers and have to move out of area to satisfy this requirement. They can instead continue to serve in the community without restrictions. It is not easy for well established physicians to pack up and leave. This move would also make employers more competitive who would strive to keep talent with in their own pool."
Michael	

"I am a physician, now retired from the practice of medicine. When I worked as a physician, I was covered by a non-compete clause. I applaud the FTC's proposal to ban the use of most non-compete clauses in employment contracts. I believe the ban

Alex

to see a doctor who is not affiliated with their current hospital or practice. This can lead to a shortage of physicians in certain areas, which can make it difficult for patients to get the care they need. For all of these reasons, non-compete clauses should be banned for physicians and hospitals. They stifle innovation, exploit physicians, harm patients, and h

association pressure on this issue. They are seeking to advance their agenda, not that of employees."

<p>Apryl</p>	<p>"I turned down good job offer for a mental health facility as a psych NP because they had a noncompete that covered 11 counties and 70 Miles. This was a nonprofit community mental health facility with a 9 month wait for appointments with child providers. Morally and ethically it was wrong. Access to mental health care is too important."</p>
--------------	---

Jason

"I am currently a first year gastroenterology fellow and I think non- compete clauses are extremely harmful both to physicians and most importantly patient care. Non- compete affects patient care in many ways, for example, large health systems can use there power and influence to control doctors. They can increase the number of patients a doctor have to see without increasing compensations. This decrease the quality of care for patients, this limits the quality improvements ambitions of physicians. Physicians are stuck in these situations because of non-compete clauses. Enacting this rule would allow physicians to move to other institutions and take their

J	"Competition is the American way and the mainstay of capitalism. It will make America stronger eliminate the non-compete clauses!"
Michael	"I was required to sign a non-compete agreement with my former employer, Hill-Rom, starting in 2012 and it remained in place until I ended my employment with them at the end of 2018. I strongly oppose non-compete agreements. The restrict employee freedom and compensation. My employment was also terminated when I returned from an overseas assignment in Sweden. My employer did not honor my expat agreement but frankly it would have cost me a lot of money to contest it. Money I could not afford to lose. I favor legislation which strengthens employee rights. Thank you for your consideration. Respectfully,"
Paula	"I support limiting the use of non-compete agreements. I'm a lawyer. They are unethical in the field of legal services. They should also be prohibited elsewhere."
Jennifer	"Non compete clauses hurt patients, doctors, and their families."
Greg	"Right now I am being held back by a NCC. I have been offered better paying jobs that would have doubled my salary and have better Benefits. Would help greatly due to medical bills from a chronic illnesses my wife has."
Fraaz	"Hospital system lobbies are speaking on their own behalf, and not that of their employed physicians. noncompete clauses in the healthcare field are on the whole

with the logistics and fees put on patients cannot leave that system to work for a competitor or set up private practice within that same community because the reach of these noncompete clauses is so broad. Health care is a community necessity and should not be run like any other business corporation. It is well past time to do away with these harmful clauses."

TYLER

" I would like to submit a comment in support of the new rulemaking regarding non-compete clauses as an everyday citizen in the workforce market and as a small business owner. First, let me explain that my comments arc about what it's like to be someone looking for employment as a bartender in the service industry while owning a small business that offers live special event entertainment services within that same industry and also what it's like to be a small business owner attempting to get bookings with partners who are either currently receiving competitor services or have recently left a contract with a competitor. When reading through the proposal I found myself empathizing with the sections speaking specifically about the low wage and hourly workers who were locked into these clauses. I have worked in the food service industry for the past 17 years and as a bartender for 13 of those. Many times in the industry hourly workers will work for multiple establishments at the same time due to relatively short shifts and the tipped hourly wage rate being so low. It has only been within the past 5-10 years, however, that I have started to notice more and more companies - small and large - that are requiring all employees to sign and adhere to a contractual agreement that includes a non-compete clause. The clauses for the most part stick to only being for the duration of your employment with the company, but forcing an employee to sign a contract that inhibits them from working at another establishment in the industry in an industry that operates, survives, and thrives off of paying tipped employees \$2.13 an hour and oftentimes has very little room for upward movement in wages or position is adding insult to injury on its best day. As someone that also owns a small business that offers services to other businesses within the service industry but still oftentimes holds down a job in the industry running into these clauses with potential employers has been doubly frustrating and creates an interesting situation that ends up cutting out competition within their industry and mine and stifling my ability to make a better living for myself in two different chosen career paths simultaneously. On many occasions in the last few years I have applied and

	<p>the AMA, in no small part because they do not support this measure. I would ask the FTC to recognize that the AMA represents a minority of physicians."</p>
<p>Brent</p>	<p>"I am an industrial aluminum salesperson that spent 21 years at the same company. I was required to sign a two year non-compete to receive my quarterly bonus payment in 2016. In 2022 I left the company at my will. I have been working in another field at an acceptable income HOWEVER the agreement I was forced to sign severely limits me from pursuing my preferred employment that would be most fulfilling, while also delaying my expertise to be used to help the industry I was employed in. I believe there may be times when a non-compete is warranted - such as an officer of a company where large salaries and golden parachutes exist. But many people are burdened (financially and emotionally) by the threat of a non-compete negatively impacting their opportunity to lean and live to their potential. At the very least, their should be a time limit on how long a non-compete can be and it definitely should be voided if the employer chooses to part ways with the employee. For someone to</p>

<p>Anthony</p>	<p>"Remove the ability for companies to have non compete clauses! it goes against everything in a capitalistic society and adds another barrier to the free movement of employees to work for any company they choose."</p>
<p>Kathryn</p>	<p>"As a Veterinarian my previous employer's non-compete resulted in abandonment of all of my patients without an alternative solution. I was a solo practitioner and when I turned in my notice I was not able to provide my clients with recommendations and the company was not able to find a replacement. This resulted in not just a loss of continuity of care but loss of ALL care within 6 months as the clinic ended up closing. I strongly believe that the use of a Non-Compete Clause hurts not only the employees but in medicine has a significant negative impact on patients. Please fight against these clauses in for ALL employees!"</p>
<p>Noel</p>	<p>"Working as a Neonatal Nurse Practitioner, noncompete clauses directly affect my ability to continue to work in my local community, should I choose to part with my current employer. I would have to drive 2-3 hrs just to gain employment to work in another NICU. Recently the hospital I work for had to reconfigure the number of NNPs needed due to changing one of our NICUs level of care. One of the NNPs was let go and the hospital would not release her from her NC. She now drives 2hrs to work in a NICU. There is another local NICU that would have been happy to hire her, but due to the NC, she could not even consider applying for fear of ramifications of the NC. It can also harm the community by preventing good providers from staying locally should medical groups contract run out with hospitals. Which also happened with our pediatric cardiology group. The hospital made a unilateral decision that their services were not needed (without consulting the NICU) and those Cardiologists who have been practicing in our community for more than a decade cannot practice in the community for 12 months. NC are unfair, not only to providers, but to the community. It prevents good providers from staying with patients that they have established care with."</p>
<p>Candace</p>	<p>"I am in favor of eliminating non-compete clauses in employment contracts. As a medical provider I feel held hostage by my employment contract, especially in regards to the non-compete component."</p>
<p>Maria</p>	<p>"I'm an internal medicine physician, and noncompete clauses have troubled me throughout my career. Medical groups and hospitals use them to prevent physicians from leaving malignant work environments (decreasing pay, increasing patient load, reducing office support staff, etc). It can leave you miserable, overworked, and hopeless without the ability to seek new employment elsewhere. It also promotes physicians working farther away from their communities, because they don't want to risk being restricted from working close to home for a future opportunity. I personally work 45 minutes/30 miles away from my hometown in rural Indiana, because I don't want to risk a local noncompete clause preventing me from pursuing future endeavors. This is a perfect example of how noncompete clauses prevent physicians from working in communities that need their expertise and skill. I believe that eliminating noncompete clauses would promote businesses to value their employees' unique</p>

	threats of a lawsuit. Meanwhile, my employer could fire and replace me without any repercussions."
Anna	"non-compete clauses are harmful and oppressive"
Linda	"I support the FTC's plan to prevent non-compete clauses. My experience with them is that good people sometimes in very unfair and even dangerous employment situations have to buy themselves out or wait out the stated time. A non-compete clause seems most advantageous to employers. Ban them!"

D "The proposed rule makes logical and business sense, and it fits well with the idea of building our country's economic systems back to strength by supporting the middle class and individuals over corporations and the top 1%. It will also have the effect of supporting smaller towns and specialized needs by removing a barrier to providing services (for example, a town that has unmet animal care needs because there are only two veterinarians there and one can't practice because of a noncompete). I would urge the commission to be very careful with any proposed exceptions. For instance, non-profit designation should have no bearing on the situation. Bureaucracy has shown us time and time again that exceptions are a slippery slope that can render a

possible for cardiovascular medicine specialists where I live in Indiana. It is impossible to compete with the healthcare organizations here as a private practice physician and all the healthcare organizations mandate non- compete clauses in their contracts...because they can. This obviously stifles competition leading to higher prices healthcare. I strongly oppose non-compete clauses in contracts and feel them to be burdensome to the physicians in healthcare as well as to the patients they serve. For me to leave my place of employment, I have to effectively abandon my patients (>2000). This is a very real burden to me to consider."

Terry

"I WORKED FOR LKQ CORP FOR 16 YEARS THEY FIRED ME THEN THEY KEPT ME FROM WORING IN THE AUTO PARTS INDUSTRY FOR OVER A YEAR . THEY WENT AS FAR AS TO CALL A COMPANY AND I WAS LET GO BECAUSE THEY TOLD THEM THEY WOULD SUE BECAUSE THEY HAD A 12 MONTH NON

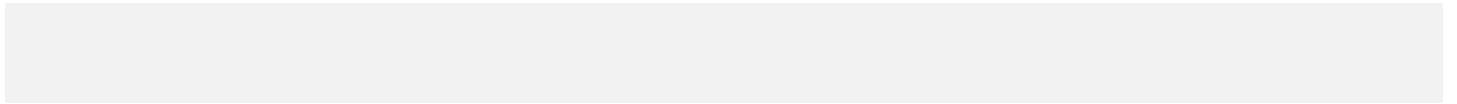
Sean "I am a physician and I strongly support the banning of non-compete clauses. In healthcare they are bad for patients by frequently removing access to providers in small communities. They are also very disruptive for healthcare workers and frequently obligate them to uproot their families to move elsewhere for work, even in

	<p>new job in that state even though there employer has not foot print there. Companies can still use Non Disclosure Agreements to protect any insider information or trade secrets."</p>
<p>Jonas</p>	<p>"RE Sales and Banking Non-compete Agreements: I agree that a rule should be enforced due to the unfair effects forced on many employees with no recourse. In my experience most agreements are entered into by the employee through coercion with the threat of job loss of not agreed to. In addition, the risks posed to a company by losing a sales or management employee to a competitor can be enforced with more specific non-disclosure, non-</p>

	start a competing business. Non-competes are nothing more than another form of monopoly or employment slavery that stifles innovation and personal achievement. Do away with non-compete contracts!"
Baron	"I fully support the elimination of non-compete clauses."
Richard	"Non compete clauses are outlandish for any position that makes less than 200k a year. I should not be pigeonholed because my boss doesn't want me to take my expertise to their direct competitor. While non-competes can be excused in very specific circumstances, as it has expanded into yet another way for business owners to exert undue pressure on their workforce. Because of this misuse, they should be disallowed in all circumstances. This has an aggregate effect across entire industries of depressing worker wages. Instead of trying to compete against other similar businesses on things such as benefits, wages, hours, or flexibility, a hypothetical business would rather try to prevent their workers from being legally allowed to change jobs within their area of expertise."
Michael	"I personally have been adversely affected by a non-compete clause Banning the clauses would have significantly improved job prospects, and overall happiness for my family. I fully support the proposed rule making and believe the rights of workers would be further strengthened by its' passage."
J	"FTC must ban non-compete clauses. These clauses harm individual workers rights to seek better wages or work conditions. This change in policy will be for the human person and will be fought by corporate identities to allow them to continue to restrict workers from seeking their liberties associated with employment opportunities."
Nichelle	"Ins glad to hear this. After 7 years, I was fired from HMC insurance agency where I was made to sign a non compete by a new vice president who came in after I had already been there 3 years without one. I got no severance pay, and cannot work in my field from one year. I have struggled to find work because I am being held back by the NDA. It has created a hardship for me and I didn't get unemployment"
Lisa	"Non-Compete Clause unfairly prevents people from being employed."
Brooke	"I am in full support of the banning of a noncompete. I work with dentists, and they affect many of my candidates and clients. They take away opportunity, growth, and the ability to practice in an area the professional could potentially thrive in amongst many other factors."
Matthew	"I am a physician practicing in the state of Indiana, and have been subject to restrictive noncompete agreements throughout my career. These restrictive covenants have suppressed my ability to seek competitive contracts in my geographic area. These agreements suppress worker mobility and create a dysfunctional market. I strongly support this ban."

Matthew

"Please put an end to non-compete clauses in labor contracts. When an employer chooses to make a job difficult, when they bypass unenforced labor laws or make demands that are unreasonable, an employee cannot simply choose to work a better



6 years as a vitreoretinal surgeon in a semi rural community, accepting many insurance plans no other doctor in the state would, after the practice was sold to a private equity. Incompetent practice management and mandates to provide unsafe and substandard care led me to leave that practice. Due to the demographic and corporate owned facility, I knew they would not be able to recruit another surgical sub specialist. They could not and began advertising a general ophthalmologist as a retina specialist. My former patients now need to travel 1-2 hours to see a true retina specialist or receive any retina surgical care. While my county wide noncompete may or may not be enforceable, the time and cost of battling a multibillion dollar private

	<p>align with the principal goal of caring for the patients and give best care possible to the patients. I strongly oppose restrictive covenants."</p>
<p>Erin</p>	<p>"Hello, I am a family medicine physician. Non competes have been paralyzing to physicians, and have prevented innovation in the workplace and patient care. Currently, due to extremely broad non-competes, most physicians are unable to change jobs without uprooting their lives and families In fact, my last non compete said that I could not deliver any family medicine services within 20 miles for 2 years! Large health care systems are dominating healthcare, to the detriment of physicians and patients. Large health care systems are profit driven, and are making decisions not to improve primary care or patient care, but for their own bottom line. Due to non competes, employed physicians are unable to leave and set up their own private practice in the area where they can deliver the type of medical care that is best for patients. Large healthcare systems are also increasingly driven by "metrics" and insurance contracts, which means that doctors are being forced to see more and more patients in less time. If doctors were not under non-competes, they would be able to set up their own local practices in novel models such as direct primary care. Corporations in America have gotten larger and larger. They now dominate many aspects of modern life, including health care. Unfortunately, when businesses get really big (think Amazon, Ascension, Optum, etc), the people making decisions at the top are very disconnected from the people performing the day to day tasks and taking care of the patient or customer. This has resulted in corporations who are not invested in the health and well being of their employees and the people they "serve". However, many employees have been unable to leave and seek better employment, compensation, or benefits due to the constraints of non competes. This further increases the power of these large corporations and stifles the ability of the "little guy" to further his own career or create innovative businesses. Non competes eliminate any pressure for businesses to treat their employees well, because employees are essentially trapped in an unwinnable position - keep working in a had job, or uproot their lives and move to another geographic area. Eliminating non competes would be one of the biggest wins for the working person; it would give each individual the opportunity to freely find better employment opportunities or to create novel businesses. Thank you for your time and consideration."</p>
<p>Jakeb</p>	<p>"I support the installation of this new rule as it would give the labor force more direct say in their employment status. By utilizing non-competes and other means, Corporations have limited the individual freedoms of the American Workforce. It should be the right of any person capable of participating in the American Labor Force to have the freedom to choose and manage their own work environment. I feel that the current system has, in effect, created a large inequality for the average person that has resulted in Corporations having near tyrannical powers when it comes to employees rights and prospective employment opportunities."</p>
<p>Megan</p>	<p>"This new rule would be very helpful if also extending to professionals with graduate degrees, particularly in medicine. With lower wages and higher costs of education, workers need to have opportunities to find careers that suit them and their families most appropriately. Fighting strict noncompete clauses in court costs time and money</p>

	<p>better spent working to pay off loan debt. Flexibility to change jobs gives workers freedom to make the best choices for themselves and the financial securities of their families"</p>
<p>Joe</p>	<p>"I whole heartedly agree with the position of the FTC to ban non-competes. In the engineering consulting business, non-competes are installed to limit flexibility and salary / ownership potential for employees in turn unfairly tipping the scales to owners. Please see attached document for further comment about cooperate serfdom. Attachments Non-Compete Clause Rulemaking P201200_April Comment"</p>

Ralph

"The AHA does not represent practicing physicians but rather their strangle hold on the contracts they have on the employed physicians. All providers should not be

	that comes with that! Selling and buying homes, change if my kids schools to new ones, new community, new friends! Basically i need to start my life from scratch and this is not fair at all.. Non-compete is a modem form of work slavery and it has to come to an end! Thank you"
Mohannad	"This is a long waiting dream hopefully conies true, i always looked and understood this unfair non-negotiable term as a form of modem slavery in USA! I fully support this bill.."
John	"I'm an engineer working for a large company on battery electric vehicles. Non-compete clauses are sometimes used in my industry to prevent highly motivated employees from pursuing better opportunities at other companies because they wouldn't be able to use their primary skill set even though they put in serious time and effort to become experts in their fields. Non-compete clauses unfairly benefit employers and punish employees."
Alexander	"As a worker who has an absolutely insane 10 non-compete clause in the tech industry, please and thank you."

Charles	<p>ected by non competes in my field as a hospital ntly having to drive 6 hours to work at hospitals ole opportunities in my field are limited. My old of my situation 6 years ago and got me to sign a n business in multiple hospitals and surgery more and more corporate and made very ed to get a raise after three years since my w the competition would easily pay me more so I ng the same occupation. Unfortunately the ad worked with are now deprived of having a their operating rooms. The level of service they their patients have to suffer the consequences. If I would have been able to return to those that actually cares about their employees and pers. Also, if these non competes were to be d coworker technicians from that company. They nity to move on to a better overall situation due personal situations. As you can see these non my career field. These have further reaching not only the employees in the field but also the ilies of these employees. These companies in my</p>
---------	---

	<p>peoples' efforts to put a stop to it. Thank you for taking the time to read this post. Sincerely, Charles"</p>
--	---

<p>Charles</p>	<p>"I have been personally negatively affected by non competes in my field as a hospital technician in surgery. I am now currently having to drive 6 hours to work at hospitals that are in another state, since available opportunities in my field are limited. My old company was able to take advantage of my situation 6 years ago and got me to sign a non compete. I proceeded to get them business in multiple hospitals and surgery centers. Over the years they became more and more corporate and made very questionable business decisions. I tried to get a raise after three years since my previous one and they declined. I knew the competition would easily pay me more so I was able to find a travel situation doing the same occupation. Unfortunately the surgeons and surgical teams that I had worked with are now deprived of having a trusted and experienced technician in their operating rooms. The level of service they are getting now has decreased and their patients have to suffer the consequences. If there wasn't a non compete in place, I would have been able to return to those surgeons and ORs with a company that actually cares about their employees and patients, and not treat them like numbers. Also, if these non competes were to be banned, I would be able to free my old coworker technicians from that company. They unfortunately do not have the opportunity to move on to a better overall situation due to their non compete restrictions and personal situations. As you can see these non competes have stifled competition in my career field. These have further reaching consequences that negatively affect not only the employees in the field but also the patients, surgical teams, and the families of these employees. These companies in my</p>
----------------	---

Subba	"Non compete clause should be eliminated in physician contracts"
Rachel	"Non-compete clauses place undue influence on an individual and inhibit the ability of hardworking Americans to obtain gainful employment in their chosen fields. With layoffs and inflation, it is of the utmost importance that large corporations do not have the ability to take more from the American worker by tying them in indentured servitude."
Kristi	"Noncompetes keep people from having continuity of care with their physicians who know them and their medical history well- this is a major patient safety issue! Noncompetes allow hospitals to mistreat and completely burnout their physicians because they are trapped! Why is our country allowing this to happen to a group of professionals that is vital for all of society?! Noncompetes are for the hospitals and against patients and physicians! Aren't you a patient too?"
Jeremy	"I was laid off by my consultant employer, and even though the client I'd been working with for years was ready to hire me full time, they could not because my previous employer would not release the non-compete. Total lose-lose situation, I was forced to go somewhere wise, and the client had to make do with a new consultant with no experience."
Jeremy	"Non compete clauses trapped me in a dead end job for years, because I could no longer work in any part of that industry if I left. After burning out and being laid off I am starting to recover now, but I have had to start over in my career."
Andrew	"Noncompetes are highly disruptive to healthcare workers. They prevent us from leaving unhealthy work environments unless we leave often a significant geographic area. They further restrict the workforce in already underserved areas if a particular employee does not support a healthy work environment."
Rachel	"I am a healthcare provider and a non-compete has prevented me from taking a better opportunity within my field and forced me to travel a long distance to switch jobs. I really have never wanted to sign any non-compete at all, but have been required to as a provision of employment for every position I've ever been offered. I'm specialized in my field and by not being able to work in a certain area due to a non-compete, patients are limited access to their health care provider of choice. They are extremely unfair to the employee and only serve to protect the interest of the employer to prevent you from having the opportunity to work elsewhere when a better opportunity may be available. I am highly in favor of the proposed ban on non- competes. State laws are so confusing to interpret and ambiguous that even if it seems the non-compete would be considered unreasonable, the fear of litigation intimidates the employee into following them. This ban would make a significant positive impact on my future career and be highly beneficial to the public."

"

Christine

at-home parent occasionally working as a relief veterinarian. My own spouse, a Veterinarian, can't convince her clinic to bring on more large animal clients to the mixed practice as the focus of the business is small animal work that pays more. This deprives the rural county we're in of 75% of the time of one of two large animal vets in the area. My spouse has a non- compete that would force her to not work in our county or the surrounding counties and not work with any current clients for 2 years, effectively depriving the county of more large animal veterinary resources or if my spouse did strike out on her own, depriving the entire area of one of the two large animal veterinarians. I'm lucky in my own industry, software engineering, to not have been subject to a non-compete. This has given me great flexibility in finding jobs and even moving jobs to improve my own pay and benefits. Forcing a non-compete on a BT/F5 12

patient physician relationship? The non compete benefits huge hospital systems and huge private equity owned corporate medical practices. Even so-called nonprofit hospital groups (cough Ascension) are usually more like private equity than they are service o

get their subs. Neither restaurant will gain/lose money in their business other than training a new employee. Employers cannot be trusted to only use non-competes

	instead of competing for her in a free job market by paying her well and respecting her, her company can hold her hostage and treat her poorly with a few lines in an employment contract. Free competition is part of the American spirit and that includes free competition for workers!"
Jacob	"Non-Competes are difficult to enforce because they hinder an individuals ability to make a living but even so, larger corporations tend to weaponize them to reduce competition in what should otherwise be a free market. The FTC should strongly consider eliminating not competes. it's what Thomas Jefferson would do right away."
Austin	"Hello, I support this action by the FTC. Thank you."
J	"I support a ban on non compete clauses which limit workers mobility in the workforce and stifle competition between companies."
Dan	"DO NOT allow the exclusion of physicians and other healthcare providers from this rule. I am an emergency physician and have seen firsthand how non- competes are absolutely ruining healthcare. Physicians are forced to pay a bounty or uproot their families and leave their patients in the name of hospital system greed. If hospitals want to retain physicians, let the market decide and they can improve pay and working conditions to retain them."
Laura	"Please ban all non arbitrary compete clauses."
Todd	"I strongly support the abolishment of non-compete clauses in the healthcare sector. The non-compete clauses restrict providers from moving freely in an open market. The clauses promote non-competitive wages and hours. Very few, if any, healthcare providers possess proprietary knowledge or information that would negatively affect the entity enforcing a non-compete agreement."

Oscar

	<p>workers to earn what they're worth. And with all the recent layoff find, banning non-compete clauses will make it easier for laid off workers to find new jobs."</p>
<p>Ryan</p>	<p>"I believe non compete agreements should be illegal, they absolutely harm competition for employees and competitive wages paid to the employees. The non compete agreement I was forced to sign caused a competitors employment offer to be revoked and the offered 200% raise in my wage for a similar, but higher responsibility job description at the new employer to be lost. I don't even have proprietary information which would be protected in other documents, I am only a skilled white collar worker."</p>

Jon

state I would not work in my profession for a period of two years in all of New England!
No joke. Needless

Miles

Angel

"I am a board certified internal medicine physician with close to 200K in medical school debt. I work 12 hr shifts, nights, in a level one trauma center. I treat sick patients every single night. I have worked hard my entire career. There have been years I worked every single holiday except one. I have missed countless family functions for my job. Because of unfair, restrictive and punitive non compete clauses,

	<p>compete is a 1 year restriction and one cannot work for anyone within a 10 mile radius which includes 2 large hospital systems (the only places) we can work in locally. This forces long travel, relocation, or a gap in work for one year. The closest NICU units outside of that range are one hour away or longer. Not family centered There is no concern for sharing trade secrets, because this is what we do openly as clinicians. We share best evidence practice locally and across the nation. Under Indiana law we are victims of a contract of adhesion. Thank you for your supporting, advocating, and listening, Dr. Stacey Yeo, DNP, MSN, NNP, RN Advanced Practice Lead Indianapolis, Indiana"</p>
<p>Sheraz</p>	<p>"It should ho away for physicians. Its unfair. It promotes healthcare provider shortages"</p>
<p>Michelle</p>	<p>"physicians must not be excluded from non-compete clause that is being proposed. there is already a shortage of physicians and non-competes contribute to this. if a physician is unhappy at their current employment, they should have same rights as non-physicians regarding non-compete clause."</p>
<p>Anonymou s</p>	<p>"I am a physician in central Indiana. I work for iu health in Indianapolis. I have a 2 year noncompete with a 30 mile radius from anywhere I practice medicine which includes a</p>

workplace. Attempts to stifle worker mobility goes against one's right to choose their place of employment and their employer and make no sense in the case of lower-level workers who already feel squeezed. I urge the FTC to strongly consider implementing this rule."