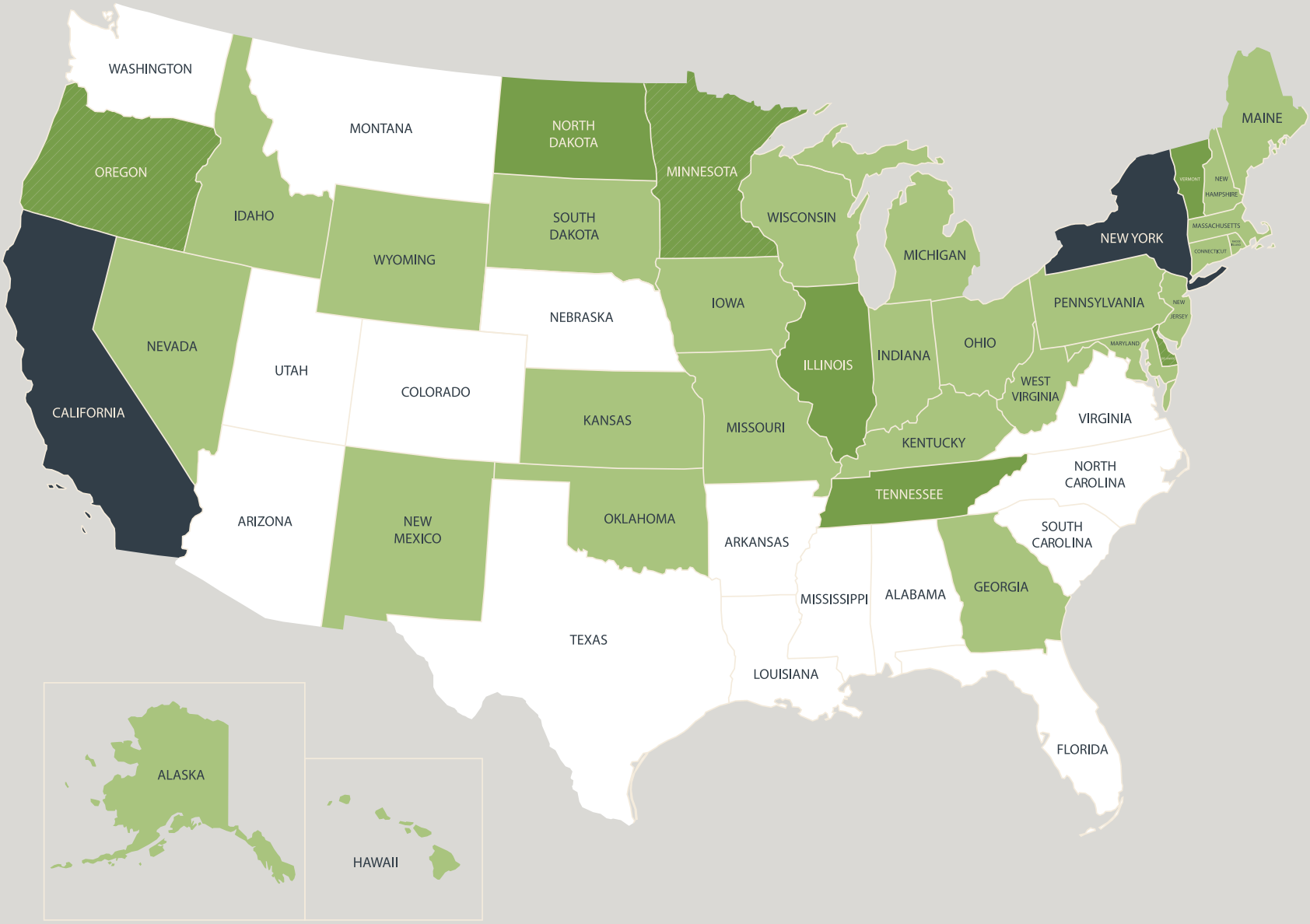

STATES WITH STRONGEST EQUAL PAY PROTECTIONS

STATES WITH SOME FORM OF MAJOR EQUAL PAY PROTECTIONS

STATES WHERE EQUAL PAY LAWS APPLY TO PUBLIC CONTRACTORS

STATES WITH MINOR EQUAL PAY PROTECTIONS

STATES WITH WEAK OR NO EQUAL PAY PROTECTIONS

States are leading the legal charge on the equal pay front. We are tracking the states that have pending legislation that would enhance equal pay protections in the state. We have also categorized the existing laws to help employers navigate their equal pay obligations. New York and California have recently enacted significant overhauls to equal pay legislation markedly increasing statutory protections. Seven states have incorporated some elements of major equal pay protections, such as statutorily changing what constitutes a "comparator group" or weakening employers defenses. Finally, twenty-seven states have enacted legislation with minor modifications to existing equal pay protections.