

Sigfried®

Salary History Inquiry Ban

As of 2.12.21

We help **People**
Transform themselves into better **Leaders**
to *exponentially* improve their **Lives!**



Salary History Inquiry Ban - **What Is It?**

Legislation that has been introduced, and passed in several states and local jurisdictions, which prohibits employers from inquiring about, or relying on, a prospective employee's salary history to make decisions on offers of employment.



Where is The Ban **Effective?**

PASSED/EFFECTIVE

- Colorado, January 2021
- New Jersey, January 2020
- Philadelphia, January 2020
- Connecticut, January 2019
- Illinois, September 2019
- Oregon, September 2018
- Massachusetts, July 2018
- San Francisco, July 2018
- California, January 2018
- Delaware, December 2017
- New York City, November 2017

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What This Means For **Siegfried**

Changes must be made to Siegfried Recruitment processes and documentation in applicable Markets.

Require Siegfried California locations to disclose pay scale for positions when requested.

Drives Siegfried to understand market & competitor salary scales to best position employment offers.

Prohibits the “prompted” discussion of salary history with applicants/agency partner at any point in recruitment phase.

Do's

- Discuss candidate salary expectations.
- Understand Siegfried's compensation model (salary/incentives) and discuss upfront. Level-set expectations early on.
 - Incentive Overview
- In the case of voluntary, unprompted disclosure, please make Siegfried aware.
- Ensure use of the appropriate documents (application, self-assessment, compensation model, email templates).
- Ensure understanding Siegfried's guidelines around this legislation.

Don'ts

- Do not ask questions that lead to candidate salary history discovery.
- Do not inquire about current or past salary history of a candidate.
- Do not share current or past salary history with Siegfried.
- Do not submit candidates, in any market, with salary history.

The logo for Siegfried, featuring the name in a cursive script.

Refers to the markets where the Salary Inquiry History Ban is effective



Please reach out to
nationalrecruiting@siegfriedgroup.com
with any question

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