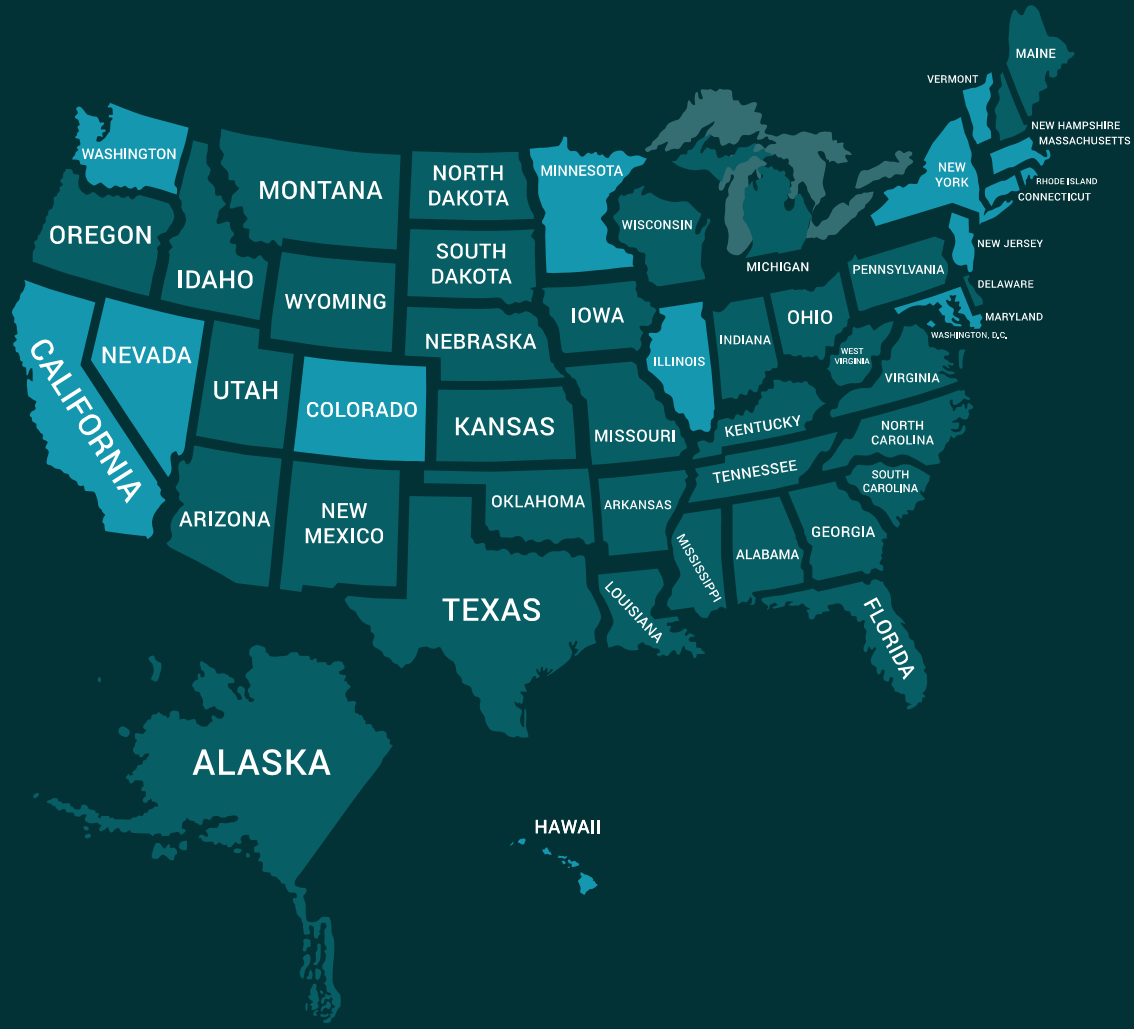


UPDATED

Pay Transparency Rules



Navigate the Talent Landscape



Connecticut



- Employers must provide a salary range if an applicant asks for it, or if the employer extends an offer - whichever occurs first.
- Employers must provide an employee the pay range when they are hired, if they change to a new position, or if they request it for their current role.

Rhode Island



- Employers are required to provide candidates pay range information during the interview process upon request.
- Employers must disclose the range for a role before they discuss compensation with the applicant.
- Companies must disclose the salary range when a current employee moves into a new position and workers can ask their employer for the salary range of their current role.

Maryland



- Employers are banned from asking candidates about their salary history and must disclose the pay range to applicants upon request.

Colorado



- Employers are required to include the pay range and benefits in every job listing.
- Companies with at least one employee in the state are required to post pay for any remote job that could potentially be performed in the state.
- Employers must also notify current employees of all promotion opportunities and keep records of job descriptions and wages.

Washington



- Employers must provide the salary range for a job after they make an initial offer or if the applicant has asked for it.
- Companies must provide the minimum and maximum pay range for any internal transfer or promotion to existing employees, if the employee asks for it.

Nevada



- Employers are not allowed to ask about salary history and must provide the salary range to applicants after an initial interview automatically, even if the applicant hasn't asked for it.
- For internal moves, employers must provide pay ranges for a transfer or promotion if an employee has applied for it, completed an interview and requested it.

California



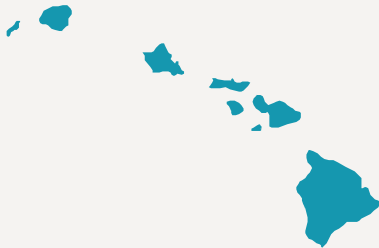
- California was the first state in the country to ban employers from asking applicants about their salary history.
- They were also the first to require employers to disclose the pay range for a job if an applicant asks for it after an initial interview.

New York City



- Employers must list minimum and maximum expected salaries on all job openings.
- This applies to private and public sector jobs.
- Also applies to promotions and transfer opportunities.

Hawaii



- Employers with 50 or more employees must include salary ranges in all job postings.
- The salary range should reflect the expected pay for the role, including for internal promotions.
- Public sector jobs tied to collective bargaining are exempt from this requirement.

Illinois



- Employers with 15 or more employees must disclose pay ranges and benefits information in all job postings.
- A link to a publicly accessible page with this information is acceptable.
- Employers must notify current employees of promotion opportunities at least 14 days before posting externally.

Minnesota



- Employers with 30 or more employees are required to include salary ranges, general benefits details, and other compensation information in all job postings.
- This applies to both online and printed advertisements.

New York



- Employers must list the minimum and maximum salary or hourly wage for any job, promotion, or transfer opportunity in postings.
- For commission-based positions, the posting must specify that the role includes commission.
- If a job description exists, it must also be provided in the posting.

Washington D.C.



- Employers must include the salary range and details about healthcare benefits in all job advertisements.
- This information must be shared with applicants before the first interview.

Massachusetts



- Employers with 25 or more employees must provide a pay range in all job postings.
- Employers must also provide pay ranges to employees offered promotions, transfers, or upon request.

New Jersey



- Employers must disclose salary ranges and general benefits in all job postings.
- Temporary help service firms and consulting firms must disclose pay during interviews or hiring, but not in job postings for future openings.

Vermont



- Employers must disclose the expected minimum and maximum salary or hourly wage in all job postings.
- For tipped positions, postings must disclose the base wage for tips, or the range of base wages for tips.
- Commission-based jobs must explain how the compensation structure works.