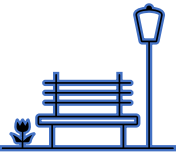

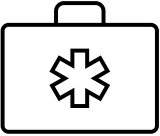

	<p style="text-align: right;">-Loretta</p>
	<p style="text-align: right;">-Gary</p>
	<p>"I would like to voice my support for the FTC to make Non-compete clauses illegal in the USA. They do not allow for employees to seek better opportunities. They also diminishes education, and experience, that employees work hard to obtain." -Shaylynn</p>
	<p style="text-align: right;">-Crista</p>
	<p style="text-align: right;">-Syed</p>

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	patients. I firmly believe that a patient should have the ability to choose continuity of care with a trusted physician over profit for a medical group. Non-compete agreements in physician practices prioritize keeping patients (and physicians) hostage for profit over allowing them to make decisions about the best medical care for themselves as patients and physicians."
Steven	"The FTC must include franchises in the ban on noncompete provisions. The noncompete in a franchise agreement limits a franchisees ability to make a living at the expiration of the term even if the franchisee terminates the agreement. It enslaves franchisees to choose into signing a renewal agreement with much worse terms than their current agreement because they are locked out from earning a living if they don't."

"Please pass this and make it cover all employees. I am8(a) nBT8 refe(q)-3(se)6((w

Elizabeth

	<p>employed in a toxic environment or not be allowed to work in their chosen industry within 2 states for 2 years. Non-compete agreements should be repealed to allow more competition and allow the public more options for goods and services and put pressure on bad owners and companies to change or get out. Thank you. Dean K. Haines Attachments Scan_20230225 The attachment is restricted to restrict all because it contains confidential business information data Scan_20230225 (2) The attachment is restricted to restrict all because it contains confidential business information data"</p>
Carrie	<p>"Being in a non compete was truly one of the worst things I've had to deal with in my career. Not only were my former employers unethical and immoral but then when I finally got the courage to leave I had to search fin- jobs outside of a 25 mile radius. It cost me money and my mental health dealing with their aggressive behavior towards me for over 2 years. Get rid of them, they only work for the employer and allows them to treat employees however they want because they know they have them captive."</p>
Scott	<p>"I have applied for many different leadership opportunities at my company and have been entertained by none of them. I have more experience than any of the managers I report to, most of the time I am training them how to do their job. I have an opportunity to grow my career at a competitor but cannot afford being jobless for 6 months due to the non-compete I signed in order to qualify for a bonus. The non-compete was signed 2 years ago, and since being required to sign it to be eligible for a bonus, they have not paid any bonuses. I love the work that I do, but not the people I do it for. Now I'm stuck in a dead end job until I can save up to be jobless for 6 months."</p>

Carole

	<p>employer. The employee bearing this financial debt without pay is nearly modern indentured servanthood and why I, as a physician impacted by these non-competitive and unfair contracts, support the FTC proposal to prevent employers from entering into noncompete clauses with workers, and require employers to resend existing noncompete clauses."</p>
John	<p>"I was required to sign a contract with a non-compete clause when I taught at a for-profit college. I don't think there would have been an attempt to enforce it if I had accepted a teaching assignment at another school, but it certainly made me think less of my employer. The proposed rule is entirely reasonable. Existing IP laws are more than sufficient to protect legitimate interests of employers."</p>
Daniel	<p>"My ability to earn a living has been severely limited by a non-compete agreement. When the company I had been a sales rep for (for 19 years) was bought out by a much larger company, I was forced to sign a non-compete agreement just to keep my job. When my new employer let me go after about a year, they informed me that I couldn't call on any of my existing customers many of whom I had developed and called on for over 20 years. This was to be in effect for the next 18 months. I was later hired by a former competitor and began selling for them. Without the ability to call on any of my former customers (about 100 accounts) I was basically starting over as a brand new sales rep with lots of prospecting and cold calling. Needless to say, my income dropped dramatically. I was later wrongly accused of visiting some of my former customers and threatened with a lawsuit. At this point, I had to hire an attorney to help me deal with these false accusations and threats. This process was very costly and at my own expense. This issue is still pending and I worry about it every day. Many others are laboring under the same restrictions as I am. The unjust practice of forcing people to sign a non-compete agreement as a condition of their employment needs to be stopped."</p>
Tait	<p>"I support a ban on non-compete agreements, they increase employer power in an already unbalanced power dynamic between employees and employers. They also drive down wages and decrease competition."</p>

"As a veterinarian, I strongly am in support of a total ban on non-compete clauses. It is standard in our profession to expect a non-compete clause as a basically a requirement for accepting a position. As a result of this, veterinarians are limited in

Benjamin

"I am a Resident Physician in the state of South Carolina practicing to become a board certified Family Medicine Physician. It has come to my attention that groups like the AFIA are advocating for physicians to be left out of the FTC noncompete ruling. I believe that this would be a grave mistake. It is physicians and other providers, not healthcare systems, that do the vast majority of patient advocacy for the community. Crippling our negotiating power severely reduces our ability to adapt and improve our services to better serve our patients. It disincentivizes our employers to heed our concerns about these issues and is a significant driver in work dissatisfaction, burnout and healthcare labor force shortages. Institutional policies currently determine - Who we can serve: determining which insurances we can or can't accept without physician input, delaying or preventing access to care

Matthew

braces that I do well, but it is delivered in an office that does not treat its patients

well from a customer service point of view, those patients might seek another office. In a smaller town, that may not be possible which would require a significant drive to another town for the patient. However, if a Covenant were not in place, I could open up my own office in the small town, give them an exceptional customer service experience along with the same clinical result for the same \$5,000. And I could likely give it to them for less than \$5,000 because I would not have a bloated corporate structure which is full of inefficient parasitic load (aka, middle managers). This would force the corporation that I left to find ways to reduce overhead to become more competitive. Hence the public benefits. Some Covenants include language regarding "Trade Secrets". In all my 19 years of practicing, never have I been privy to these supposed trade secrets. Why? Because there were never any. I was clinically trained in school and for business training, we learned through the school of hard knocks. Owner dentists a

Marc

"I have previously commented on this proposed rule with full support of it as written. I feel compelled to make an additional comment after reading reporting on your comment process with some asking for concessions to your rule, such as not making it retroactive or limiting the rule to low-income employees (which may leave them intact for the most targeted of employees professionals and scientists who are not executive level). I disagree with these changes. In the spirit of the chief complaint against your rule, that companies fear employees may disclose confidential information if they change jobs, but little acknowledgement that non-competes grant unprecedented power to an employer over an employee --- I propose that if you were to make any change to your proposed rule, it would simply and only be this: In any situation where a non-compete is allowed, then said non-compete MUST compensate said employee at least full salary and benefits during the period of non-complete, regardless of how the period of non-compete goes into effect. And this should be retroactive to all unexpired non-competes agreed to before this rule. It is awful that non-competes stop an employee from seeking the best compensating job they can find, but the two greatest fearful situations arising from a non-compete are 1) A company lays off said employee

"I support the banning of Non-Compete Clauses. In our previous city located in Georgia, my spouse, a Physician Assistant specializing in Cardiology, had grown weary of her current practice and was ready to find a new employer. However, due to her non-compete contract she was unable86.0cweary of he

Tyler

Wesley	"Non-compete clauses disrupt our family's life forcing people to move outside of rural cities where anesthesia providers are needed for no real benefit to the company that requires it beside forcing workers to stay at one hospital even if better opportunities exist. It is anti-competitive practice and limits and disrupts providers lives. Please eliminate this as it is a corporate overreach and is unnecessarily harming families and rural communities"
Bethany	"Hello, As a Family Physician and medical school faculty member, I urge you to remove non-compete clauses. We already have enough problems getting adequate medical staffing in rural areas. Non-competes further disincentivize Physicians. Physicians do not want to risk getting trapped into a bad job or forced to uproot their families when considering new job locations. Thank you for your time and consideration regarding removing these excessive restrictions."

"I would like to share my thoughts on why Non Compete clauses should be illegal as it pertains to my specific industry & situation. I am a Chartered Property & Casualty Underwriter in the Insurance industry. I work for an underwriting firm that contracts out to several Excess & Surplus lines insurance carriers. We then underwrite P & C insurance policies for retail insurance agents in our designated area. We have many other competitors who provide the same type of service. These competitors: Also contract out to the same E&S Insurance carriers as my firm does Also solicit business from the same Retail Insurance agents as my firm does The main thing that separates the underwriting firms who operate in this

THOMAS

Mitchell

"The use of non-compete clauses against common workers is an abusive practice designed to undermine the free market. It has absolutely no place in America and should be banned. If a company really wants to keep you off the market for a period they should be able to but only if you're paid at your full wage plus a

	<p>they loved me. I was ranked #2 in the entire company of 1100 technicians for cancelations. My customers did not leave me. They even told me that the only reason they stayed with that company was because they were loyal to me because of my loyalty to them. They became my true circle of friends and I truly want to continue caring for them. There is a whole lot more to my story! Now, I have received a letter from their attorney accusing me of soliciting their customers and telling me I am not allowed to work in pest control within 75 miles of the city where I live. I am in strong support of the legislation to ban non compete agreements."</p>
Amaris	<p>"I support the FTC to ban non-competes. I work as an RBT doing important work. However I can't provide services to people who need them because of predatory non compete clause from my former employer."</p>
Adam	<p>"As an employee that would need to either be unemployed for 1 year, or move to an entirely new city to find a new job, I support this rule change. I am a professional with a noncompete with a 10 mile radius, which completely encircles my entire town. To get a new job, I would need to move to a new city, creating a tremendous amount of inefficiency and waste."</p>
Ben	<p>"Dear Federal Trade Commission, I am writing to you today to express my strong support for the proposed rule to ban non-compete clauses. As a physician, I am deeply concerned about the effects of non-compete clauses on the health care industry and on the patients we serve. Non-compete clauses restrict healthy competition and limit patient access to specialty care. These clauses give employers an unfair advantage during contract negotiations, allowing them to limit the number of physicians available to treat patients in their region. This reduces the quality of care available to patients and can lead to longer wait times for appointments. Additionally, non-compete clauses often require physicians to relocate their families, disrupting continuity of care and making it difficult for patients to continue receiving treatment from their preferred provider. Non-compete clauses can also prevent physicians from taking advantage of new opportunities and taking on additional responsibilities. For example, if a physician is offered a position at a larger practice or hospital, they may not be able to accept the offer due to a non-compete clause. This prevents doctors from advancing their careers and providing the best possible care to their patients. The proposed rule to ban non-compete clauses is a step in the right direction and will help ensure that patients have access to the highest quality of care. I urge you to pass this rule and help create a healthier and more competitive health care industry. Sincerely, Benjamin D, M.D."</p>
Ronald	<p>"Non-competes are yet another chain corporation use to suppress wages and control employees. It allows them to not compete to retain their employees by limiting their ability to earn a living without having to uproot their lives and moving away. Non-competes must go."</p>
Andre	<p>"The non compete rule should include all medical providers including physicians. Non competes limit access to care and force physicians to endure terrible working conditions. It'll be the ultimate act of subservience to the for profit medical corporations if physicians are excluded from this."</p>

Lauren	"This would help people in my profession tremendously. I am a Physician Assistant and was forced to sign a non-compete in order to renew my contract. Later, the company I work for discriminated against me for trying to take time off for maternity leave. I tried to find another position in my field and my company threatened to sue me. My company has made it impossible for me to practice somewhere else without leaving the city that my family resides. They haven't given me a cost of living raise for almost 10 years, but still won't allow me to look elsewhere without threat of being sued."
Patrick	"Please make this proposal LAW ASAP! I currently had my wages cut in half because of a non-compete and I have to pay for lawyer fee's for both parties and my ex-employer is trying to collect on money I haven't even paid taxes on. I can not afford the legal fees or the stress this is putting my family through. I thought non-competes were suppose to be for learning a business secrets but I was never taught anything and was convinced to leave my management position with my old company for a "better opportunity" only to make less than I was making I feel he lied to me and treated me poorly just to get me to sign his non-compete only to get rid of his biggest competition in the Myrtle Beach area. I was never taught or shown anything. this non-compete just says I worked for him and now I cant work near my home for 2years to provide for my family. I now have to drive hours away to make half of my usual earnings I can't believe this evil is allowed."

"This would be such an incredible help. I am in a healthcare IT role where we've been told we can't work in any IT project management job for a year if we choose

Kaitlin
