


State	Noncompete Wage Thresholds and Similar Criteria (2024) (Criteria Applies to Other Restrictive Covenants Where Indicated)	
<a href="#">Colorado</a>	<b>\$123,750</b> (total “annualized cash compensation”) <i>\$74,250 for nonsolicitation agreements</i>	
<a href="#">Illinois</a>	<b>\$75,000</b> (total “earnings”) <i>\$45,000 for nonsolicitation agreements and no-recruit agreements</i>	
<a href="#">Maine</a>	400% of the federal poverty level (“wages” of <b>\$60,240</b> )	
<a href="#">Maryland</a>	<b>\$22.50</b> per hour (150% of state minimum wage, roughly <b>\$46,800</b> excluding overtime); <b>\$350,000*</b> (“total annual compensation”) for healthcare providers providing direct patient care (*effective July 1, 2025) <i>Applies to conflict-of-interest/anti-moonlighting policies and restrictions.</i>	
<a href="#">Massachusetts</a>	<b>Nonexempt</b> under the Fair Labor Standards Act	
<a href="#">Nevada</a>	Paid solely on an <b>hourly wage</b> basis, exclusive of tips or gratuities	
<a href="#">New Hampshire</a>	<b>\$14.50</b> per hour (2x federal minimum wage) or tipped minimum wage, whichever applies	
<a href="#">Oregon</a>	<b>\$113,241</b> (total “annual gross salary and commissions”)	
<a href="#">Rhode Island</a>	250% of the federal poverty level for individuals (wages of <b>\$37,650</b> for the first 40 hours) or nonexempt under the Fair Labor Standards Act	
<a href="#">Virginia</a>	Average weekly wage ( <b>\$1,410</b> ) in Virginia ( <b>\$73,320 (est.)</b> ); 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>	
<a href="#">Washington</a>	<b>\$120,559.99</b> (total “earnings” in box one of W-2) <i>\$301,399.98 for independent contractors (1099-Misc payments)</i> <i>Applies to no-service agreements and nonsolicits beyond current customers</i>	
<a href="#">Washington, D.C.</a>	<b>\$154,200 (\$257,000 for medical specialists)</b> <i>Applies to conflict-of-interest/anti-moonlighting policies and restrictions.</i>	

Russell Beck  
Beck Reed Riden LLP  
155 Federal Street  
Boston, MA 02110  
[rbeck@beckreed.com](mailto:rbeck@beckreed.com)

©Beck Reed Riden LLP, 2021-2024  
Updated June 20, 2024

**Provided for informational purposes only**  
**Not legal advice**