

Registered states (green: ok to hire with
30-day notice and HRBP approval)

- Alabama
- Illinois
- Indiana
- Iowa
- Kentucky
- Maryland
- Michigan
- Minnesota
- Nebraska
- North Carolina
- Ohio
- Pennsylvania
- South Carolina
- Virginia

Prohibited states (red: cannot hire)

- California
- Colorado
- Connecticut
- Hawaii
- Maine
- Massachusetts
- New Jersey
- New Mexico
- New York
- North Dakota
- Oregon
- Vermont *(adjuncts only)*
- Washington
- Wisconsin
- Wyoming

**States with no significant barrier to
entry** (yellow)

- Consult with your HR Business
Partner for approval before
engaging with applicants

Multi-State Employment Registered and Prohibited States

