

State	Noncompete Wage Criteria (January 2023)
Colorado	\$112,500
Illinois	\$75,000
Maine	400% of the federal poverty level (\$58,320 (est.))
Maryland	\$15 per hour or \$31,200 annually
Massachusetts	Nonexempt under the Fair Labor Standards Act
Nevada	Paid solely on an hourly wage basis, exclusive of tips or gratuities
New Hampshire	\$14.50 per hour (2x federal minimum wage) or tipped minimum wage, whichever applies
Oregon	\$108,575.64
Rhode Island	250% of the federal poverty level for individuals (\$36,450 (est.)) or nonexempt under the Fair Labor Standards Act
Virginia	Average weekly wage (\$1,343) in Virginia (\$69,836 (est.))
Washington	\$116,593.18 (\$291,482.95 for independent contractors)
Washington, D.C.	\$150,000 (\$250,000 for medical specialists)



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Not legal advice