

Pay Equity and Transparency

BerryDunn employees may be subject to one or more of the following pay equity and/or pay transparency laws depending upon their location and other factors.

State or Territory	Applicable Laws
Alabama	Ala. Code § 25-1-30(b)
Alaska	Alaska Stat. § 18.80.220(a)(5)
Arizona	Ariz. Rev. Stat. § 23-341(A)
Arkansas	Ark. Code § 11-4-601(a), Ark. Code § 11-4-610, Ark. Code § 16-123-107(a)(1)
California	Cal. Lab. Code § 1197.5, al. Gov't Code § 12940(a), Cal. Lab. Code § 432.3
Colorado	Colo. Rev. Stat. § 8-5-102 (1), Colo. Rev. Stat. § 8-5-102(2)(a), Colo. Rev. Stat. § 24-34-402(1)(a)
Connecticut	Conn. Gen. Stat. § 31-75(a), Conn. Gen. Stat. § 46a-60(b)(1), Conn. Gen. Stat. § 31-40z(b)(5)
Delaware	Del. Code tit. 19 § 711, Del. Code tit. 19 § 1107A(a), Del. Code tit. 19 § 709B
District of Columbia	D.C. Code § 2-1402.11(a)(1), D.C. Code. § 32-1452(1)-(2), D.C. Personnel Regs. 1126.7

Florida	Fla. Stat. § 448.07(2)(a), Fla. Stat. § 725.07(1), Fla. Stat. § 760.10(1)(a)
Georgia	Ga. Code § 34-5-3(a), Ga. Code § 45-19-29(1)
Hawaii	Haw. Rev. Stat. § 378-2.3, Haw. Rev. Stat. § 387-4, Haw. Rev. Stat. § 378-2.4
Idaho	Idaho Code § 44-1702(1), Idaho Code § 67-5909(1)
Illinois	820 Ill. Comp. Stat. 112/10, 820 Ill. Comp. Stat. 110/1, 820 Ill. Comp. Stat. 125/2, 775 Ill. Comp. Stat. 5/2-102(A)
Indiana	Ind. Code § 22-2-2-4(a), Ind. Code § 22-9-1-3(l)(1), (q)(2)
Iowa	Iowa Code § 70A.18, Iowa Code § 216.6A(4)
Kansas	Kan. Stat. § 44-1205, Kan. Stat. § 44-1009(a)(1)
Kentucky	Ky. Rev. Stat. § 337.423(1), Ky. Rev. Stat. § 344.040(1)(a)
Louisiana	La. Rev. Stat. Ann. § 23:664(A), La. Rev. Stat. § 23:332(A)(3)
Maine	Me. Rev. Stat. tit. 26, § 628, Me. Rev. Stat. tit. 5 § 4577, Me. Rev. Stat. tit. 5, § 4553
Maryland	Md. Code, Lab. & Empl. § 3-304, Md. Code Ann., State Gov't § 20-606(a)(1) (i); Md. Code, State Gov't § 20-607(a)(1)-(3)
Massachusetts	Mass. Gen. Laws ch. 149, § 105A, Mass. Gen. Laws ch. 151B, § 4(1)
Michigan	Mich. Comp. Laws § 750.556, Mich. Comp. Laws § 37.2202(1)(a), Executive Directive No. 2019-10
Minnesota	Minn. Stat. § 181.67, subd. 1, Minn. Stat. § 181.172(a)(1)-(3), Minn. Stat. § 363A.08, subd. 2(3)
Mississippi	Only federal protections apply
Missouri	Mo. Rev. Stat. § 290.410

Montana	Mont. Code § 49-2-303(1)(a), Neb. Rev. Stat. § 48-1114(1)(d), Neb. Rev. Stat. § 48-1104(1)
Nebraska	Neb. Rev. Stat. § 48-1104(1)
Nevada	Nev. Rev. Stat. § 613.330(1)©, Nev. Rev. Stat. § 608.017(1), Nev. Rev. Stat. § 613.330(1)(a), Nev. Rev. Stat. § 613.133(1)(a)-(c)
New Hampshire	N.H. Rev. Stat. § 275:37(I), N.H. Rev. Stat. § 354-A:7(I), 345-A:7(VI)(a)
New Jersey	N.J. Stat. § 10:5-12®, N.J. Stat. § 34:11-56.2, N.J. Stat. § 10:5-12(a), N.J. Stat. § 34:6B-20(b)
New Mexico	N.M. Stat. § 28-23-3(A), N.M. Stat. § 28-1-7(A)
New York	N.Y. Lab. Law § 194(4)(a)-(b), N.Y. Lab. Law § 194(1), N.Y. Lab. Law § 194-a(1)(a)-(b), N.Y. Exec. Law § 296(1)(a)
North Carolina	N.C. Gen. Stat. § 143-422.2(a), Executive Order No. 93(3)(a)
North Dakota	N.D. Cent. Code § 34-06.1-03(1), N.D. Cent. Code § 14-02.4-03(1)
Ohio	Ohio Rev. Code § 4111.17(A), Ohio Rev. Code §§ 4112.02(A), 4112.01(B)
Oklahoma	Okla. Stat. tit. 40, § 198.1, Okla. Stat. tit. 25, §§ 1302(A)(1), 1301(6)
Oregon	Or. Rev. Stat. § 652.220(1)(a)-(d), Or. Rev. Stat. §§ 659 A.029, 659A.030(1)(b), Or. Rev. Stat. § 659A.357
Pennsylvania	43 Pa. Stat. § 336.3(a), 43 Pa. Stat. § 955(a), Pa. Exec. Order No. 2018-18-03(1),(2) (June 6, 2018)
Puerto Rico	Puerto Rico Act 16 Equal Pay Act
Rhode Island	R.I. Gen. Laws § 28-6-18(a), R.I. Gen. Laws §§ 28-5-6(2), 28-5-7(1)(ii), R.I. Gen. Laws § 28-6-22(a)
South Carolina	S.C. Code § 1-13-80(A)(1)

South Dakota	S.D. Codified Laws § 60-12-15, S.D. Codified Laws § 20-13-10
Tennessee	Tenn. Code § 50-2-202(a), Tenn. Code § 4-21-401(a)(1)
Texas	Tex. Gov't Code § 659.001, Tex. Lab. Code § 21.051(1)
Utah	Utah Code § 34A-5-106(1)(a)(i)(C), (J), Utah Code Ann. § 63A-17-104
Vermont	Vt. Stat. tit. 21, § 495(a)(7), t. Stat. tit. 21, § 495m(a)(1)-(3)
Virginia	Va. Code § 40.1-28.6
Washington	Wash. Rev. Code § 49.58.100(2)(a)-(b), Wash. Rev. Code § 49.60.180(3)
West Virginia	W. Va. Code § 21-5B-3(1)(a)-(b), W. Va. Code § 21-5E-3(a)(1)-(2), W. Va. Code §§ 5-11-3(h); 5-11-9(1)
Wisconsin	Wis. Stat. §§ 111.321, 111.36
Wyoming	Wyo. Stat. § 27-4-302(a), Wyo. Stat. § 27-9-105(a)(i)



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 wherever you are based, we look forward to working together.

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