

Pay transparency laws by state and locality



In an effort to advance pay equity, a growing number of jurisdictions have enacted pay transparency laws. These laws typically require employers to share the pay range for a position with job applicants - either in the job posting or during the interview and hiring process - and in some cases also give employees the right to learn the pay range for their current role.

As of January 2026, pay transparency laws are on the books in 15 states, the District of Columbia and a number of localities. But they are far from uniform. Some laws are quite detailed, with requirements for certain types of pay, such as tips and commissions, while others lack this level of specificity. Some laws also require information on benefits and other parts of the compensation package. This variation from state to state creates challenges for employers hiring broadly across state lines, particularly for remote roles that may be filled from a number of locations.

The guide below provides an overview of state and local pay transparency laws, including key details regarding employer coverage, the positions or job postings they regulate, the information an employer must disclose and associated recordkeeping and notice requirements. Jurisdictions that have not enacted a pay transparency law are marked No in the Pay Transparency Law row and N/A in the remaining rows.

Index

Federal	Iowa	Jersey City	Oregon
Alabama	Kansas	New Mexico	Pennsylvania
Alaska	Kentucky	New York	Rhode Island
Arizona	Louisiana	Albany County	South Carolina
Arkansas	Maine	Ithaca	South Dakota
California	Maryland	New York City	Tennessee
Colorado	Massachusetts	Westchester County	Texas
Connecticut	Michigan	North Carolina	Utah
Delaware	Minnesota	North Dakota	Vermont
District of Columbia	Mississippi	Ohio	Virginia
Florida	Missouri	Cincinnati	Washington
Georgia	Montana	Cleveland	West Virginia
Hawaii	Nebraska	Columbus	Wisconsin
Idaho	Nevada	Toledo	Wyoming
Illinois	New Hampshire		
Indiana	New Jersey		



Federal

Pay transparency law	No
Covered employers	N/A
Covered positions or job postings	N/A
Pay information required in job postings	N/A
Other information required in job postings	N/A
Additional disclosure requirements	N/A
Recordkeeping and notice requirements	N/A



Alabama

Pay transparency law	No
Covered employers	N/A
Covered positions or job postings	N/A
Pay information required in job postings	N/A
Other information required in job postings	N/A
Additional disclosure requirements	N/A
Recordkeeping and notice requirements	N/A



Alaska

Pay transparency law	No
Covered employers	N/A
Covered positions or job postings	N/A
Pay information required in job postings	N/A
Other information required in job postings	N/A
Additional disclosure requirements	N/A
Recordkeeping and notice requirements	N/A



Arizona

Pay transparency law	No
Covered employers	N/A
Covered positions or job postings	N/A
Pay information required in job postings	N/A
Other information required in job postings	N/A
Additional disclosure requirements	N/A
Recordkeeping and notice requirements	N/A



Arkansas

Pay transparency law	No
Covered employers	N/A
Covered positions or job postings	N/A
Pay information required in job postings	N/A
Other information required in job postings	N/A
Additional disclosure requirements	N/A
Recordkeeping and notice requirements	N/A

California

Pay transparency law	Yes
Covered employers	<i>Job posting requirements:</i> Employers with 15 or more employees <i>Other requirements:</i> All employers
Covered positions or job postings	Any posting for a job that may ever be filled in California, either in-person or remotely
Pay information required in job postings	- Hourly or salary wage range the employer reasonably expects to pay for the position upon hire (or set hourly/piece rate if applicable) - Reasonably expected commission range if role is commission-based
Other information required in job postings	N/A
Additional disclosure requirements	- Provide the pay scale to an applicant applying for that position upon reasonable request. - Provide the pay scale for an employee's current position upon the employee's request.
Recordkeeping and notice requirements	Keep records of each employee's job title and pay history for the duration of their employment plus three years.

Colorado

Pay transparency law	Yes
Covered employers	Employers with at least one employee in Colorado
Covered positions or job postings	Any notification of a current or anticipated vacancy: • For which an employer is considering or interviewing one or more candidates or that the employer posts externally; and • That is for work tied to a Colorado site at a covered employer, work capable of being performed in Colorado (including remote work), or work that may be performed at multiple sites including a Colorado site
Pay information required in job postings	Hourly or salary compensation, or a range that extends from the lowest to the highest amount the employer reasonably believes in good faith it might pay for the role Note: For tipped jobs, hourly or salary compensation must be listed separately from predicted tips (e.g., \$18-\$20/hour plus tips).
Other information required in job postings	• General description of benefits and other compensation; and • Date the application window is expected to close
Additional disclosure requirements	• Inform all employees of internal job openings on the same day and prior to making a selection decision. • Share information about selected candidates with employees and how employees may express interest in similar roles within 30 days of a new hire's start date. • Share details about regular career progression paths, and associated pay and benefits for each step, with eligible employees.
Recordkeeping and notice requirements	Keep records of each employee's job description and compensation, including changes over time, for the duration of their employment and two years thereafter.

Connecticut

Pay transparency law	Yes
Covered employers	All employers
Covered positions or job postings	Any position to which an individual has applied
Pay information required in job postings	N/A
Other information required in job postings	N/A
Additional disclosure requirements	• Provide the wage range to an applicant for a position upon their request or before making them an offer of compensation, whichever is earlier. • Provide the wage range for an employee's position upon hire, upon a change in their position (e.g., promotion or transfer) or at their first request for a wage range.
Recordkeeping and notice requirements	N/A

Delaware

Pay transparency law	Yes (effective September 26, 2027)
Covered employers	<i>Effective September 26, 2027:</i> Employers with more than 25 employees
Covered positions or job postings	<i>Effective September 26, 2027:</i> Any announcement or post for a job that is: • Located in Delaware; or • A non-international remote position offered by a Delaware employer.
Pay information required in job postings	<i>Effective September 26, 2027:</i> Hourly or salary compensation, or hourly or salary compensation range, set in good faith by reference to: • Any applicable pay scale; • A previously determined range for the position; • The actual range of others currently holding equivalent positions; or • The budgeted amount for the position. Special rules apply to commission-based roles, tipped roles, and roles subject to a collective bargaining agreement.
Other information required in job postings	<i>Effective September 26, 2027:</i> General description of benefits and other compensation offered for the role.
Additional disclosure requirements	<i>Effective September 26, 2027:</i> • If a job posting was not made available to an applicant, disclose the required pay and benefits information to the applicant upon request and prior to any offer or other discussion of compensation.
Recordkeeping and notice requirements	<i>Effective September 26, 2027:</i> Keep records of job descriptions and pay history for each employee for three years.

District of Columbia

Pay transparency law	Yes
Covered employers	All employers with at least one employee in the District of Columbia, except for the District of Columbia and federal governments
Covered positions or job postings	All advertised job listings
Pay information required in job postings	Minimum and maximum projected salary or hourly pay rate, which must extend from the lowest to the highest amount the employer believes in good faith it would pay for the advertised role
Other information required in job postings	N/A
Additional disclosure requirements	• Disclose the existence of healthcare benefits before the first interview. • If required pay and benefits information is not included in a job posting, prospective employees have the right to inquire about the pay range and healthcare benefits.
Recordkeeping and notice requirements	Post a notice informing employees of their rights in a conspicuous place in at least one location where employees congregate.



Florida

Pay transparency law	No
Covered employers	N/A
Covered positions or job postings	N/A
Pay information required in job postings	N/A
Other information required in job postings	N/A
Additional disclosure requirements	N/A
Recordkeeping and notice requirements	N/A



Georgia

Pay transparency law	No
Covered employers	N/A
Covered positions or job postings	N/A
Pay information required in job postings	N/A
Other information required in job postings	N/A
Additional disclosure requirements	N/A
Recordkeeping and notice requirements	N/A

Hawaii

Pay transparency law	Yes
Covered employers	Employers with 50 or more employees
Covered positions or job postings	All except for: • Postings for an internal transfer with an individual's current employer; or • Public employee positions for which salary, benefits or other compensation are subject to collective bargaining
Pay information required in job postings	Hourly rate or salary range that reasonably reflects the actual expected compensation
Other information required in job postings	N/A
Additional disclosure requirements	N/A
Recordkeeping and notice requirements	N/A



Idaho

Pay transparency law	No
Covered employers	N/A
Covered positions or job postings	N/A
Pay information required in job postings	N/A
Other information required in job postings	N/A
Additional disclosure requirements	N/A
Recordkeeping and notice requirements	N/A

Illinois

Pay transparency law	Yes
Covered employers	Employers with 15 or more employees
Covered positions or job postings	Any specific job posting, including those published or announced by third parties, that: • Will be physically performed at least partly in Illinois; or • Will be physically performed outside Illinois by an employee who reports to a supervisor, office or other worksite in Illinois
Pay information required in job postings	Wage or salary for the role, or a range, reflecting what the employer reasonably expects to offer for the position, set by reference to: • Any applicable pay scale; • The previously determined range for the position • The actual range of others holding equivalent positions; or • The budgeted amount for the position
Other information required in job postings	General description of benefits and other compensation, including bonuses, stock options and other incentives
Additional disclosure requirements	• If a public or internal job posting has not been made available to an applicant, an employer must disclose the pay scale and benefits to the applicant upon request and before discussing compensation. • Covered employers must announce, post or otherwise notify all current employees of a promotion opportunity within 14 days of posting the position externally.
Recordkeeping and notice requirements	Keep records of the pay scale, benefits and job postings for each position for at least five years.



Indiana

Pay transparency law	No
Covered employers	N/A
Covered positions or job postings	N/A
Pay information required in job postings	N/A
Other information required in job postings	N/A
Additional disclosure requirements	N/A
Recordkeeping and notice requirements	N/A



Iowa

Pay transparency law	No
Covered employers	N/A
Covered positions or job postings	N/A
Pay information required in job postings	N/A
Other information required in job postings	N/A
Additional disclosure requirements	N/A
Recordkeeping and notice requirements	N/A



Kansas

Pay transparency law	No
Covered employers	N/A
Covered positions or job postings	N/A
Pay information required in job postings	N/A
Other information required in job postings	N/A
Additional disclosure requirements	N/A
Recordkeeping and notice requirements	N/A



Kentucky

Pay transparency law	No
Covered employers	N/A
Covered positions or job postings	N/A
Pay information required in job postings	N/A
Other information required in job postings	N/A
Additional disclosure requirements	N/A
Recordkeeping and notice requirements	N/A



Louisiana

Pay transparency law	No
Covered employers	N/A
Covered positions or job postings	N/A
Pay information required in job postings	N/A
Other information required in job postings	N/A
Additional disclosure requirements	N/A
Recordkeeping and notice requirements	N/A



Maine

Pay transparency law	No
Covered employers	N/A
Covered positions or job postings	N/A
Pay information required in job postings	N/A
Other information required in job postings	N/A
Additional disclosure requirements	N/A
Recordkeeping and notice requirements	N/A

Maryland

Pay transparency law	Yes
Covered employers	All employers
Covered positions or job postings	Any public or internal solicitation (either directly by an employer or indirectly using a third party) intended to recruit applicants for a specific available position that will be physically performed at least partly in Maryland
Pay information required in job postings	Minimum and maximum salary or hourly rate for a position, set in good faith by reference to: • Any applicable pay scale; • Any previously determined minimum and maximum salary or hourly rate for the position; • The minimum and maximum salary or hourly rate of an individual holding a comparable position at the time of posting; or • The budgeted amount for the position
Other information required in job postings	General description of benefits and other compensation for the role
Additional disclosure requirements	If a public or internal job posting was not made available to an applicant, the employer must disclose the wage range and other required information to the applicant before discussing compensation with them and at any other time upon the applicant's request.
Recordkeeping and notice requirements	Keep records of compliance with the pay transparency law for at least three years after a position is filled, or, if a position is not filled, three years after it was initially posted.

Massachusetts

Pay transparency law	Yes
Covered employers	Employers with 25 or more employees in Massachusetts
Covered positions or job postings	Any advertisement or job posting intended to recruit applicants for a specific role
Pay information required in job postings	Annual salary or hourly wage range that an employer reasonably and in good faith expects to pay for the position
Other information required in job postings	N/A
Additional disclosure requirements	Covered employers must share a pay range: • With an employee upon the employee's request, for their current role; • With an applicant upon request, for the role to which they are applying; and • With an employee offered a promotion or transfer to a new position with different job responsibilities, for the offered new role.
Recordkeeping and notice requirements	N/A



Michigan

Pay transparency law	No
Covered employers	N/A
Covered positions or job postings	N/A
Pay information required in job postings	N/A
Other information required in job postings	N/A
Additional disclosure requirements	N/A
Recordkeeping and notice requirements	N/A

Minnesota

Pay transparency law	Yes
Covered employers	Employers with 30 or more employees at one or more sites in Minnesota
Covered positions or job postings	Any solicitation (either electronic or print) intended to recruit job applicants for a specific available position, whether done directly by an employer or indirectly through a third party
Pay information required in job postings	Minimum and maximum annual salary or hourly range of compensation (or fixed pay rate if applicable) for a job opportunity, based on the employer's good faith estimate at the time of posting the job advertisement
Other information required in job postings	General description of all benefits and other compensation to be offered to a hired applicant, including but not limited to health and retirement benefits
Additional disclosure requirements	N/A
Recordkeeping and notice requirements	N/A



Mississippi

Pay transparency law	No
Covered employers	N/A
Covered positions or job postings	N/A
Pay information required in job postings	N/A
Other information required in job postings	N/A
Additional disclosure requirements	N/A
Recordkeeping and notice requirements	N/A



Missouri

Pay transparency law	No
Covered employers	N/A
Covered positions or job postings	N/A
Pay information required in job postings	N/A
Other information required in job postings	N/A
Additional disclosure requirements	N/A
Recordkeeping and notice requirements	N/A



Montana

Pay transparency law	No
Covered employers	N/A
Covered positions or job postings	N/A
Pay information required in job postings	N/A
Other information required in job postings	N/A
Additional disclosure requirements	N/A
Recordkeeping and notice requirements	N/A



Nebraska

Pay transparency law	No
Covered employers	N/A
Covered positions or job postings	N/A
Pay information required in job postings	N/A
Other information required in job postings	N/A
Additional disclosure requirements	N/A
Recordkeeping and notice requirements	N/A

Nevada

Pay transparency law	Yes
Covered employers	All employers, except religious organizations employing individuals of a particular religion to perform work connected with their religious activities
Covered positions or job postings	All positions, except those to be performed outside Nevada
Pay information required in job postings	N/A
Other information required in job postings	N/A
Additional disclosure requirements	• Provide a wage or salary range to an applicant who has completed an interview for the position. • Provide a wage or salary range to an employee who has applied for a promotion or transfer if they have completed an interview or been offered the promotion or transfer and have requested the pay range for the new position.
Recordkeeping and notice requirements	N/A



New Hampshire

Pay transparency law	No
Covered employers	N/A
Covered positions or job postings	N/A
Pay information required in job postings	N/A
Other information required in job postings	N/A
Additional disclosure requirements	N/A
Recordkeeping and notice requirements	N/A

New Jersey

Pay transparency law	Yes
Covered employers	Employers that: • Have 10 or more employees for 20 or more calendar weeks in a year; and • Do business, employ persons or take job applications within New Jersey.
Covered positions or job postings	Any external or internal posting by a covered employer for a new job or transfer opportunity
Pay information required in job postings	Hourly wage or salary, or a range thereof, for the posted role
Other information required in job postings	General description of benefits and other compensation for which a hired employee would be eligible
Additional disclosure requirements	Make reasonable efforts to inform existing employees in relevant departments of promotion opportunities that are advertised externally or internally before making a promotion decision
Recordkeeping and notice requirements	N/A

Jersey City

Pay transparency law	Yes
Covered employers	Employers with five or more employees (including independent contractors) within Jersey City as of the date of a job notice or advertisement
Covered positions or job postings	Any advertisement for an employment opportunity, promotion or transfer, whether temporary or permanent
Pay information required in job postings	Minimum and maximum annual salary or hourly wage, extending from the lowest to the highest salary the employer in good faith believes it would pay for the advertised position at the time of posting
Other information required in job postings	N/A
Additional disclosure requirements	N/A
Recordkeeping and notice requirements	N/A



New Mexico

Pay transparency law	No
Covered employers	N/A
Covered positions or job postings	N/A
Pay information required in job postings	N/A
Other information required in job postings	N/A
Additional disclosure requirements	N/A
Recordkeeping and notice requirements	N/A

New York

Pay transparency law	Yes
Covered employers	Employers with four or more employees
Covered positions or job postings	Internal or public advertisements (either physical or electronic) for a job, promotion or transfer opportunity that will: • Be physically performed at least partly in New York; or • Report to a supervisor, office or other work site in New York
Pay information required in job postings	Minimum and maximum annual salary or hourly rate the employer in good faith believes to be accurate at the time of posting the advertisement Note: For positions paid solely on commission, pay information may consist of a general statement that compensation will be based on commission.
Other information required in job postings	Job description for the advertised position, if one exists
Additional disclosure requirements	N/A
Recordkeeping and notice requirements	N/A

Albany County

Pay transparency law	Yes
Covered employers	Employers with four or more employees
Covered positions or job postings	All advertised jobs, promotions and transfer opportunities, except temporary employment at a temporary help firm
Pay information required in job postings	Minimum and maximum salary or hourly wage, extending from the lowest to the highest salary or hourly wage the employer believes in good faith at the time of posting it would pay for the advertised position
Other information required in job postings	N/A
Additional disclosure requirements	N/A
Recordkeeping and notice requirements	N/A

Ithaca

Pay transparency law	Yes
Covered employers	Employers with four or more employees whose standard work locations are in the city of Ithaca
Covered positions or job postings	All advertised jobs, promotions and transfer opportunities, except temporary employment at a temporary help firm
Pay information required in job postings	Minimum and maximum salary or hourly compensation, extending from the lowest to the highest hourly or salary compensation the employer believes in good faith at the time of posting it would pay for the advertised position
Other information required in job postings	N/A
Additional disclosure requirements	N/A
Recordkeeping and notice requirements	N/A

New York City

Pay transparency law	Yes
Covered employers	Employers with four or more employees
Covered positions or job postings	Any written description of an available job, promotion or transfer opportunity (except for a temporary position at a temporary help firm) that: • Is publicized to a pool of potential applicants in any medium; and • Can or will be performed at least partly in New York City
Pay information required in job postings	Good faith estimate of the minimum and maximum annual salary or hourly rate (or a fixed amount, if applicable) the employer believes it would pay for the position
Other information required in job postings	N/A
Additional disclosure requirements	N/A
Recordkeeping and notice requirements	N/A

Westchester County

Pay transparency law	Yes
Covered employers	Employers with four or more employees
Covered positions or job postings	Any written or printed communication, either electronic or in hard copy, that an employer is using to recruit and accept applications for a specific position to be performed at least partly in Westchester County
Pay information required in job postings	Minimum and maximum salary the employer believes in good faith it would pay for the advertised opportunity at the time of posting
Other information required in job postings	N/A
Additional disclosure requirements	N/A
Recordkeeping and notice requirements	N/A



North Carolina

Pay transparency law	No
Covered employers	N/A
Covered positions or job postings	N/A
Pay information required in job postings	N/A
Other information required in job postings	N/A
Additional disclosure requirements	N/A
Recordkeeping and notice requirements	N/A

North Dakota

Pay transparency law	No
Covered employers	N/A
Covered positions or job postings	N/A
Pay information required in job postings	N/A
Other information required in job postings	N/A
Additional disclosure requirements	N/A
Recordkeeping and notice requirements	N/A



Ohio

Pay transparency law	No
Covered employers	N/A
Covered positions or job postings	N/A
Pay information required in job postings	N/A
Other information required in job postings	N/A
Additional disclosure requirements	N/A
Recordkeeping and notice requirements	N/A



Cincinnati

Pay transparency law	Yes
Covered employers	Employers with 15 or more employees
Covered positions or job postings	Any position for which a job applicant has received a conditional job offer
Pay information required in job postings	N/A
Other information required in job postings	N/A
Additional disclosure requirements	Provide the pay scale for a position upon the reasonable request of a job applicant who has received a conditional offer of employment for the position.
Recordkeeping and notice requirements	N/A

Cleveland

Pay transparency law	Yes
Covered employers	Employers with 15 or more employees within the City of Cleveland
Covered positions or job postings	Any notification, advertisement, or other formal posting that offers the opportunity to apply for employment for a position that will be performed within the geographic boundaries of the City of Cleveland, and whose application will be solicited, received, processed or considered in the City of Cleveland
Pay information required in job postings	Salary range or pay scale
Other information required in job postings	N/A
Additional disclosure requirements	N/A
Recordkeeping and notice requirements	N/A



Columbus

Pay transparency law	Yes (effective January 1, 2027)
Covered employers	<i>Effective January 1, 2027:</i> Employers with 15 or more employees within the City of Columbus
Covered positions or job postings	<i>Effective January 1, 2027:</i> Any employment posting intended to recruit applicants to a specific available position, except for postings for internal transfer or promotion within an organization.
Pay information required in job postings	<i>Effective January 1, 2027:</i> Reasonable salary range or pay scale
Other information required in job postings	N/A
Additional disclosure requirements	N/A
Recordkeeping and notice requirements	N/A



Toledo

Pay transparency law	Yes
Covered employers	Employers with 15 or more employees
Covered positions or job postings	Any position for which a job applicant has received a conditional job offer
Pay information required in job postings	N/A
Other information required in job postings	N/A
Additional disclosure requirements	Provide the pay scale for a position upon the reasonable request of a job applicant who has received a conditional offer of employment for the position.
Recordkeeping and notice requirements	N/A



Oklahoma

Pay transparency law	No
Covered employers	N/A
Covered positions or job postings	N/A
Pay information required in job postings	N/A
Other information required in job postings	N/A
Additional disclosure requirements	N/A
Recordkeeping and notice requirements	N/A



Oregon

Pay transparency law	No
Covered employers	N/A
Covered positions or job postings	N/A
Pay information required in job postings	N/A
Other information required in job postings	N/A
Additional disclosure requirements	N/A
Recordkeeping and notice requirements	N/A



Pennsylvania

Pay transparency law	No
Covered employers	N/A
Covered positions or job postings	N/A
Pay information required in job postings	N/A
Other information required in job postings	N/A
Additional disclosure requirements	N/A
Recordkeeping and notice requirements	N/A

Rhode Island

Pay transparency law	Yes
Covered employers	All employers
Covered positions or job postings	Any position for which an individual has applied
Pay information required in job postings	N/A
Other information required in job postings	N/A
Additional disclosure requirements	• Provide a wage range for a position to which an individual is applying upon the applicant's request and prior to discussing compensation. • Provide a wage range for an employee's position at the time of hire, when the employee moves into a new position and upon their request.
Recordkeeping and notice requirements	N/A



South Carolina

Pay transparency law	No
Covered employers	N/A
Covered positions or job postings	N/A
Pay information required in job postings	N/A
Other information required in job postings	N/A
Additional disclosure requirements	N/A
Recordkeeping and notice requirements	N/A



South Dakota

Pay transparency law	No
Covered employers	N/A
Covered positions or job postings	N/A
Pay information required in job postings	N/A
Other information required in job postings	N/A
Additional disclosure requirements	N/A
Recordkeeping and notice requirements	N/A

Tennessee

Pay transparency law	No
Covered employers	N/A
Covered positions or job postings	N/A
Pay information required in job postings	N/A
Other information required in job postings	N/A
Additional disclosure requirements	N/A
Recordkeeping and notice requirements	N/A



Texas

Pay transparency law	No
Covered employers	N/A
Covered positions or job postings	N/A
Pay information required in job postings	N/A
Other information required in job postings	N/A
Additional disclosure requirements	N/A
Recordkeeping and notice requirements	N/A

Utah

Pay transparency law	No
Covered employers	N/A
Covered positions or job postings	N/A
Pay information required in job postings	N/A
Other information required in job postings	N/A
Additional disclosure requirements	N/A
Recordkeeping and notice requirements	N/A

Vermont

Pay transparency law	Yes
Covered employers	Employers with five or more employees
Covered positions or job postings	Any written notice of a specific job opening that is made available to potential applicants, for which the position is either: • Physically located in Vermont; or • A remote role that predominately performs work for a Vermont-based office or work location
Pay information required in job postings	• Minimum and maximum annual salary or hourly wage for a job opening that the employer expects in good faith to pay when it creates the advertisement • For commission-based roles, only the fact that the role is paid based on commission (either in whole or in part) • For tipped roles, the fact that the role is tipped and the base wage or range of base wages (i.e., the hourly wage or range of hourly wages excluding tips) for the position
Other information required in job postings	N/A
Additional disclosure requirements	N/A
Recordkeeping and notice requirements	N/A



Virginia

Pay transparency law	No
Covered employers	N/A
Covered positions or job postings	N/A
Pay information required in job postings	N/A
Other information required in job postings	N/A
Additional disclosure requirements	N/A
Recordkeeping and notice requirements	N/A

Washington

Pay transparency law	Yes
Covered employers	Employers with 15 or more employees
Covered positions or job postings	Any printed or electronic solicitation intended to recruit job applicants for a specific available position that includes qualifications for desired applicants, including remote roles that could be performed by a Washington-based employee
Pay information required in job postings	Wage scale or salary range that represents the employer's most reasonable and genuinely expected range of compensation for the job, extending from the lowest to the highest pay established by the employer prior to publishing the job posting. If an employer is offering only a fixed wage amount for a particular opening, the job posting must contain the fixed amount. If a job can be filled with varying job titles depending on experience (e.g., Analyst 1, Analyst 2, Analyst 3), the posting should specify the pay range for each title. If a job is paid on commission, the posting must include the commission rate or rate range (e.g., 5% -8% of net sale price per unit). If a job is paid by piece-rate, the posting must include the agreed piece-rate or wage scale (e.g., \$0.55-\$0.75 per pound). If the job is paid by the greater of a piece rate or hourly rate, the posting should include both the agreed piece rate or wage scale and the agreed hourly rate (e.g., the greater of \$0.75 per pound of strawberries picked or \$19.00 per hour).
Other information required in job postings	General description of all benefits and other compensation, including: • Health care benefits; • Retirement benefits (including all available plan options); • Paid days off (including paid sick leave accruals, parental leave and paid time off or vacation benefits), listed as the number of days or hours the applicant would expect to receive; • Any other benefits that must be reported for federal tax purposes; • Bonuses; • Commissions; • Profit-sharing; • Stock options; and • Other forms of compensation that would be offered to the hired applicant in addition to the established salary range or wage scale
Additional disclosure requirements	N/A
Recordkeeping and notice requirements	N/A



West Virginia

Pay transparency law	No
Covered employers	N/A
Covered positions or job postings	N/A
Pay information required in job postings	N/A
Other information required in job postings	N/A
Additional disclosure requirements	N/A
Recordkeeping and notice requirements	N/A



Wisconsin

Pay transparency law	No
Covered employers	N/A
Covered positions or job postings	N/A
Pay information required in job postings	N/A
Other information required in job postings	N/A
Additional disclosure requirements	N/A
Recordkeeping and notice requirements	N/A



Wyoming

Pay transparency law	No
Covered employers	N/A
Covered positions or job postings	N/A
Pay information required in job postings	N/A
Other information required in job postings	N/A
Additional disclosure requirements	N/A
Recordkeeping and notice requirements	N/A

Our portfolio of products

The award-winning Brightmine product portfolio empowers HR professionals like you with the insights you need to drive better business outcomes. Through our comprehensive product suite, Brightmine gives you the data, tools and confidence to reduce risk, improve talent strategies and increase HR impact across your organization.

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HR & Compliance
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Brightmine® is part of LexisNexis® Risk Solutions.

About Brightmine®

Brightmine is a leading global provider of HR data and insight – helping HR leaders to reduce risk and improve talent strategies. For more than two decades, Brightmine (formerly XperHR®) has helped HR professionals manage complex legal, social and economic conditions through our unique combination of HR expertise, critical workforce data and AI-enabled technology. Brightmine is part of LexisNexis® Risk Solutions, a RELX business and global provider of information-based analytics and decision tools. RELX serves customers in 180+ countries with 36,000+ employees.

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