

# Constituent Support for the FTC's

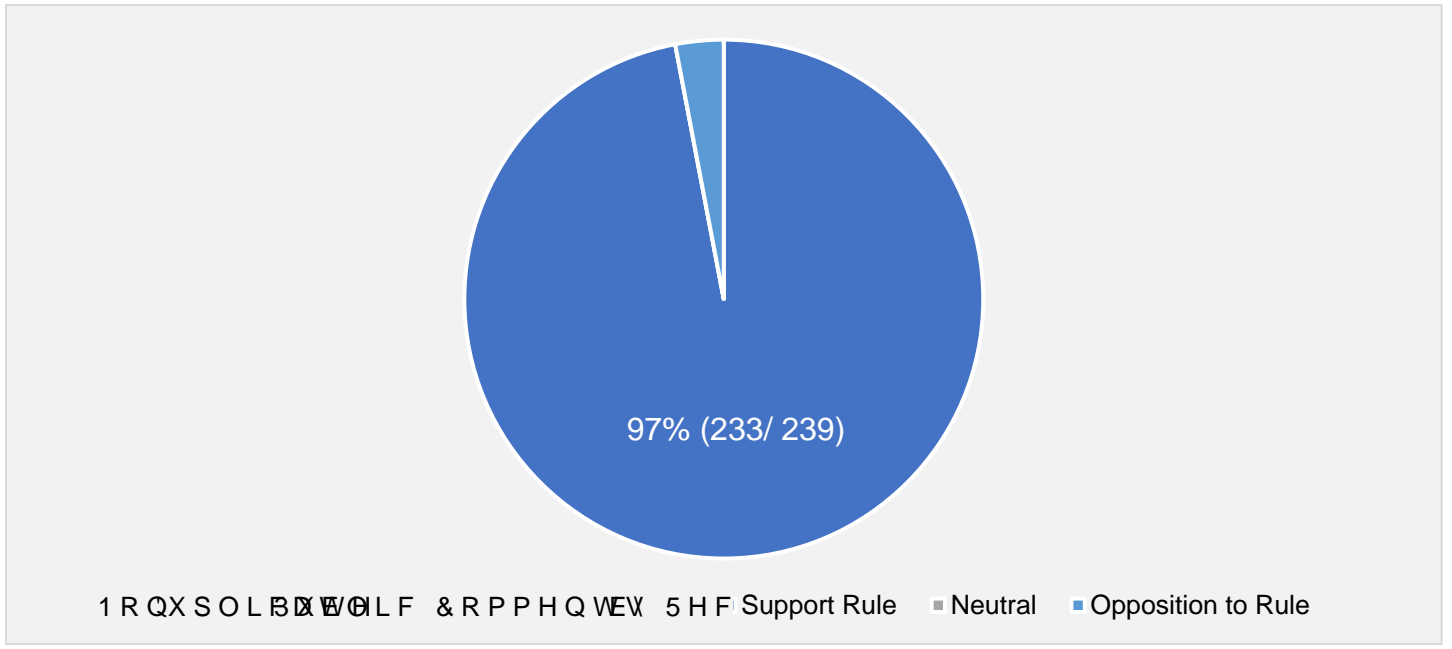
## Missouri | 6 W D W H Z L G H , P S D F W

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 FRPSHWLWLRQ F) QDWLRQZLGH SURWHFWLQJ  
**freedom of workers** WR FKDQJH **Increasing Innovation** DQG IRVWHULC  
**business formation** 7KH )7 & HVWLPDWHV WKDW **2,500**  
**more new businesses** HDFK \HDU **\$400-480 billion in increased wages**  
 RYHU WKH QH[W GHYLD **Missouri** LQFOXGLQJ

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### 1RWLFH RI 3URSRVHG 533 of 239 MO Commenters Support





	<p>"Non-competes are harmful to employees!! Very long story short. I worked in the DXGLR YLVXD.O along with the entire company, were furloughed in June 2020. July of 2020 I found a new job with a competitor and three days in lie sent over paperwork for a non-compete I don't remember signing in 2011. Since it was Covid they couldn't afford to fight for me and I was fired. Tried mediation but after I paid for the mediation and 0 125.3 '6 .yp-2 (er I te-2 (er,wit)-5g48BnhInt re W* n BT</p>

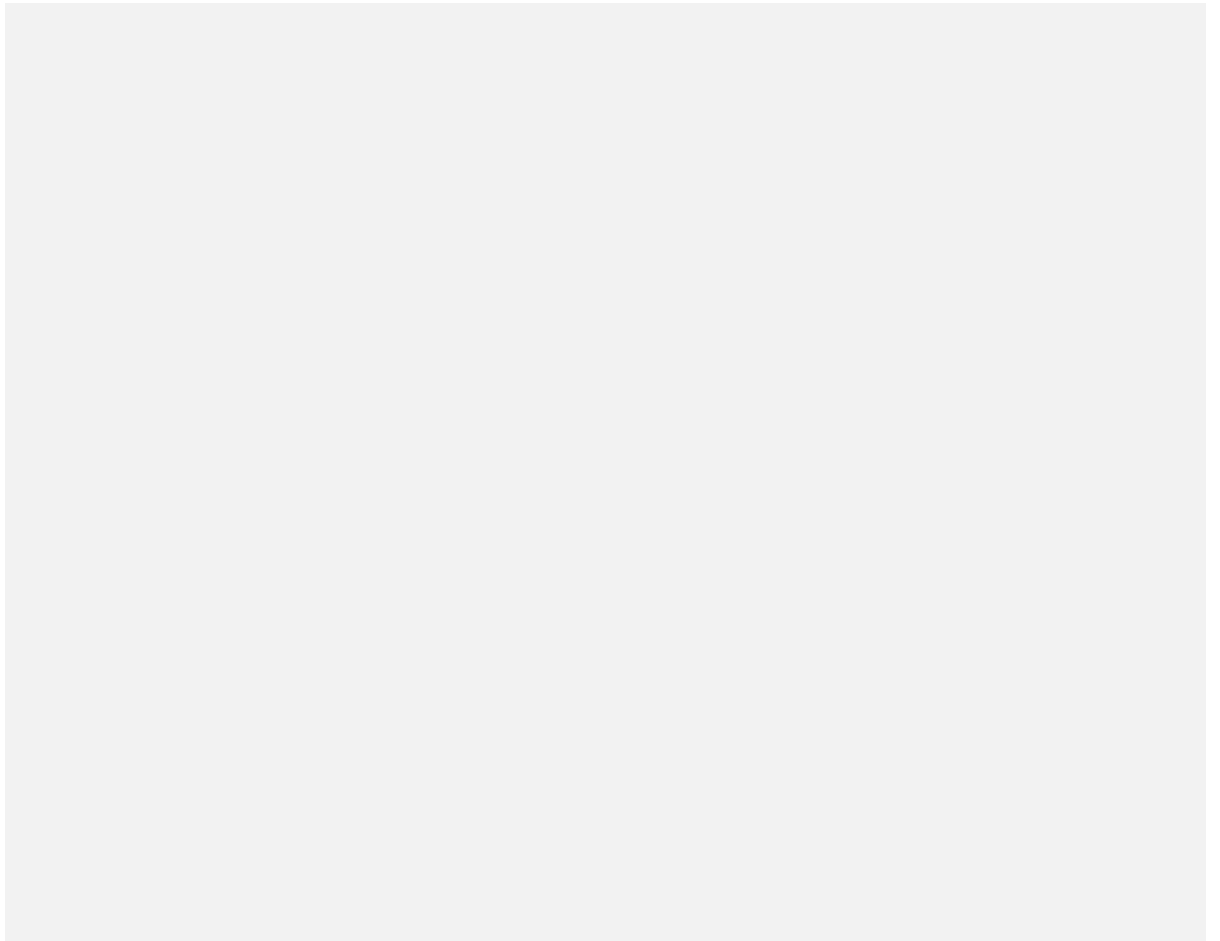
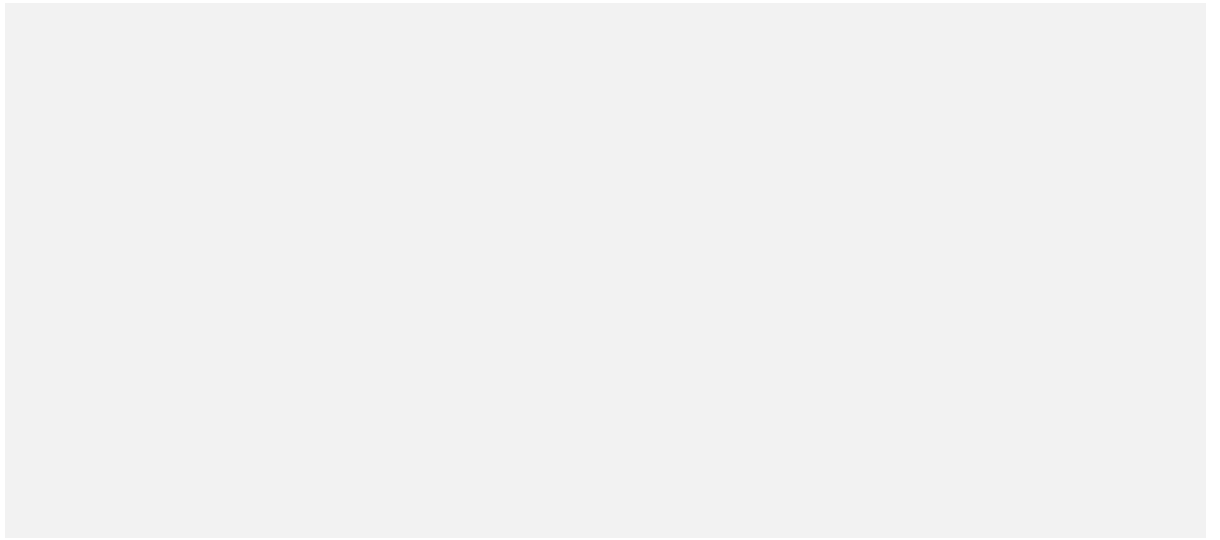


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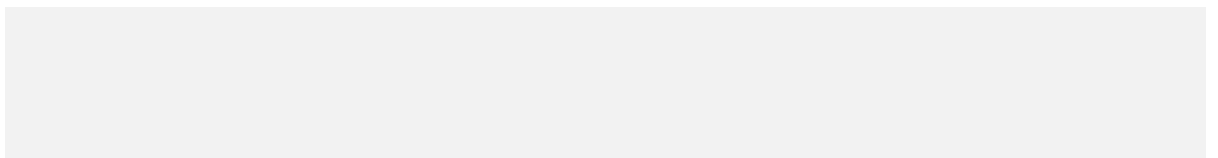
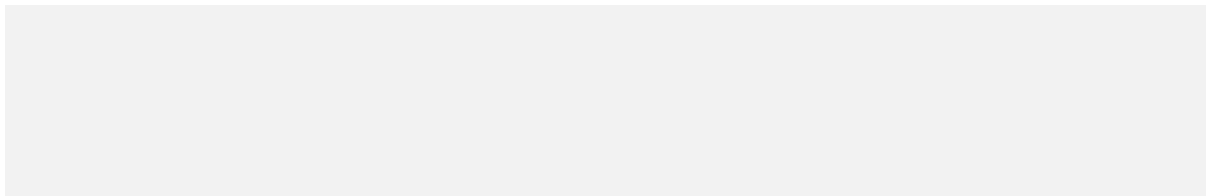
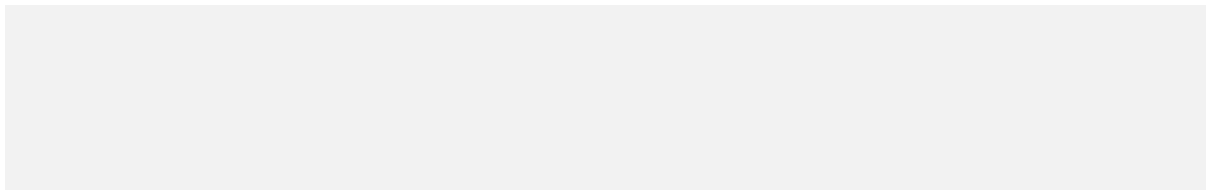




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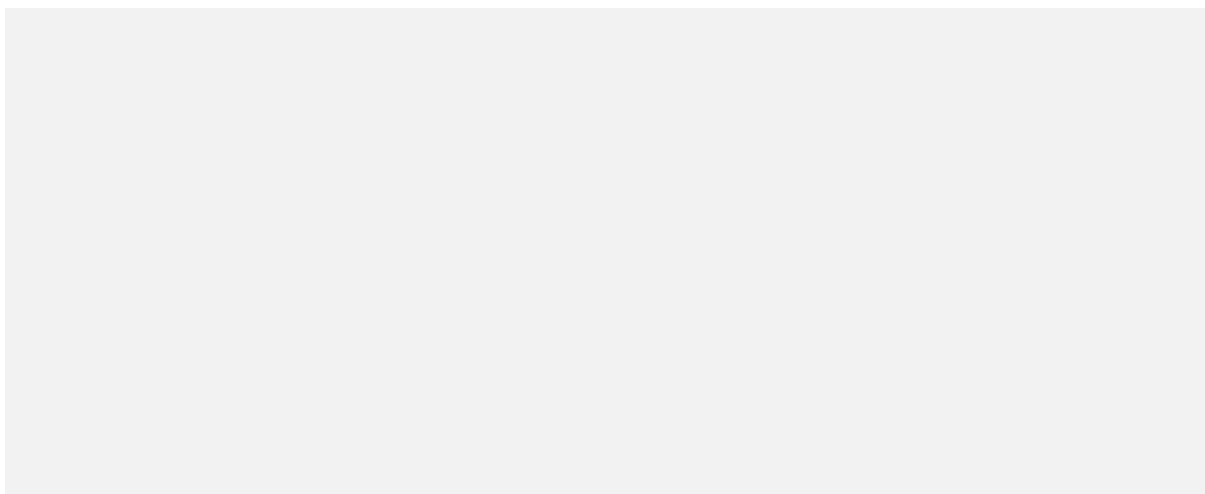
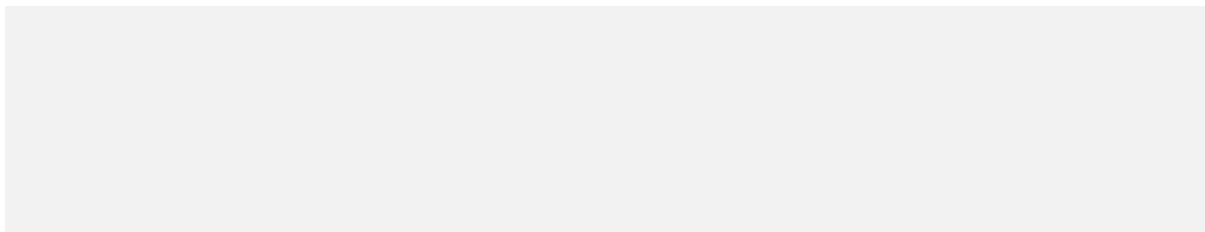
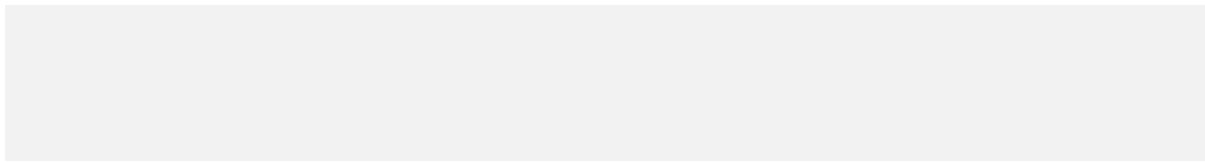
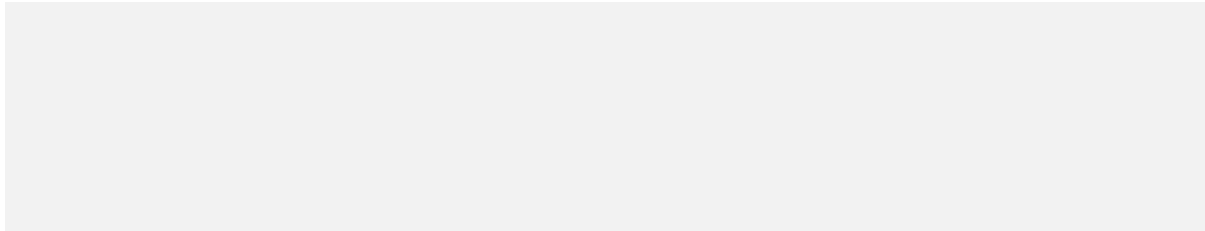
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Daniel	<p>"Good afternoon, my name is Daniel « from Central Florida, now living and working in Missouri. My education and career path has taken me to work in the ( Q J O L V K W X W R Y ) Yet, throughout this work, I have been hounded by non-compete clauses which have prevented me from working with certain groups of students at certain times, and have meant that, on multiple occasions, I have had to leave my loyal clientele base behind since my contract with the private tutoring company has been the only method by which I am permitted to have or remain in contact with these clients, less I breach my contract. I am a very capable teacher, and the results of my work show in a student's abilities and grades, both of which improve under my tutelage. Yet, as a result of non-compete clauses, I am unable to keep many of my clientele for the long term, and would lose that clientele should I leave for a better paying opportunity at another company. For all the work I put in to my students, I am underpaid, and the families I work with agree with me in this regard (yes, I have talked to them about it). Noncompete clauses limit my ability to provide comprehensive tutelage services for my students- both by stripping me of , and cliilimn (ty )-3b(cli) (c(n))TJ ET Q q 125.3 435.16 450.28 292.76 re W* n BT 0 g</p>

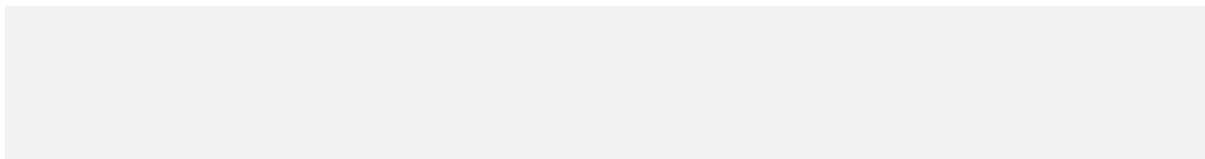
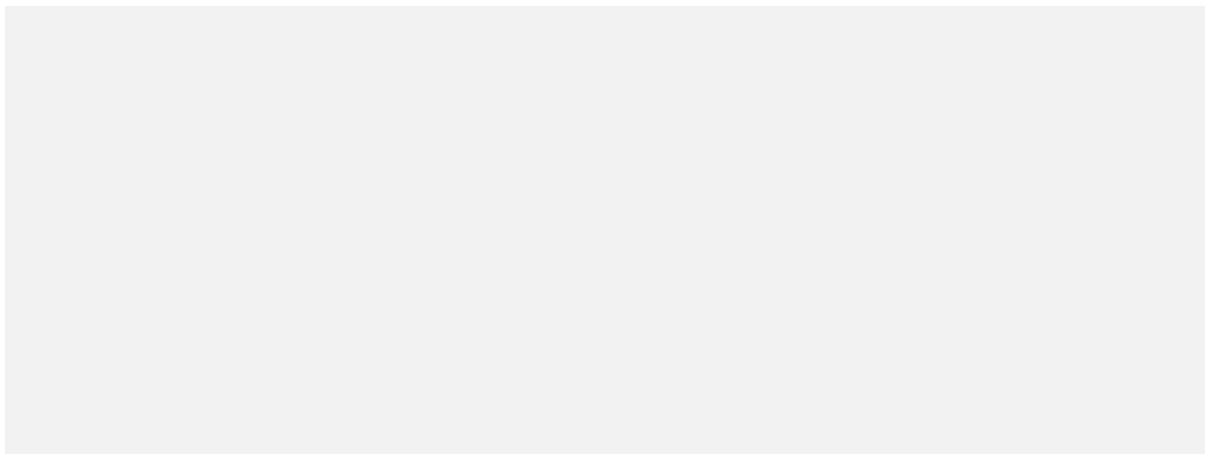






	a stop to this dictatorship that the business owners have over their employees and allow us to be free to live and make choices to better are families and situations."
Dallas	"It is about time that non-competes were abolished. Support this decision 100%."
Ellis	"I have been working under non compete for the last 25 years. If not for the non compete I would have and still would state my on business and be contributing 8 to 15 million dollars annually to the economy's taxable income."
Thomas	"Noncompete for doctors is essentially forcing them into an unethical dilemma. If the disagree with their employer and feel they have to leave their employee arrangement they are forced to abandon their patients because of the noncompete. Bad for patients. Bad for doctors. Bad for American healthcare."
Christine	"Non-compete clauses should be illegal. They are the exact opposite of a free market system and capitalism. In addition, non compete clause only helps further an organization developing a monopoly which is also a problem. Getting rid of noncompete clauses helps drive costs down, prevents monopolies in an area by encouraging competition. It also improves patient care and patient access to doctors. Especially if a health care system is doing something wrong, a noncompete clause just encourages that wrong behavior to continue. Competition is the foundation of our economy. Why noncompete clauses were ever considered legal is beyond me."
Dr	"I am a <a href="#">SKIVLFDG</a> who practices in the states of Illinois and Missouri. I am in favor of banning all non-compete clauses from workers contracts both in medicine and at large. But I can specifically speak for my own field which is hospital medicine. I have myself been subjected with non-compete clauses which are overly broad and detrimental to my ability to find gainful employment. I have been threatened by hospital administration in the past with having my ability to practice medicine be denied by a court injunction DURING COVID if I were to practice within 30 miles of my current hospital. But my city is barely 3 miles wide. Non-competes are anti-worker. These are anti-

some cases, these agreements can prevent people from working in their desired field or force them to relocate to find work. Stifling innovation: Non-compete agreements can also be criticized for stifling innovation by preventing employees from using the knowledge and skills they have gained in their previous job to create new products or services. Lack of fairness: Non-compete agreements can be perceived as unfair, especially when they are used to restrict lower-level employees or those who do not have access to confidential information. Vagueness and overbreadth: Non-compete agreements are often written in broad, vague terms, making it difficult for employees to understand exactly what is prohibited. This can also lead to disputes about what constitutes a violation of the agreement.: Non-compete agreements can create financial hardship for workers who are unable to find employment in their chosen field or start a new business



	<p>hospital employed physicians is totally absurd, should be illegal, especially when the majority of the employed physicians do NOT support non-compete agreements."</p>
JEFFREY	<p>"I support the elimination of non compete clauses including the elimination of noncompete clauses for physicians. Please do not exclude physicians from this important legislation."</p>
Mark	<p>"I desperately needed a job. I signed an employment agreement which included a broad 5 year noncompete clause. I was fired after 15 months without any negative explanation. I now feel extremely restricted in finding new employment. When I disclose my agreement in interviews, many employers will now rightfully reject me. I don't believe these types of agreements are fair. They restrict workers too much. Please adopt these new rules against noncompete agreements."</p>
Kim	<p>"I agree that non-compete clauses should be eliminated from employment contracts. They prohibit employees from bettering themselves, typically imposing distance restrictions that would require the employee to relocate to a different area to explore new employment opportunities. This oftentimes is impactful as many employees reside in the same area as extended family members and require this family network to assist with the raising of their children. Please pass this rule!!"</p>
Randi	<p>"Non-compete's are predatory on the worker and shouldn't be allowed to exist. In the time I have worked for companies that have formal non-competes I have only ever seen them used as a way to prevent the employee from finding a job as a form of retribution. They are hurtful to people that hone their skillset over years of professional work that could benefit the nation by being able to work in the field they have become experts in."</p>
Kishore	<p>"Non compete clauses inhibit freedom of work. We must make these illegal. Hospitals cannot be an exception to this ban. Physicians must not be subject to non compete clauses since non compete stipulations impact patient care."</p>
YOUNGER	<p>"In early 2022 I missed an opportunity to join a local medical device team that is thriving in my area due to its vendor agreement in my area, while my current team is failing mostly due to insurance acceptance and Covid shut downs. Not having a noncompete would have offered a substantially better income opportunity and</p>

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Christopher	"Non competes penalize employees and let systems and corporations claim vast territories requiring professionals to move to another city or even state to get a job. This effectively penalizes employees for leaving a job even if it is due to employer issues. Please end non compete clauses."
Mia	"Non competes often force people to remain at jobs they do not want - that may be economically or socioemotionally disadvantageous - because of non compete clauses. It is not reasonable for employers to say "if you want a job now, we will2 45"

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	<p>noncompete contract. Especially early on in my career, these contracts had an outsized effect on my willingness to change employers or start a new business that</p>

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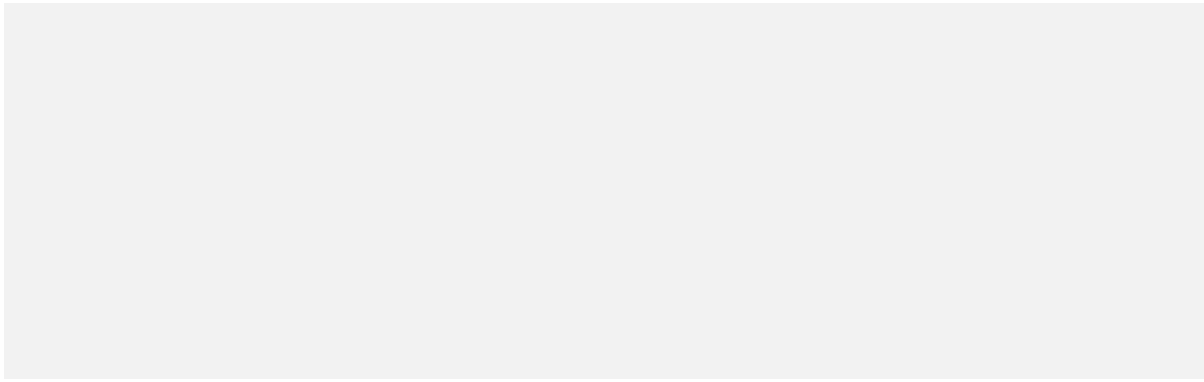
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Lucas	"I agree I, should not ever feel arbitrarily stuck to an employer and not be able to change jobs in my region of living without possible legal implications. If my skillset is within a certain realm it would make it possible to be sued finding a new job that offers better benefits, compensation, or better work environment. We should have full control over where we work. I am in, complete agreement. Non compete clauses should be banned and employers should not be able to force you to sign one. They should be held legally liable if they do."
Steven	"I worked for a <b>company</b> that pressured us to sign a non compete an i did like the rest of my coworkers. Now we sold to a competitor non competes transfer. How can a company sell you with out letting us know that we are for sale an hover over our heads a non compete. There are not really any secrets in trades most people can learn about trades at shows an YouTube.. in my opinion. I was there for 5 years helped the company grow as did all the people. It doesn't seem right people that don't want to work there can't stay in the same business without worrying that they may have a lawyer sending letters to then or a new employer they might rather work for it's wrong . It's like owning an selling a persons future"
Tiffani	"Please push this ban through! It absolutely hinders the ability of an employee to support one's family, to have the freedom to further one's craft, and prevents employers from creating a culture that makes an employee want to stay."
Ronald	"As a provider, I am in favor of eliminating non-compete clauses. I work for a <b>small Healthcare system</b> . Over the years, I have witnessed many physicians work for our facility for one year. After that, he or she returns to work closer to home because the non-

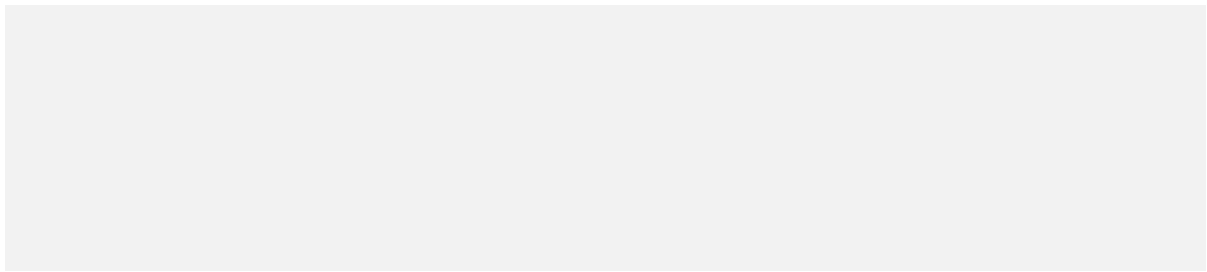
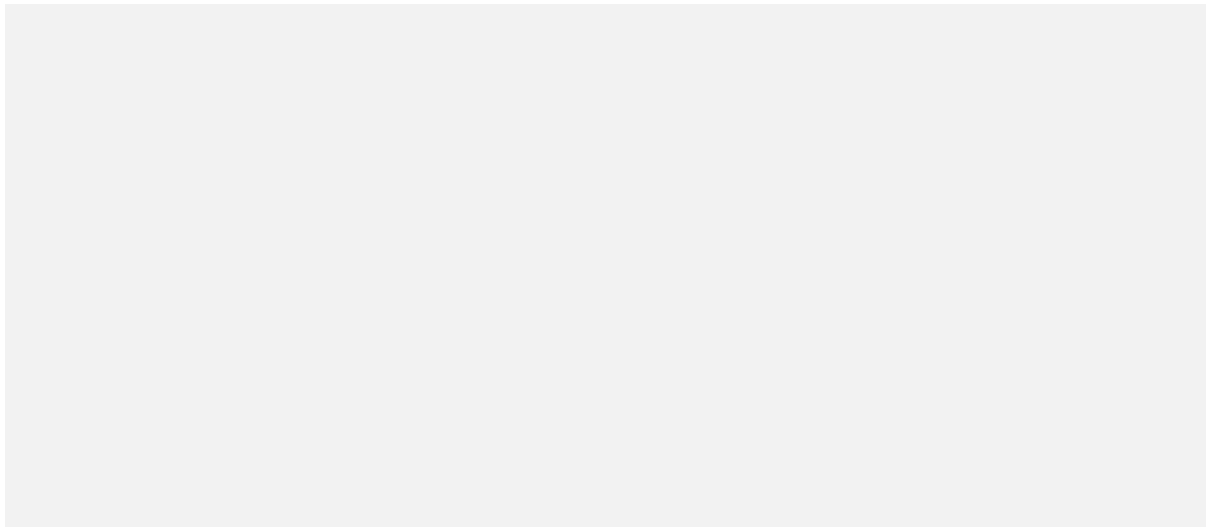
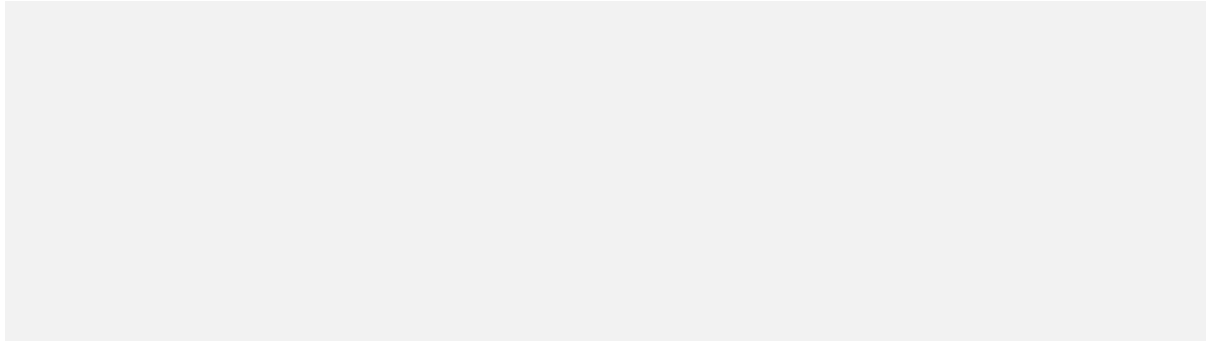
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Daniel	"I support ending non-compete clauses. This includes ending them for <b>physicians</b> . The AHA supports non-compete clauses for physicians for the sole purpose of increasing their profits. Please end non- compete clauses and improve access to healthcare for our population."
Daquan	"I am subject to a previous employers non compete and I am miserable. My new job doesn't violate the agreement, but I still have to keep my job a secret. I left due to threats and harassment and if they knew I was still in my profession wring every last dollar out of my pocket with a frivolous lawsuit. Would they win? No, but they would be satisfied with running my pockets dry by dragging things out for however long it took for me to go completely broke or leave the field forever. Non competes have no place in todays world or todays America It only exists as a tool for the powerful to dictate where and how the working class citizen can or cant work - even after the have parted ways. These agreements box innovators in while creating a host of opportunities for the employer to violate the employee's mental, emotional, or even physical health while keeping them trapped at that work location unless they wish to start their hard earned career completely over - which often means being sent to the very bottom of the compensation ladder in a new field."
Mike	"Very needed new rule. Will help keep needed primary care providers in rural areas instead of them being forced to move to provide for their families if they do not want to work for their current employer."
Abbie	"

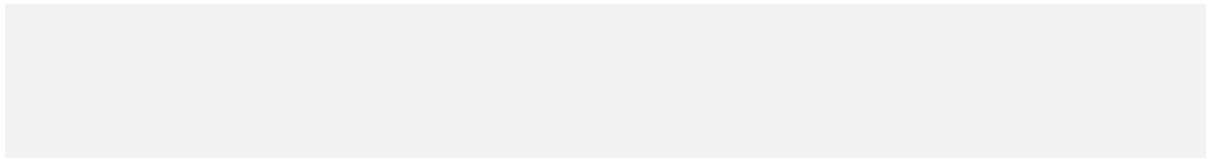
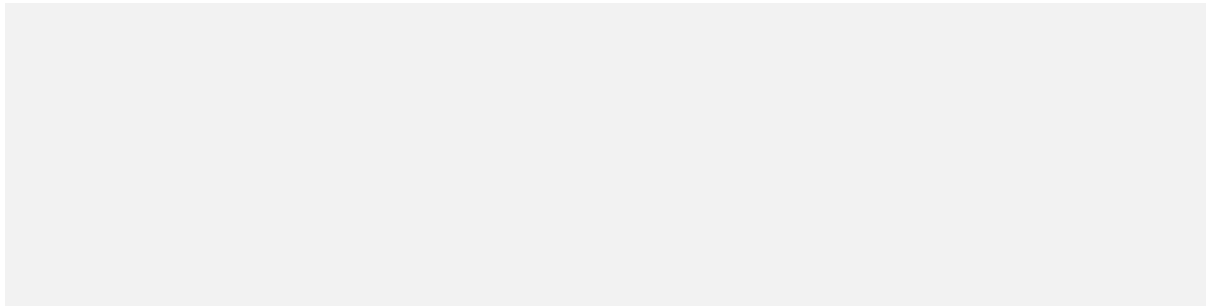
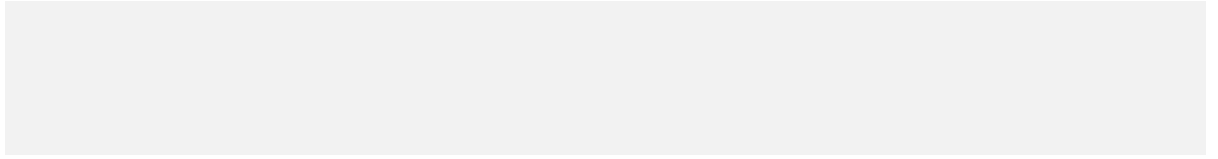
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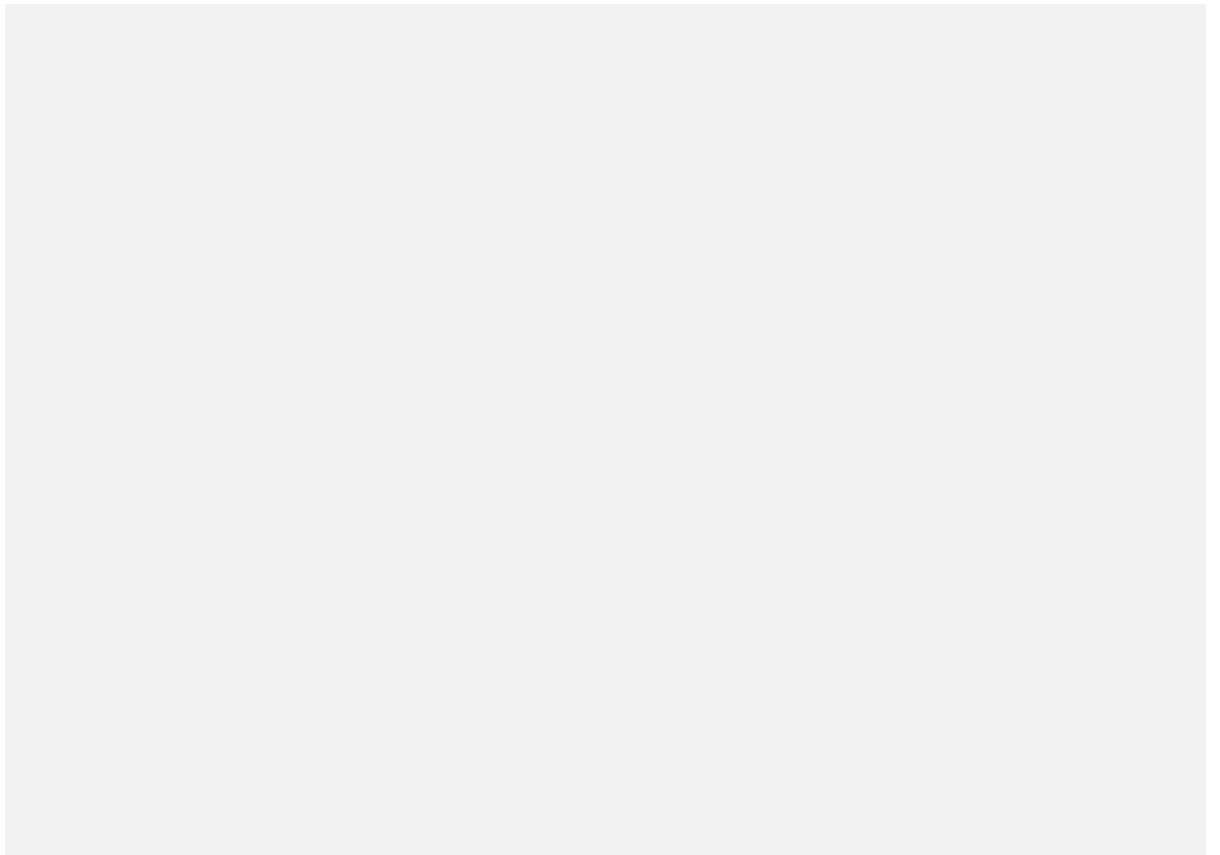
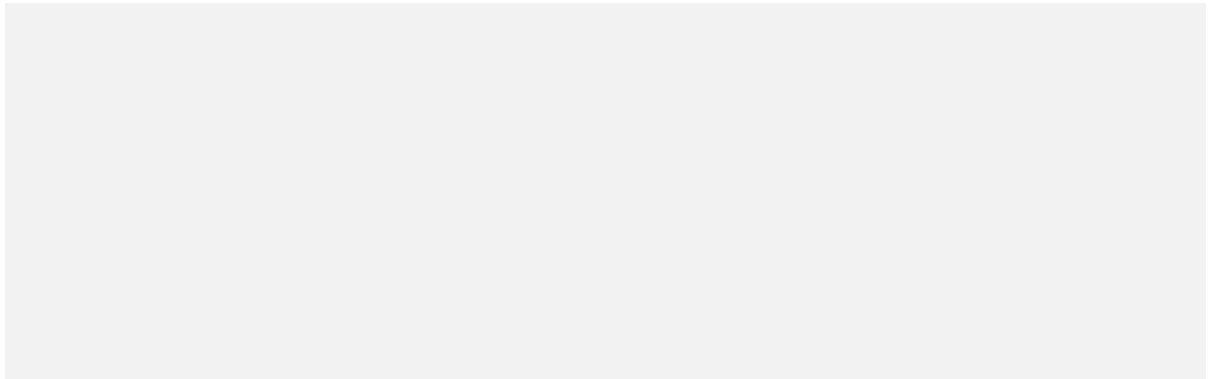
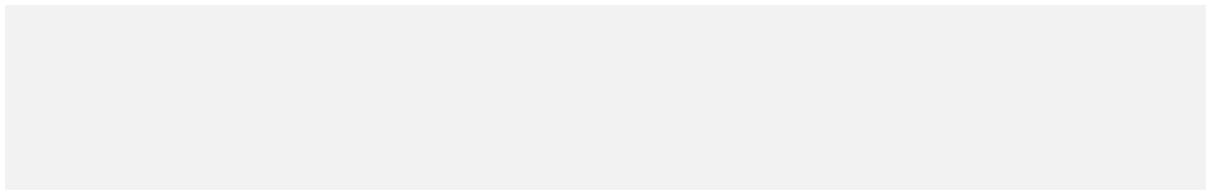
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	<p>start, a non-compete clause is a violation of the law vis-a-vis the Sherman Antitrust act. But... There are always exceptions where there is sufficient argument to the contrary supporting public interest or individual rights. To that we need to ask... Why the non-compete clause is included in contracts? The argument in favor almost always consists of protecting trade secrets and customer lists. But... In most contracts with a non-compete clause/agreement, there also exists non-solicitation and non-disclosure agreements. With these present, the purpose of a non-compete seems to not exist except to restrain competition or create a barrier to entry vis-a-vis 'trapping' a worker, forcing them to change profession/business, or forcing them to relocate. It is often argued that irreparable harm will be caused by the worker continuing, were that the case, the restraining business would be in a position to offer compensation in exchange for the worker being denied their right to seek gainful employment; surely some sum of money is worth avoiding 'irreparable harm'. Any non-compete clause owing to irreparable harm, ought require the restraining business to compensate the restrained worker. If we are to consider non-compete clauses as legitimate in contracts, they must prove their value supporting public good or individual rights; not exclusively for the benefit of the restraining business. Without that proof, non-compete clauses are nothing more than a violation of the Sherman Antitrust Act for the benefit of the restraining business to the detriment of public interest."</p>
Robin	<p>"Physicians should NOT BE EXCLUDED from this new policy!! It might be better for the hospitals and administration, but it is NOT better for patient care. Please do not tie our hands on this."</p>
Julio	<p>"Physicians should not be excluded for the non complete. Please reconsider."</p>
Clinton	<p>"I support the complete ban of non-complete clauses related to employment. It would be best if the ban were as broad and complete as possible, as this would be simpler to understand and enforce, for both workers and firms. The evidence shows there's no net benefit, even in situations where one would expect there to be benefits. So, I see no good reason to retain the practice in any context. As a tech worker working outside of California, I was personally impacted by a non-compete. In retrospect, my reduced mobility reduced my lifetime earnings substantially."</p>
A	<p>"Agree with removing non-compete clause for doctors. Why should we be limited when it comes to helping our patients?"</p>
K	<p>"I support the ban of Non-Compete Clauses. These clauses prevent skilled workers from leaving bad employers (low wages, limited benefits, poor working conditions). Employers are generally capable of providing sufficient pay/benefits/conditions that would encourage employees to stay. If they cannot, then employees should have a right to leave without restriction. In my experience, employers that are opposed to the non-compete ban are the employers that do NOT treat workers fairly, and that use the non-compete against them. I see this often in the home service industry, specifically with smaller trades like pest control or carpet cleaning In these</p>












	<p>nonprofit in name despite the business model being the same as other healthcare entities, this would actively give nonprofit hospital systems an unfair advantage over independent physician practices and for-profit health systems. It is important to note that several of the hospital systems that produce the most in profits and pay their CEOs many millions a year are 'not for profit' in name. Therefore, this rule seems arbitrary, and if the FTC proposal was to have its intended consequence, noncompetes should to be eliminated for both not for profit and for profit hospital systems. While it is hard to argue that a single physician leaving a hospital system would significantly affect the bottom line for a large hospital system, it is quite true that a single physician employed by a small independent physician practice could significantly hurt that independent practice by using the practice's resources to build a patient base and reputation, and then opening their own practice across the street. Given that the footprint of an individual practice is smaller than a hospital system, the argument that a physician wanting to leave that practice could still practice in the area without having to uproot their families is much more reasonable. Independent practices are a valuable player in the healthcare ecosystem, and preferred by many patients. Therefore, if a carveout in the FTC proposal is created in healthcare, it should be for independent practices, not for 'not for profit' healthcare systems, and be aimed at keeping independent physician practices viable. Therefore, as grassroots physicians and our supporters, we respectfully submit that noncompete clauses are detrimental to both physicians employed by hospital systems (both for profit and not for profit) as well as patients. Ultimately, noncompete clauses at large healthcare employers are detrimental to our nation's long term ability to maintain access to quality care, and should be outlawed."</p>
Tara	<p>"I ask the commission to enact this proposed regulation and put an end to the</p>


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Tom	"I am a <b>SKIVLEDO</b> Every physician I know is Forced to sign a noncompete clause

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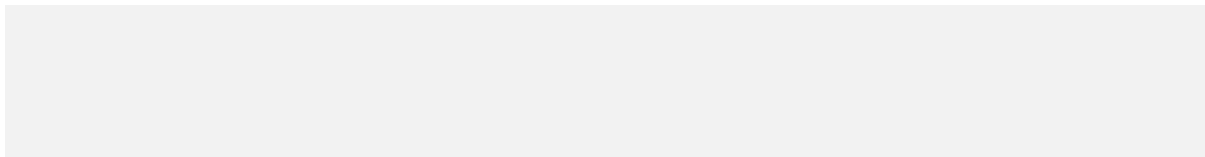
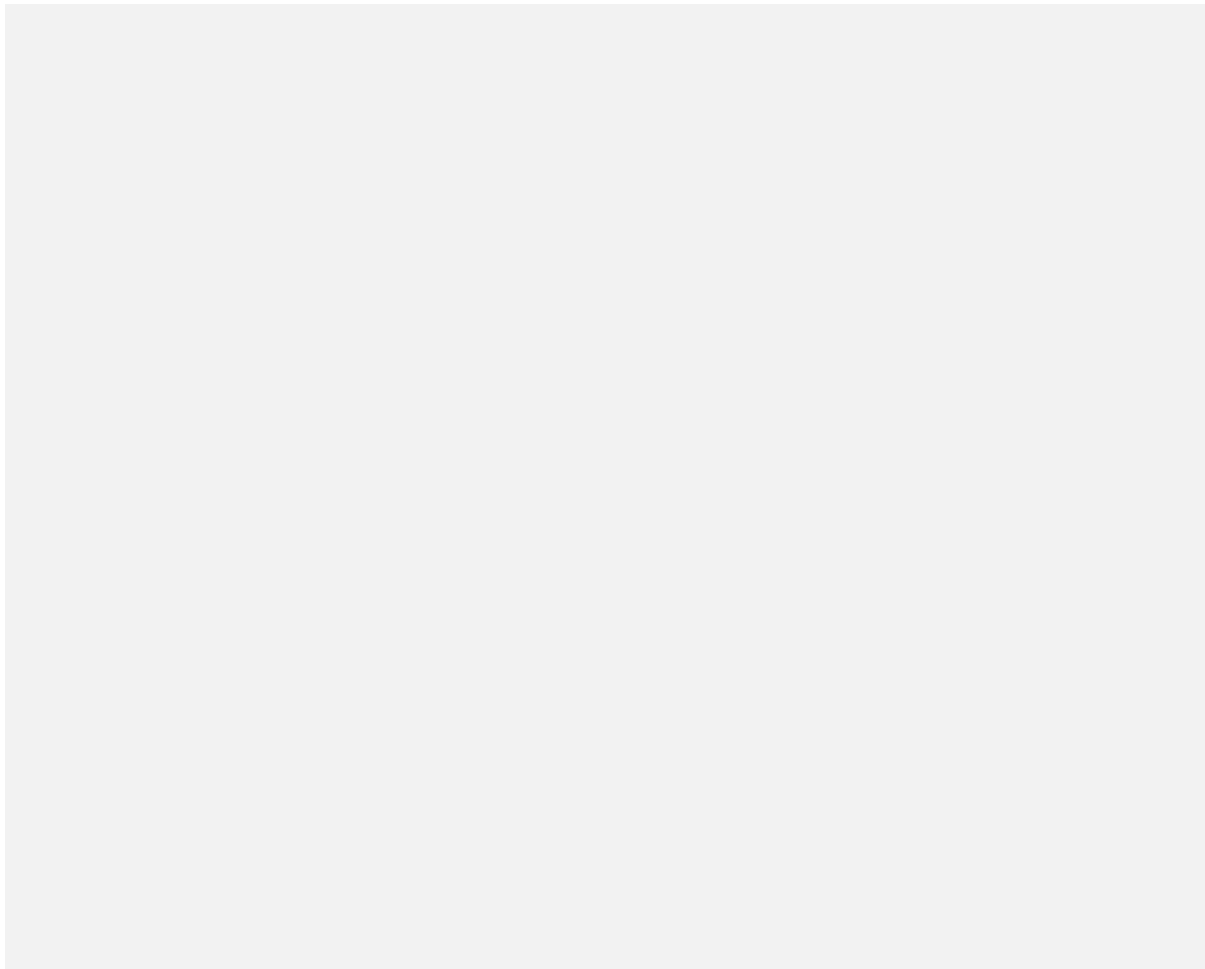
	<p>that explained to me I could not leave), have left my organization. They have left with 2 weeks notice and have taken better jobs at neighboring local St. Louis health care organizations for higher pay. Who suffers from the non compete? The ripple effects are endless. Of course, the physician and their family, who are often forced to move out of state or endure an unnecessary commute. However, our communities suffer even more greatly. My dear patients who will not be able to see me for a year, they suffer. The city of St. Louis, scarce of doctors, now loses a doctor to a different city or, as in my case, to the four walls of my house. I am only a generalist, a PCP, however due to non competes in the last year St. Louis City as lost at least two long established neurosurgeons and three shoulder specialists (that I know of) to different cities far away. This is a great loss for the St. Louis region. Any organization that uses non competes will try to convince you that they arc the only way to keep their work force viable. I However, keeping an able bothed work force in legal shackles, versus creating a fair work place, simply unamerican."</p>
Maitri	<p>"Banning non-competes would create better working environments for all employees and allow healthy competition in the work force and more incentive to create positive working environments which would only help strengthen gaps in the workforce. There was a mass exodus of <b>KHDOWKFDUH ZBJNHU</b> as a result of the poor working conditions created by the Covid 19 pandemic when many hospital systems were generating their highest profits. Banning non competes would incentivize healthcare workers to return to the field and fill in an ever enlarging gap in healthcare in the US. Additionally, many of the highest profiting hospital systems are "non-profit" in name alone. Excluding them from the ban would only hurt independent practices that are struggling to stay afloat. If an exception is created, it should be for independent practices that already struggle competing with large healthcare systems. There is a massive healthcare crisis in this country and excluding physicians and non profit organizations from the ban on noncompetes will only exacerbate it, creating an even more strained healthcare system when you and your loved ones need care. Please vote to ban non-competes among all large employers and all professions whether they are non profit or not."</p>
Maitri	<p>"Non-compete clauses have become increasingly common in various industries, including healthcare. However, when it comes to physicians, non-compete clauses arc not only unnecessary, but also detrimental to patient care, exacerbate existing physician shortages, and grant unfair leverage to employers while stifling market forces that could bring about positive change. Therefore, non-compete clauses should be banned for physicians, including not-for-profit health systems. Firstly, non-compete clauses for physicians hinder patients' access to care. Healthcare is a unique field where patients' health and well-being arc of paramount importance. Patients should have the freedom to choose their healthcare provider based on their preferences, needs, and convenience. Non- compete clauses limit this choice by restricting physicians' ability to practice in certain geographic areas, which can lead to reduced access to care for patients, especially those in underserved or rural areas. In times of physician shortages, non-compete clauses can further limit the availability of physicians, making it difficult for patients to find appropriate care, resulting in delays or gaps in treatment. This is particularly concerning in situations where continuity of care is crucial, such as chronic disease management or ongoing medical treatments. Secondly, non-compete clauses contribute to the exacerbation of existing physician shortages. The United States is facing a</p>

	<p>significant shortage of physicians in many regions, with rural and underserved areas being particularly affected. Non-compete clauses can exacerbate this problem by limiting physicians' mobility and their ability to practice in areas where their services are needed the most. For example, if a physician is bound by a non-compete clause that prevents them from practicing in a nearby rural area, it can result in a lack of healthcare services for the local population, further widening the gap in access to care. This can have serious implications for patients who may have to travel long distances or face delays in receiving timely medical care. Thirdly, non-compete clauses grant leverage to employers and hinder market forces that could drive positive change in the healthcare industry. Non-compete clauses are often used by employers to restrict physicians' ability to negotiate better working conditions, higher compensation, or improved patient care practices. These clauses can effectively limit physicians' bargaining power and negotiation abilities, allowing employers to evade market forces that would otherwise necessitate positive changes in the healthcare industry. As a result, physicians may feel trapped in unfavorable working conditions, leading to burnout, decreased job satisfaction, and ultimately compromising patient care. Lastly, non-compete clauses should not exclude not-for-profit health systems. Non-profit health systems, like their (Or-profit counterparts, often use non-compete clauses in physician employment contracts, despite their mission to provide accessible healthcare to their communities. Exempting not-fix-profit health systems from a ban on non-compete clauses would create an unfair advantage for these institutions, allowing them to restrict physicians' mobility and limit competition, which could adversely affect patients' access to care and exacerbate existing physician shortages. '</p>
Tina	<p>"Please allow physicians to choose the best fit for them. Do not let non-compete causes determine this. Physician bum out and physician exodus is real. Please allow us to pick where we want to work so that we are treated better by the hospital systems. It's time to make changes."</p>
Tina	<p>"I support this!"</p>
Diane	<p>"Physicians are employees and should ABSOLUTELY be included in noncompete clause reform. Why would you exclude such a hard working group of individuals?"</p>
Charles	<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,</p>

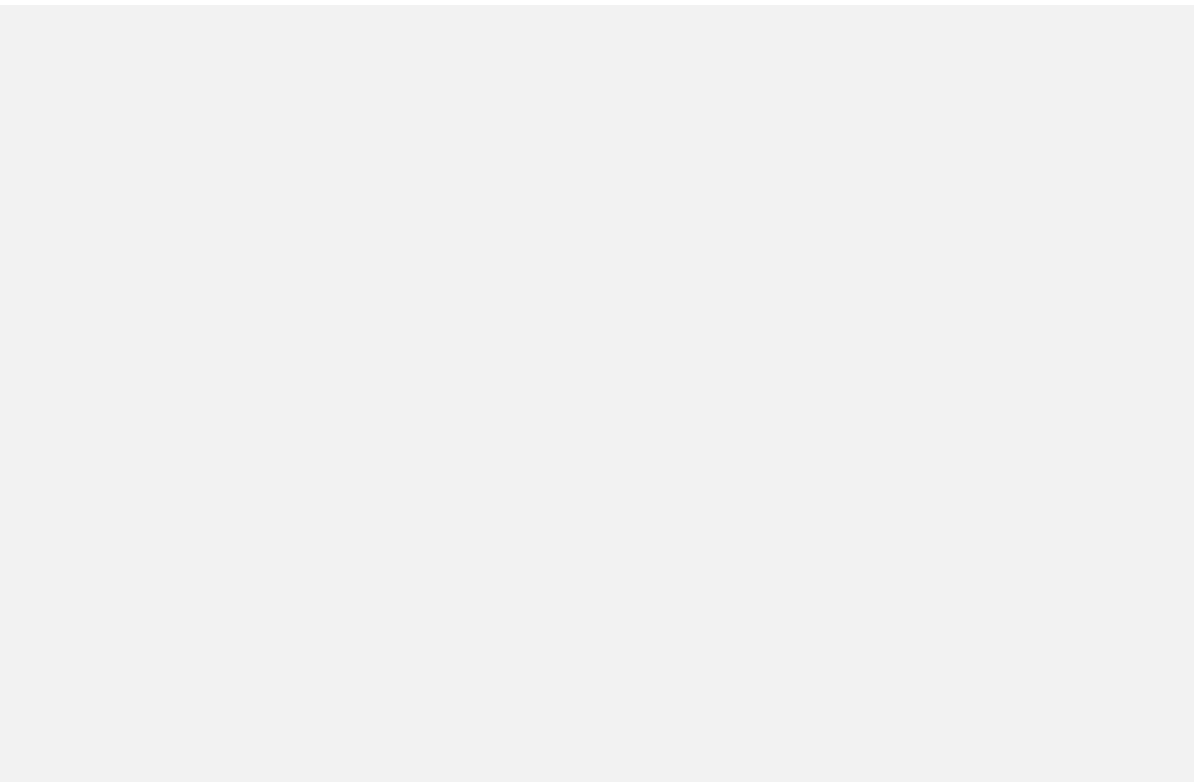
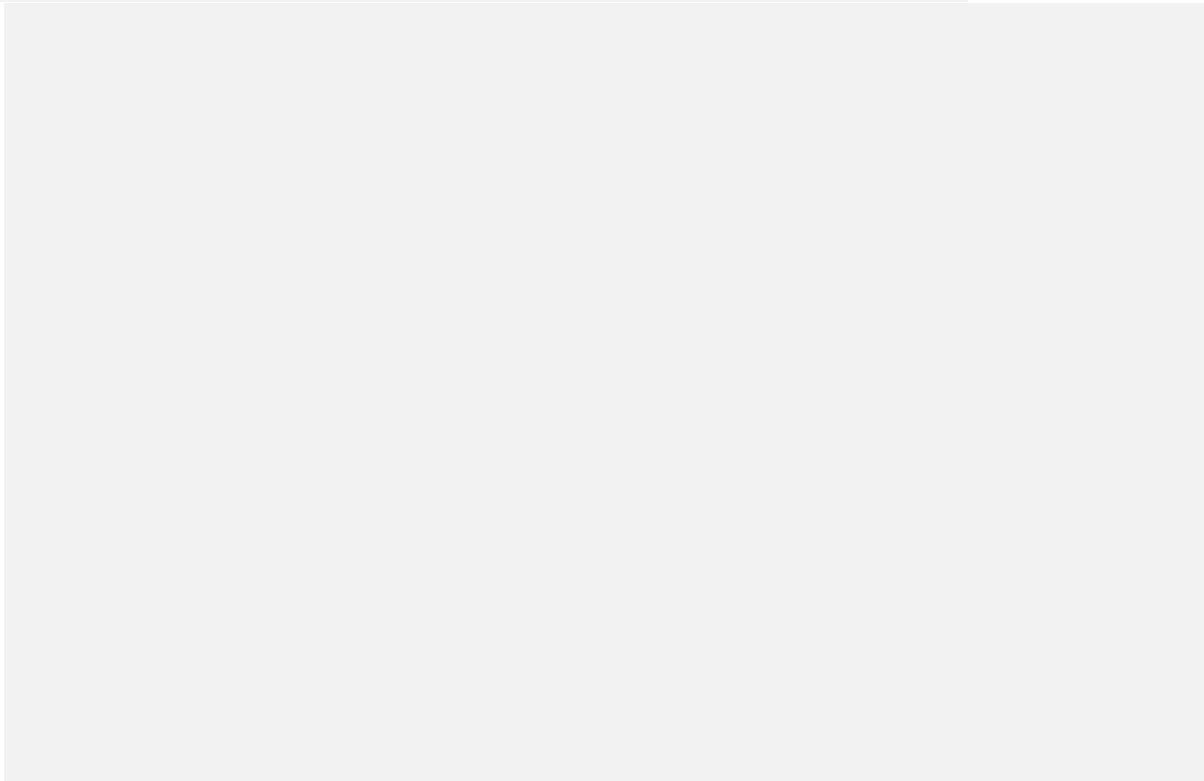
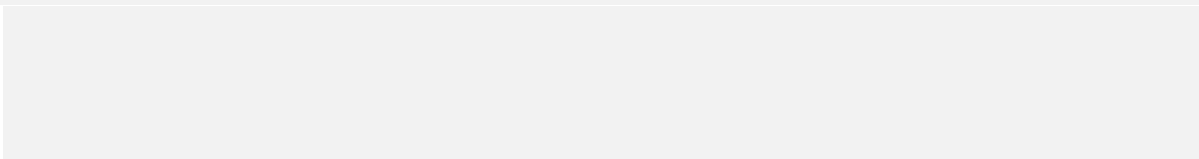
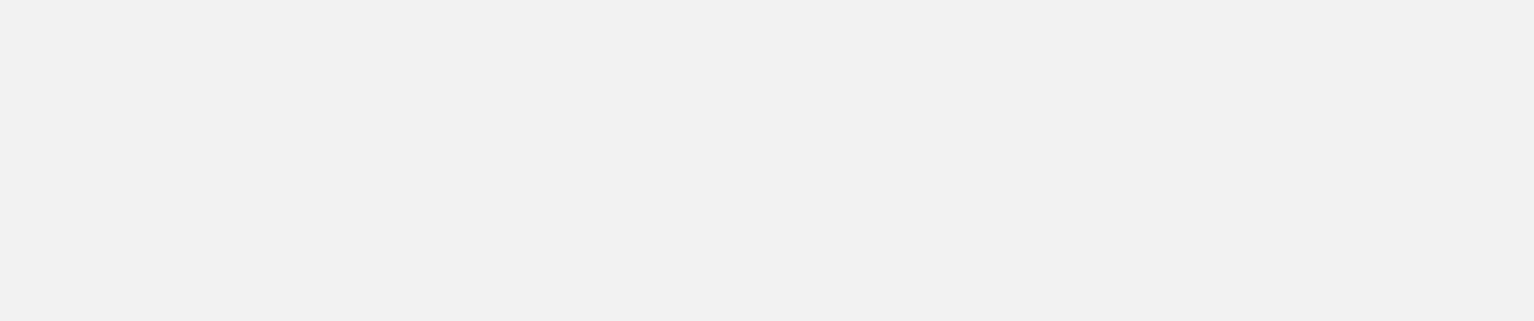
	<p>and overall worse working conditions for physicians. Eliminating the noncompete clauses will help improve healthcare access for patients as hospitals and corporations can no longer restrict where physicians can work. I urge the FTC to reject the MIA's proposed exemption and uphold the noncompete rule 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, Charles Shipley, DO"</p>
Justin	<p>"Non-competes are anti-competitive. Ban their use by employers."</p>
Liza	<p>"I am a _____ and facing a 15 mile non compete in my contract. Putting finances aside, if I am unhappy at my job for any reason I will be effectively trapped and unable to find a new job without moving my family. I work in academics and the only other academic institution is within the non complete. Beyond this, the next job opportunity for my specialty is 5 hours away."</p>

Troy	<p>"The vast majority of <del>SK\VLFW\DU\</del> agree that noncompete clauses in the healthcare field are on the whole bad for both physicians and for patients. They discourage market forces that allow physicians to vote with their feet if they don't agree with Given the growth of large hospital systems, a noncompete clause for a</p>
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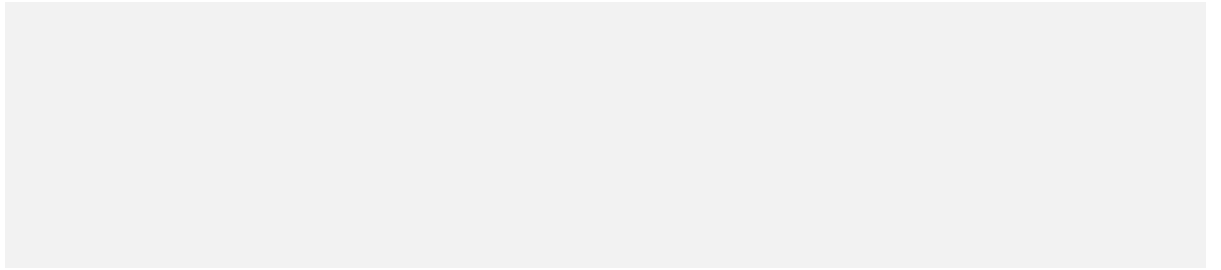
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Wyatt	<p>"I strongly urge the FTC to pass FTC rule DOCKET: FTC-2023-0007, this would mean the world to me. As a Physician almost any contract I will take currently has a non-compete. It puts us in the position where to change jobs my family has to move, my children have to change schools or I have to commute up to an hour each way for up to two years. Non-compete clauses trap workers, hurt families, and hurt the economy. '</p>
Murali	<p>"To whom it may concern: It is high time that these ridiculous and ANTICOMPETITIVE non-compete clauses be done away with. They only serve the interests of monopolies, while harming workers, consumers and communities. Especially huge suffering for patient communities in rural and underserved areas if</p>

Donovan	<p>"Non compete clauses applied to human labor is unamerican and unconstitutional. Removal of non competes needs to also apply to physicians and hospitals too. No exceptions."</p>
Mark	<p>"I am an \$VVHW 0D that does not have any proprietary knowledge or trade secrets. I analyze financial data and ensure Federal IRS compliance of properties in the affordable housing industry. My company forced me to sign a non-compete after I was hired. I am now handcuffed to this company and unable to get raises or fair wages from my company; while multiple other companies are looking for my skill set and willing to pay substantially more. I should be able to take care of my family when I present no financial hams at all to my company. Please ban non-competes to allow employees to be compensated fairly for the work they do."</p>
Jared	<p>"Please complete the necessary action to ban all present and past non competes. This would greatly expand innovation and motivation for the current workforce. Non competes discourage cutting edge development due to companies stealing ideas of the workers. They also keep companies from appreciating talent buy compensating those that are striving. This culture creates more of a slave labor trapped environment ". Who would strive for no piece of the pie? It keeps leaders from starting new business and driving American competition. It also lets companies rig price fixing If companies take care of their employees, they have nothing to won}, about."</p>
Susan	<p>"Non[(on,9 g /TT0 1 Tf 12 0 0 12 129wq 125.3572ft)-3 (12 0 0Bs .56 Q q 125.3 31(lo</p>





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	<p>80,000 who were made to sign a restrictive covenant and I do understand the idea of lifting some of these absurd contract rules- Highly paid employees with key knowledge etc. as I have said are a different matter. Thx for reading."</p>
Lancer	<p>"Please consider exempting small privately held medical practices with less than 100 employees from this Non-Compete Clause Rule. In general it will likely be harder for small companies to grow and achieve economy of scale to compete against larger compani</p>

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