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for my horses from the clinic I worked for. I was scared to lose my house and barn.

	leave a job that isn't the right fit, but still serve the same geographic are with their expertise care!"
Brian	"I am a SK\VL in the Midwest where my current non compete prevents me from obtaining similar work in a 20 mile radius. These non competes only help employers to suppress wages and continue to foster toxic, unsafe work environments for physicians, nurses, and APRNs. Getting rid of all non competes will help to provide a way out for healthcare provides that are trapped in terrible work environments that they were duped into when they come for short interview days that didn't reveal the true work environment. I urge you to get rid of all, not just some, non competes as they stifle growth, safety, and creativity."
Tyler	"Do not create any clauses that exempt certain types of work from a noncompete. As a SK\VL working for a large hospital enterprise, I work with colleagues that are trapped in a job by their desire to raise their children in the same city because they're not allowed to work anywhere else within a huge radius of any satellite hospital location owned by our hospital were they to leave. Employers are able to discriminate against employees with families as they know they can push them a bit harder for more work rather than the alternative: moving out of state."
Anonymous	"As a PDVWHU HOWWULF working in distribution I've found myself stuck in a position unable to better myself and family do to a non compete agreement. I've had multiple offers with significant pay increases this has affected. It's put me in a position to despise the company I'm with and unable to be what makes me what I am. I sincerely hope this bill passes."
Mitchell	"I'm going to put this as simply as possible. Non-compete clauses are the most un-American thing I've encountered and dealt with in my life. Particularly in healthcare, the concept disrupts and interferes with patient well being and the health of our society, but also interrupts lives of healthcare workers who often times have to uproot their families, sell their homes, and completely start over in life. I have personal experience with this and would love to see this travesty put to rest."
Rechelle	"Hello! I am a 5HDO (V\$S\$WB) in Kansas. I currently operate under anon-compete agreement wherein my employer takes 35% of my appraisal fee and if I leave my current job, I cannot work in the counties I currently cover for three years. It is typical and acceptable for appraisers to take 50% or more of a training appraiser's wage as they earn their license, as appraisers must train under a licensed appraiser until they have their full license. Unfortunately, upon earning a full license, the new appraiser must then often choose to move to a new county or continue to pay a large percentage of their earnings to the appraiser with whom they trained. This practice increases appraisal fees exponentially in order to create a living wage for the newly licensed appraiser and to create a profit for the "training" appraiser. This is especially disconcerting as many appraisers (including myself) operate as independent contractors and the benefits we receive from the appraisers we work for are very minimal if anything. The benefits in my case include access to a copy machine, paper and ink, an office space (although appraisers can easily work from home) and being connected to a known appraiser's office. Having the connection to a known appraiser is beneficial for a time, but after you are established and they lenders are aware of the quality of your work, there is little benefit in the connection to the appraiser who trained you. If appraisers were no longer subject to non-compete agreements, the

	overall cost of appraisals would be much more competitive, and they would decrease in price."
Audra	"I support the banning of non-competes in all facets of employment, especially for professionals like 0' '2V DQG '90V-competes can be very broad in scope, distance and length of time, preventing a professional from obtaining a new job without moving to a whole new area. This incurs expenses to the professional and may drive them out of rural areas, where there are already significant shortages and positions are hard to recruit to and fill. It also makes professionals feel trapped in current positions, which may be toxic work environments, contributing to the already high suicide rates. Even if the state does not enforce non-competes, winning that in court is often expensive, and corporations are going to have the resources to fight, whereas the individual will not. Overall, I think it is to the overall benefit of medicine, both human and animal, to eliminate non-compete clauses."
Phanthavong	"Non-Compete clauses do not benefit patients, employees, or the economy. It undermines competition and leaves a facility without quality healthcare providers, because they are not able to work in the same facility after their employer leaves or loses the contract with the facility. This leaves many patients in the area without access to care for that particular service. Non-Compete clause only benefits the employer!"
Heidy	"Non-competes can actually do hams to communities. I am a GXDO FHUWLIL DQG SV\FKLDWULF QXHW-SUDFWLRQHU that lives in the very RURAL America. I have a special set of services that I can provide to underserved community. I am no longer able to keep working at my current employer due to concerns of dangerous practices. But to get a job, I have to drive 60 miles away- and serve a community that is not even the one I live in."
Ingrid	"I support the FTC's Non-Compete Clause Rule. This will create opportunity to create more jobs for working people. I am a retired office manager lead start worker."
Ravindra	"I support the ban on non compete clause. This hinders patient care"
Anne	"Getting rid of the non compete clause would allow me to take a job that I really liked but didn't want to be stuck in if I didn't enjoy it. Allowing me to leave a company and perform the same job duties in the same area allows me to find the correct job to have a good work life balance. If it stays the way it is, I could be stuck working for a company that I don't enjoy working for."

Kayla "I am in favor of a ban on non-

Yvette	<p>"As a SULPDU\ FDUH SK\ML I am in favor of this rule to ban the use of noncompete clauses in employment agreements for employed workers as well as independent contractors. I have seen first hand the harm this causes to physicians, especially primary care doctors. The hospital systems use their considerable power to insist on these clauses and thus make it very difficult for physicians to change jobs. It's exploiting the youngest and most financially vulnerable new physicians at the beginning of their career. As chair Lina Khan rightly says, "The freedom to change jobs is core to economic liberty." However in the case of physicians, the problem with noncompetes also hurts their patients. Many patients get blind-sided when their PCP leaves their current job and all of a sudden the patients have to choose a new physician. Due to a noncompete clause the PCP usually has to set up across town and makes it hard for patients to follow their doctor. It would be better for the physician and their patients if they can get another job in the same general area and thus their patients could follow them to their new practice. Obviously the hospital systems want to keep their patients in their system but it's not fair to the PCPs or their patients. This gives the large hospital employers too much control and is unfair to both physicians and patients. I agree with this ban on noncompete clauses!!"</p>
Jeffery	<p>"I am a PHGLFDO SUR\MLGR in a small rural town. If I wanted to change jobs, my noncompete would require me to move myself and my family several hundred miles away. This applies to physicians as well as midlevel practitioners such as Nurse Practitioners and Physician Assistants. Other alternatives, other than noncompetes, would be for the employer to offer competitive salary and</p>

	Government stepped up and did it's duty in regulating Commerce for the betterment of all."
April	"I'm a 1XUVH 3UDFWLWRU and currently in a non-compete. I am unable to work in Family Practice within a 50 mile radius for 2 years if I were to quit or get fired. The company I work for owns clinics in 4 surrounding towns, one as far as an hour away. Pm unhappy with my job but I feel stuck. This rule would give me more opportunities and allow me freedom to choose where I want to work."
Heather	"I am for this proposal. As a KHDOWKFDUH I have been subject to non-compete clauses in the past. In my opinion these clauses stagnate the health care world - limiting innovation, breeding apathy and in a post- covid world, encouraging health care practitioners to leave the workforce in search of better paying jobs with less in-person responsibilities. We need more people in health care and these clauses have the opposite effect. We need to breed excitement and innovation, encourage workers to stay in healthcare, keep pay competitive. This proposal fosters these needs. Employers can achieve such an intended retention of employees with sign on bonuses for specific length of work or retention bonuses without stifling the market."
Lisa	"I personally think non-compete clauses are garbage! I would be totally tine with banning them. I have known people under a non-compete and they ended up struggling to find a job when the non compete employer was HORRIBLE to work for. So YES! Ban them!"
Jacob	"Every family strongly supports the FTC's proposal to federally ban noncompete agreements. For decades, exploitative noncompete agreements have barred working families from pursuing better employment opportunities in the same industry, stifling wages, and preventing career advancement, hurting their children in many ways from

Geeta	" 3 K \ V L F are the key stakeholders and need to be part of the discussion and decision makers"
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"Non-competes do not help the best interest of the company nor of the employee. I am a physician and believe that the best fit influences outcomes, whether financial or healthcare. Employees and employees should find the best fit for both parties rather

Jake

A	"I strongly support banning non competes. I also think physicians should not be controlled by non competes. The non competes inhibit people from freely moving and staying where they choose. The impact of non competes in rural areas can only be detrimental to the communities they serve."
Dakota	"I am 93 RID %DQN LQ D VP of Kansas. I came from a bank that my grandfathers owned and operated since the late 1800s. My grandfathers sold the bank in 1993. It changed ownership one other time. The owner who bought it in 2017 made myself and several other employees sign non compete contracts that limited our work for a bank/lending group that would be within 60 miles of any of his 7 branches of banks in Kansas. The contract doesn't expire until 5 years after the day of resignation. I am currently VP of a Bank who still hired me (not for my prior customers, which would have got me sued via the non compete) for my banking acumen and experience. This non compete has been burdensome and it would be great if this new rule went into effect."
Cooper	"As a IDPLO\ S\W\B\ small practice, I am in hill support of this rule. With the ever-increasing conglomeration of healthcare practices, non-competes are becoming more and more widespread that it could drive a Physician completely out of state."
Christopher	"I fully support this action to prohibit employers from entering into non-compete clauses with workers and to rescind existing non-compete clauses."
Clare	"Thank you for voting to striking down the non-compete requirement. The non-compete rule is horribly unfair and hampers the growth of our nation. It prevents people from fully using their talents. America loses the benefits of these talents."
Laura	" 3K\VLFLS\ should be included in the bad for non-competes! It's not good for communities, cities and even states when physicians must move in order to change jobs!"
Christina	"I strongly support a ban on non

interpreted to exclude many hospital system and therefore not apply to physicians. I support banning these clauses for physician employment. I am a [%RD&BUWLIL](#)

	is 4 months but non competes forced some doctors to leave the area when they resigned"
R	"Please include SK\VLFLDID. Our families deserve the flexibility. We should not have to stay in toxic work environments for the fear of uprooting our family every time we want to switch jobs."
Angela	"The non-compete rule should be banned. Workers should be able to transfer jobs. We are supposed to value freedom."
Michael	"Watch out for other techniques employers use on non competes such as: 1) they make them so broad they encompass even secondary tasks that you have done are prohibited - so if you are a truck mechanic and you helped on the safety team and you helped repair a piece of test equipment, then the non compete has been enforced to prevent you from working in all 3 fields, not just your primary; 2) How long does the non compete last? So even in the few exceptions that a non compete may make sense, it can't be a lifetime ban; 3) Absurd geographic area: so you can't work within 200 miles, so essentially you need to move to a new State. Even 50 miles can be difficult if you are in a stand alone city and the next large metropolis is hundreds of miles away; 4) the employer reserves the right to contact any company that you are interviewing for a new job to tell them that there is a non compete, even if not within the scope of the non compete. So if you are an electrician who applies for a CDL truck driving job, you are required to tell your current employer that you are looking for a job and they get to telephone the company you interviewed with and discuss you (your non compete); 5) You are sent to an ordinary school to get a qualification needed by the company, say it is a 3 day class offered several times a year. The company will try to claim that it is a very specialized training and so you need a longer non compete; 6) Too vague or general - so if you are a truck mechanic and you become an aircraft mechanic, the company will prohibit you because a mechanic is a mechanic..... Thank you"
Meena	"Some of us cannot pursue work in the city that we live in if we want to change jobs because of our non competes. This would change everything. Please highly consider."
Kristin	"I am a SK\VLFLDID paid for my training and expertise with hundreds of thousands of dollars and a decade of my life. I should not be shackled to a hospital system via a non compete and deserve the autonomy to find a job that is compatible with my life. Hospital administration changes can drastically affect my life and it is absurd to think that I would be forbidden from getting a job and truly helping as many patients as possible purely because of greedy hospital administrators. I am not the problem! Corporate greed is! Of course they want to keep me shackled to them ² I'm the only way they can generate revenue."
Ronda	"Right now, noncompete agreements are being unethically used across the country to prevent workers from quitting their jobs for a better offer. Competition drives markets -- and when noncompetes eliminate competition in the labor market, employers don't have an incentive to give their workers better pay, working conditions, or benefits. I don't understand how these companies should have this power. This should have

wasn't in place, he would easily be able to get a job at another hospital in his current city that fits his subspeciality. This is negatively affecting his life; someone who has given his career to public healthcare, so much so that he's often thought about changing professions. There's not an endless supply of doctors, especially those with very specific subspecialties, so we, as a society, cannot afford to lose the good ones who are practicing now. He would never sacrifice patient

	town. My attorney and new employer encouraged me to abide by the non-compete!!! I lost s0000 much because of the non-compete!! Please abolish the non-compete"
Ravi	"The noncompete clause for seeking employment I believe, is unconstitutional and impinges on the right to obtain work. This should not exist in the current work environment. We need to do everything we can to repeal this."
Ty	"I've served as FRUSRUDWH FRXQVHO LQ WKH WUDQVWDUWH HWW I and restaurant industry for the last several years. In general, the abuses or overuse of non-competes for employees and independent contractors far outweigh the appropriate or necessary uses. That being said, there is a need for some level of non-compete for