IN THE UNITED STATES DISTRICT COURT FOR THE NORTHERN DISTRICT OF TEXAS DALLAS DIVISION

RYAN LLC,	§
	§
Plaintiff,	§
	§
CHAMBER OF COMMERCE OF THE	§ Civil Action No. 3:24-CV-00986-E
UNITED STATES OF AMERICA,	§
BUSINESS ROUNDTABLE, TEXAS	§
ASSOCIATION OF BUSINESS, and	§
LONGVIEW CHAMBER OF COMMERCE,	§
	§
Plaintiff-Intervenors,	§
	§
v.	§
	§
FEDERAL TRADE COMMISSION,	§
	§
Defendant.	§

PRELIMINARY INJUNCTION

By separate Memorandum Opinion and Order of this same date, the Court has determined that (i) Plaintiff and Plaintiff-Intervenors (referred collectively as "Plaintiffs") are substantially likely to prevail on the merits of their challenge to the FTC's Non-Compete Rule under the Administrative Procedure Act, 5 U.S.C. § 706; (ii) Plaintiffs will suffer irreparable harm if no preliminary injunction issues; (iii) the balance of harms favors the Plaintiffs; and (iv) the public interest favors issuance of a preliminary injunction. The Court therefore enters the following preliminary injunction (i) to take effect today and (ii) to continue effect until the Court's decision on the merits.

IT IS ORDERED THAT:

1. The Federal Trade Commission (FTC) and its respective agents, servants, employees, and attorneys, and all persons acting in concert with the FTC are wholly enjoined from implementation of or enforcement of the Non-

- Compete Rule—16 C.F.R. § 910.1-.6—against Plaintiff Ryan, LLC, from the date of this order to the Court's final adjudication on the merits. The Court hereby stays the effective date of the Rule as to Plaintiff Ryan, LLC.
- 2. The Federal Trade Commission (FTC) and its respective agents, servants, employees, and attorneys, and all persons acting in concert with the FTC are wholly enjoined from implementation of or enforcement of the Non-Compete Rule—16 C.F.R. § 910.1-.6—against Plaintiff Intervenors: Chamber of Commerce of the United States of America; Business Roundtable; Texas Association of Business; and Longview Chamber of Commerce, from the date of this order to the Court's final adjudication on the merits. The Court hereby stays the effective date of the Rule as to these Plaintiff-Intervenors.

Pursuant to Federal Rule of Civil Procedure 65(c), the Court waives the requirement of a bond. See Fed. R. Civ. P. 65(c).

SO ORDERED this day of July 3, 2024.

ADA BROWN

UNITED STATES DISTRICT JUDGE

General Information

Case Name Ryan LLC v. Federal Trade Commission

Court U.S. District Court for the Northern District of Texas

Date Filed Tue Apr 23 00:00:00 EDT 2024

Judge(s) Ada Elena Brown

Federal Nature of Suit Other Statutes - Administrative Procedure Act/Review or Appeal of

Agency Decision [899]

Docket Number 3:24-cv-00986

Parties The Restaurant Law Center: National Association of Wholesaler

Distributors; Texas American Federation of Labor and Congress of Industrial Organizations (Texas AFL-CIO); The American Investment Council; International Franchise Association; Legal Scholars; Matt Gaetz; The Chamber of Commerce of the United States of America;

Longview Chamber of Commerce; United States Council for International Business; Public Citizen; American Hotel & Lodging

Association; Consumer Technology Association; Federal Trade Commission; Amici Curiae Law Professors; American Academy of Emergency Medicine; Ryan LLC; The Futures Industry Association;

Business Roundtable; Twelve Texas Local Elected Officials; Associated

Builders and Contractors Inc; William Araiza; Jeffrey Lubbers; The Managed Funds Association; Texas Association of Business; National Federation of Independent Business Small Business Legal Center Inc;

Peter M. Shane; The Securities Industry and Financial Markets

Association; National Retail Federation; The Home Care Association of America; Small Business Majority Foundation; National Association of



Manufacturers; Society for Human Resource Management; The Partnership for New York City; Independent Electrical Contractors; National Employment Law Project