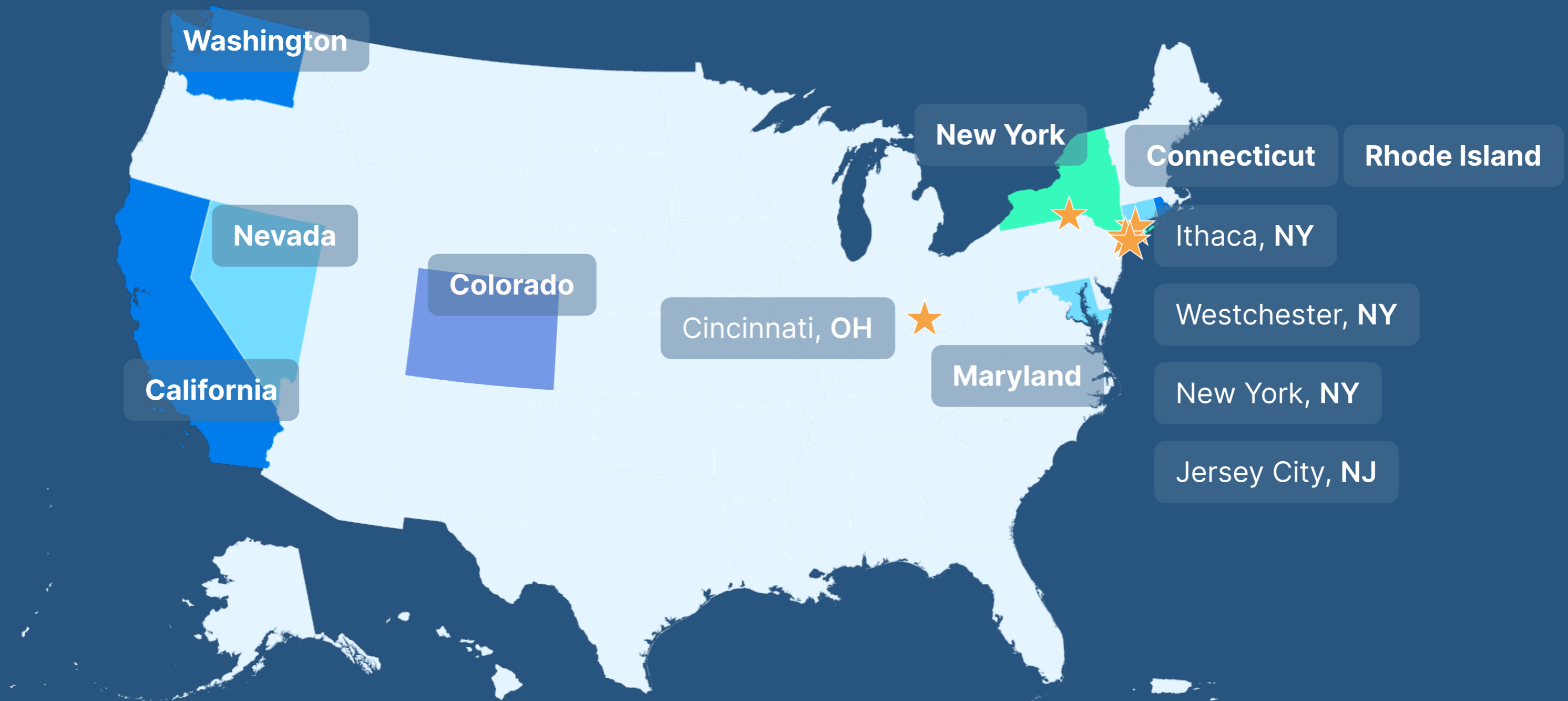




States & cities that mandate pay transparency from employers

As of November 2022



California, Washington, Rhode Island

Employers with more than **15** employees must list pay ranges and benefits in Job ads, or upon application in the case of Rhode Island (Effective 1/1/2023)

Colorado

Employers with at least **1** employee in the state must list pay ranges and benefits in Job ads (In effect)

Maryland, Nevada, Connecticut

Employers to provide a salary range to candidate upon request, after interviewing, or to a current employee who applied (In effect)

New York

Private-sector employers in the state to disclose salary ranges on job postings (awaiting Governor's signature)

★ New York City; Westchester, NY; Ithaca, NY; Cincinnati, OH; Jersey City, NJ:
Cities that either require employers to list salary in job ads or upon candidate's request.

