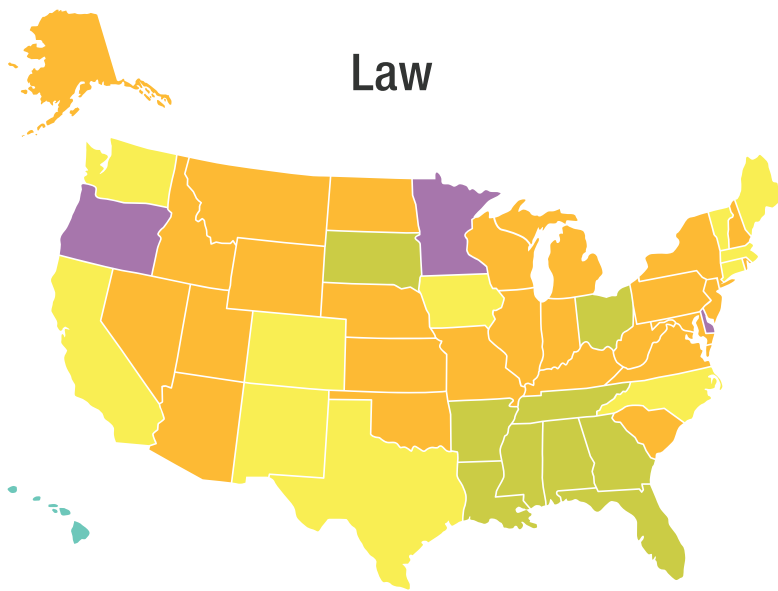


# Paperless Pay Compliance

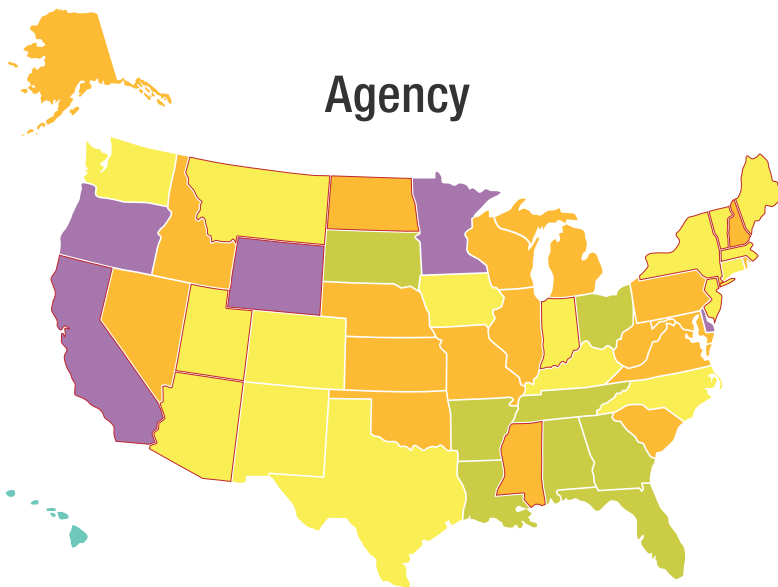
Paper pay stubs can be eliminated in every state!

States impose varying requirements related to paperless pay stubs. But the laws and regulations fall broadly into five categories.



Each state has individual variations, but can be broadly grouped into one of these five categories.

This shows the category for each state according to the letter of the law in that state.



This map shows how the state agencies interpret the law. Thirteen states on this map differ from the “letter of the law” map. Those states borders show in red.

-  Opt Out
-  Access
-  Opt in
-  No Requirements
-  Access/Print

**No Requirement States** - These states do not require employers to provide a statement that details an employee’s pay information.

**Access States** - These states require employers to “furnish,” “give” or “provide” a statement that details an employee’s pay information.

**Access and Print States** - These states require employers to provide a written or printed statement that details an employee’s pay information.

**Opt-Out States** - These states require employers to provide a written or printed statement that details an employee’s pay information. If an employee consents, the employer can deliver a printable, electronic paystub.

**Opt-In States** - These states require employee permission for electronic paystub.