

State	Noncompete, Nonsolicit, No-Recruit Wage Criteria (2024)
Colorado	\$123,750 (total “annualized cash compensation”) <i>\$74,250 for nonsolicitation agreements</i>
Illinois	\$75,000 (total “earnings”) <i>\$45,000 for nonsolicitation agreements and no-recruit agreements</i>
Maine	400% of the federal poverty level (“wages” of \$60,240)
Maryland	\$22.50 per hour (150% of state minimum wage, roughly \$46,800 excluding overtime) <i>Applies to conflict-of-interest/anti-moonlighting policies and restrictions.</i>
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	\$113,241 (total “annual gross salary and commissions”)
Rhode Island	250% of the federal poverty level for individuals (wages of \$37,650 for the first 40 hours) or nonexempt under the Fair Labor Standards Act
Virginia	Average weekly wage (\$1,410) in Virginia (\$73,320 (est.)); excludes anyone “whose earnings are derived, in whole or in predominant part, from sales commissions, incentives, or bonuses paid to the employee by the employer.” Other separate criteria for exemption. <i>Applies to no-service agreements where customer initiates contact and employee does not solicit.</i>
Washington	\$120,559.99 (total “earnings” in box one of W-2) <i>\$301,399.98 for independent contractors (1099-Misc payments)</i>
Washington, D.C.	\$154,200 (\$257,000 for medical specialists) <i>Applies to conflict-of-interest/anti-moonlighting policies and restrictions.</i>



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