MONTHLY COMPLIANCE REPORT

# Sample Company Inc.

October 2026 · as of Nov 3, 2026

## 2 of the 3 postings we checked need changes. 1 posting could not be read and is not counted as checked.

| 3 | 1 | 6 | 3 | 1 |
|---|---|---|---|---|
| Gaps found | Need review | No issues found | Postings checked | Not assessed |

Changed this period: **CT — effective Oct 1, 2026**

Your postings reach **CT, DC, HI, MD, ME, VT**, where you have no employees today.

### What to do

1. Update “Account Executive — New York” for NY, NYC.
2. Update “Senior Data Engineer (Remote, US)” for CO.
3. If “Marketing Coordinator” is still live, send us a copy so we can check it.
4. Your postings can be filled in CT, DC, HI, MD, ME, VT, where you have no employees today — confirm that is intended, or limit where remote hires can live.

SAMPLE — fictional company

**Sample report** — a fictional company, generated by the WageNexus engine to show the format. Not a review of any real employer.

WHERE YOU HAVE EMPLOYEES
CA · CO · IL · NY · TX

WHERE POSTINGS CAN BE FILLED
Remote: anywhere in the US

PLAN
Standard

**Sample.** A fictional company, prepared by WageNexus, a TecAspire LLC company, to show the report format. WageNexus provides compliance intelligence, **not legal advice**. Consult qualified counsel before relying on this report for legal determinations.

# Posting results

3 postings checked. Where you have employees: **CA, CO, IL, NY, TX**. Where your postings can be filled: **Remote: anywhere in the US**.

**Your postings reach further than your workforce:** they can be filled in CT, DC, HI, MD, ME, VT, where you have no employees today. Those states' laws apply to these postings.

Not checked: **Marketing Coordinator** — we tried on Oct 14, 2026 and Oct 17, 2026 and could not open this posting. If it is still live, send us a copy and we will check it.

## Account Executive — New York

Needs changes for NY, NYC

| LAW | RESULT | WHAT WE FOUND |
|---|---|---|
| **NY**<br>N.Y. Labor Law § 194-b | × GAP FOUND | Missing from the posting: pay range |
| **NYC**<br>N.Y.C. Admin. Code § 8-107(32) | × GAP FOUND | Missing from the posting: pay range |

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## Senior Data Engineer (Remote, US)

Needs changes for CO

| LAW | RESULT | WHAT WE FOUND |
|---|---|---|
| **CO**<br>C.R.S. § 8-5-201 to 8-5-203; POST Rules 7 CCR 1103-18 (eff. 2024-07-01) | × GAP FOUND | Missing from the posting: the date applications are expected to close (or a statement that applications are accepted on an ongoing basis) |
| **NJ**<br>N.J.S.A. 34:6B-23 | ! NEEDS REVIEW | NJ: we need to confirm whether you have had 10 or more employees in total for at least 20 calendar weeks to tell whether this law covers you. |

**No issues found** CA, IL, NY, NYC, VA, WA — VA, WA: the posting meets the law whichever way an open point about coverage is settled.

**CA** — The role can be filled by someone in CA.
**IL** — You employ 6 people in IL, and this posting can be filled there, so we treat IL's law as applying now.
**NY** — You employ 10 people in NY, and this posting can be filled there, so we treat NY's law as applying now.
**NYC** — You have 6 people working in New York City, and this posting can be filled there, so we treat New York City's law as applying now.

**Once a hire works there** CT, DC, HI, MD, ME, VT. If someone is hired in one of these states, its law applies to this posting. No changes needed for CT, DC, HI, MD, ME, VT.

## Customer Success Manager — Austin

No changes needed

No pay-transparency posting law in our registry applies to where this job can be filled.

This sample shows the summary and the posting results. A full report also includes penalties and cure periods, law changes, the facts we relied on, the official sources and how we read each law. Ask us for a full sample: info@wagenexus.com.

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