

Hiring Across State Lines?

What Employers Need to Consider

August 12, 2026



MP Was Built On Premise That's Still Pretty Rare

You Shouldn't Have to Choose.



22
Years

22 years ago, we started building a model where mid-sized companies could have the technology of the big players and the relationship of a dedicated partner. Not one or the other. Both.

That model produced a track record.

How We Work

With Companies Like Yours

Technology:

- ✓ isolved implementation, configuration, and ongoing platform management.
- ✓ Your people get a system that works and a team that knows how to use it.

HR Services:

- ✓ On-call HR expertise. Compliance guidance. Policy development.
- ✓ The kind of proactive support that keeps small HR teams from getting blindsided by regulatory changes.



The Proof

The Numbers Tell That Story

96%

**Client
Retention Rate**

Clients don't stay
with vendors
they don't trust.

99%

**Calls Answered in
30 Seconds**

Not a queue.
A person.
Every time.

100%

**On-Time
Implementation**

Not a promise.
A result you
can count on.

4.4

**Years Average
Team Tenure**

The person helping
you today will still
be there next year.

2.3k+

**Clients
Nationwide**

Not a startup.
A proven
operation.



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SR. HR Partner



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Agenda

- Employment Life Cycles
- Payroll & Tax
- State & Local Labor Law Requirements
- Policy & Handbook Updates
- Remote Work
- Termination Requirements

Employment Life Cycle

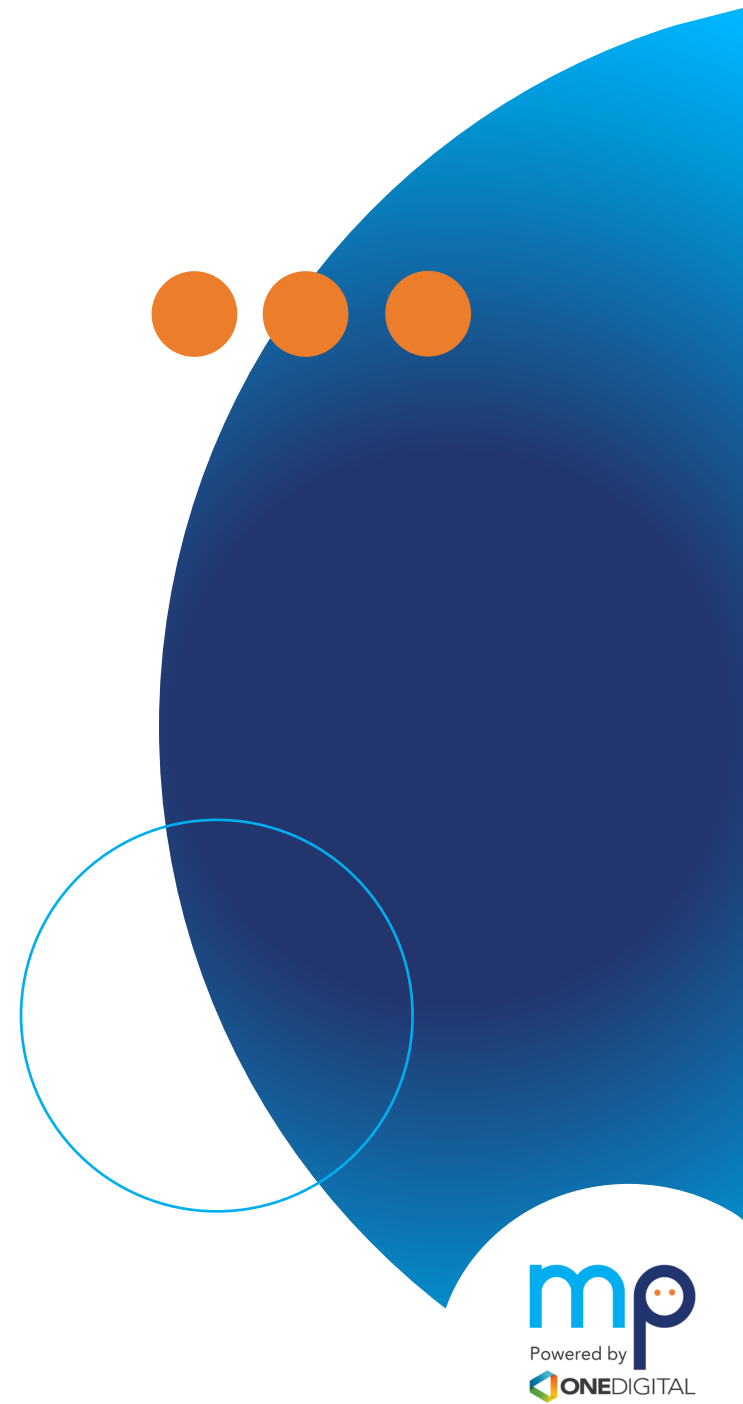


Before Hiring

Job Ads – Pay Ranges

Remote work

Ban the box laws



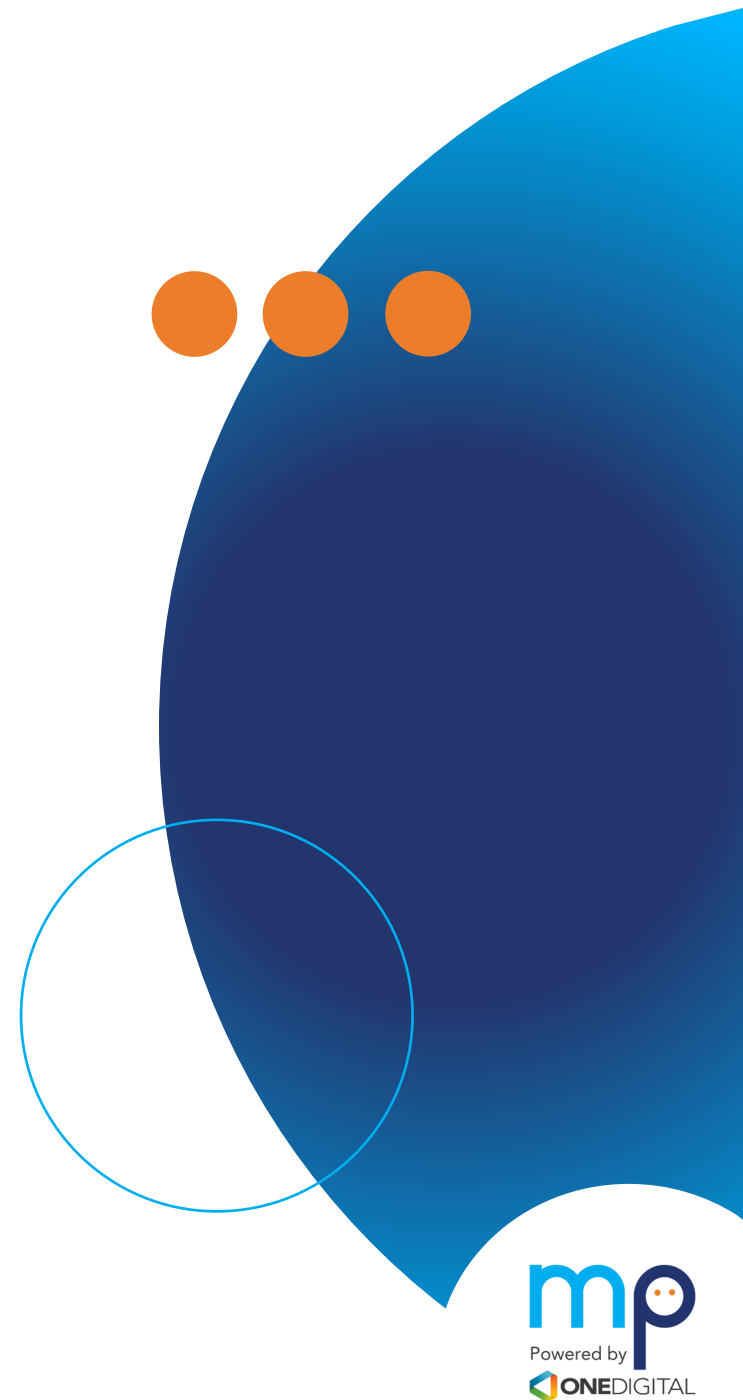
Offer Stage

Offer Letters / Wage Notices

Pay Range & Pay Equity considerations

At-Will employment/ Non-compete limitations

Benefit disclosure



Offer Accepted

Onboarding documentation

E verify/I-9 process

New hire paperwork requirements

Required Trainings (sexual harassment)

Workplace Poster

Payroll & Tax Setup

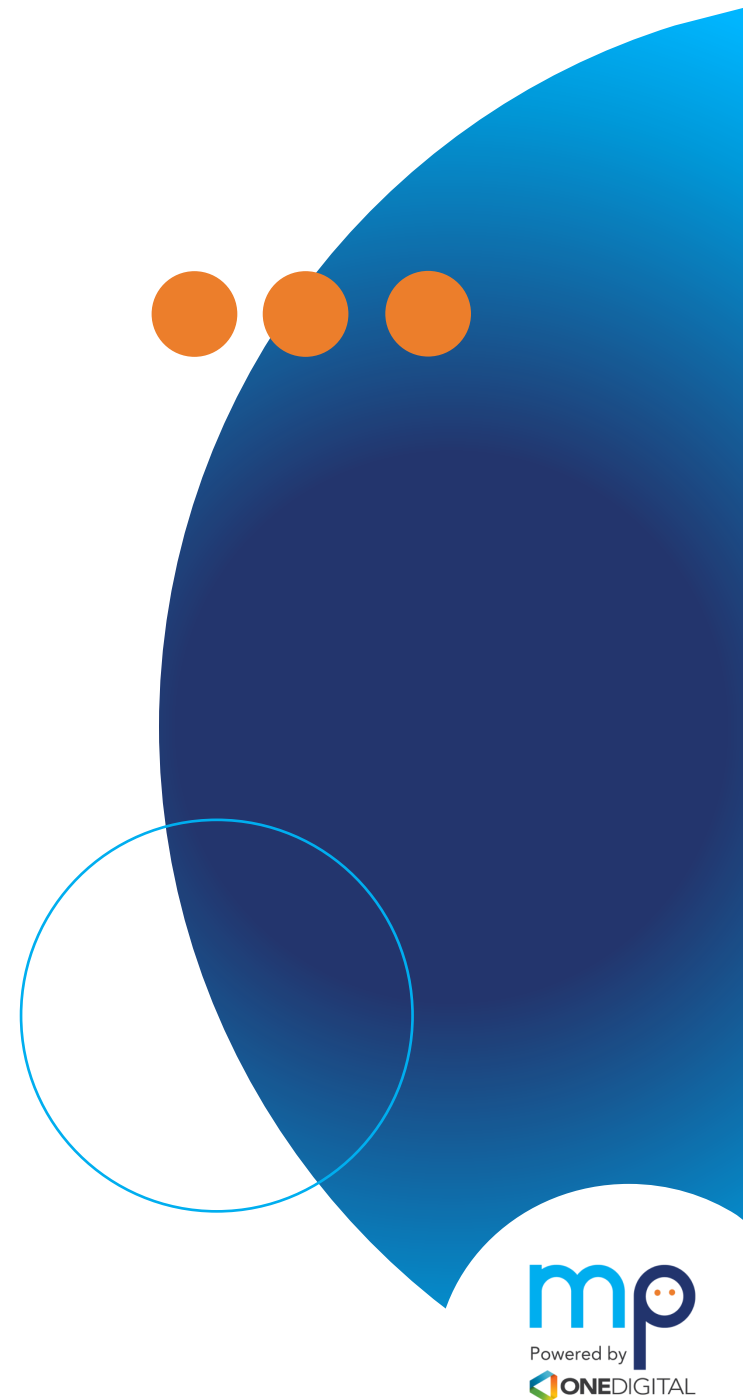
Notify payroll provider – add new work location

Register for state income tax withholding account

Register for state unemployment insurance (SUI) account

Register for local/city tax accounts (if applicable)

Check state disability insurance requirements



Payroll & Tax Setup

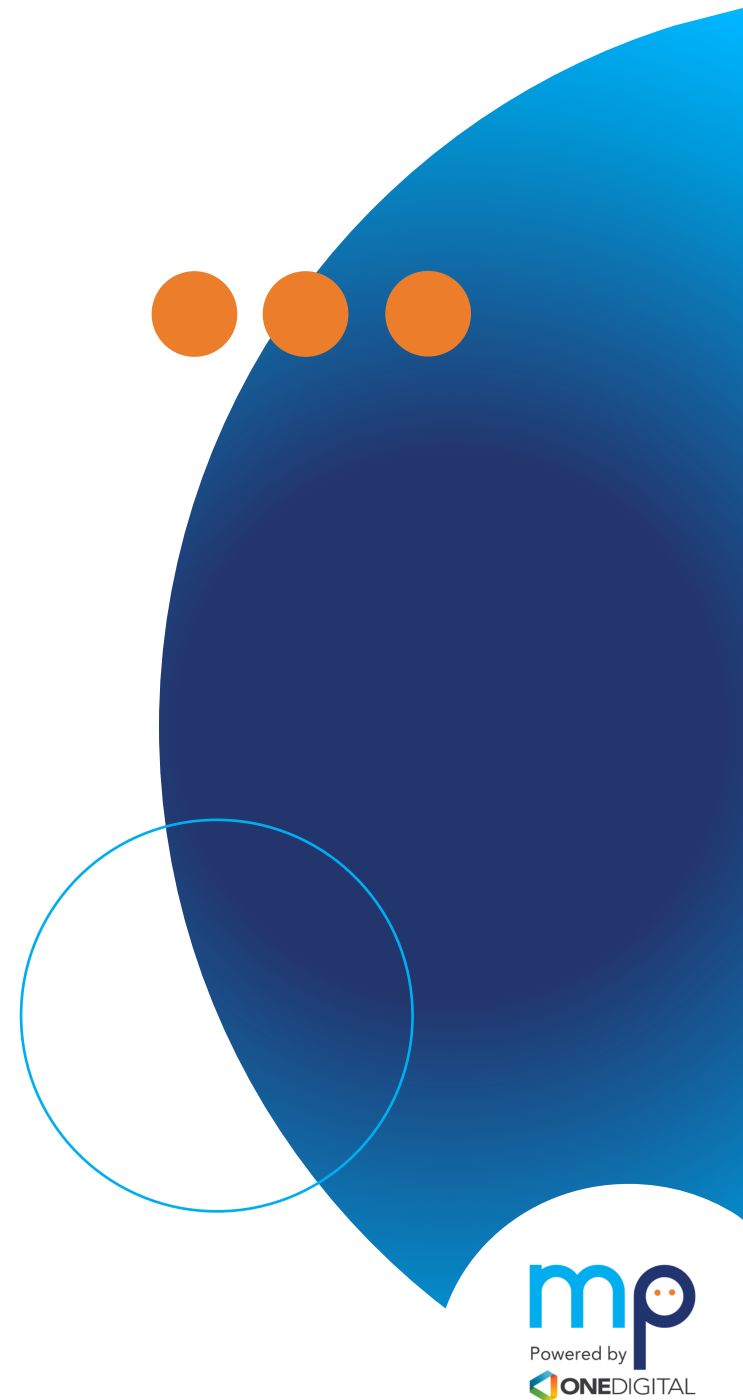
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Insurance Notifications & Compliance

Workers' Compensation

Benefits

Disability Insurance

Liability Insurance

State & Local Labor Law Requirements

Core Wage & Hour Rules

Pay frequency rules (weekly, biweekly, semimonthly)

Minimum wage & overtime thresholds (varying exempt salary levels)

Leave laws: paid sick leave, PFML, other mandated leave

Policy & Handbook Updates

Add state-specific policies to handbook (or addendum)

Keep handbook current as laws evolve

Policy & Handbook Updates

Expense reimbursement obligations

Employment-at-will disclaimers

Remote Work & Equipment

Have a Remote Work Policy
in place

Define work hours and
availability expectations

Remote Work & Equipment

Clarify equipment provided
(laptops, phones, furniture)

Set internet & security
requirements

Remote Work & Equipment

Comply with home office
expense reimbursement
rules (e.g., CA, IL)

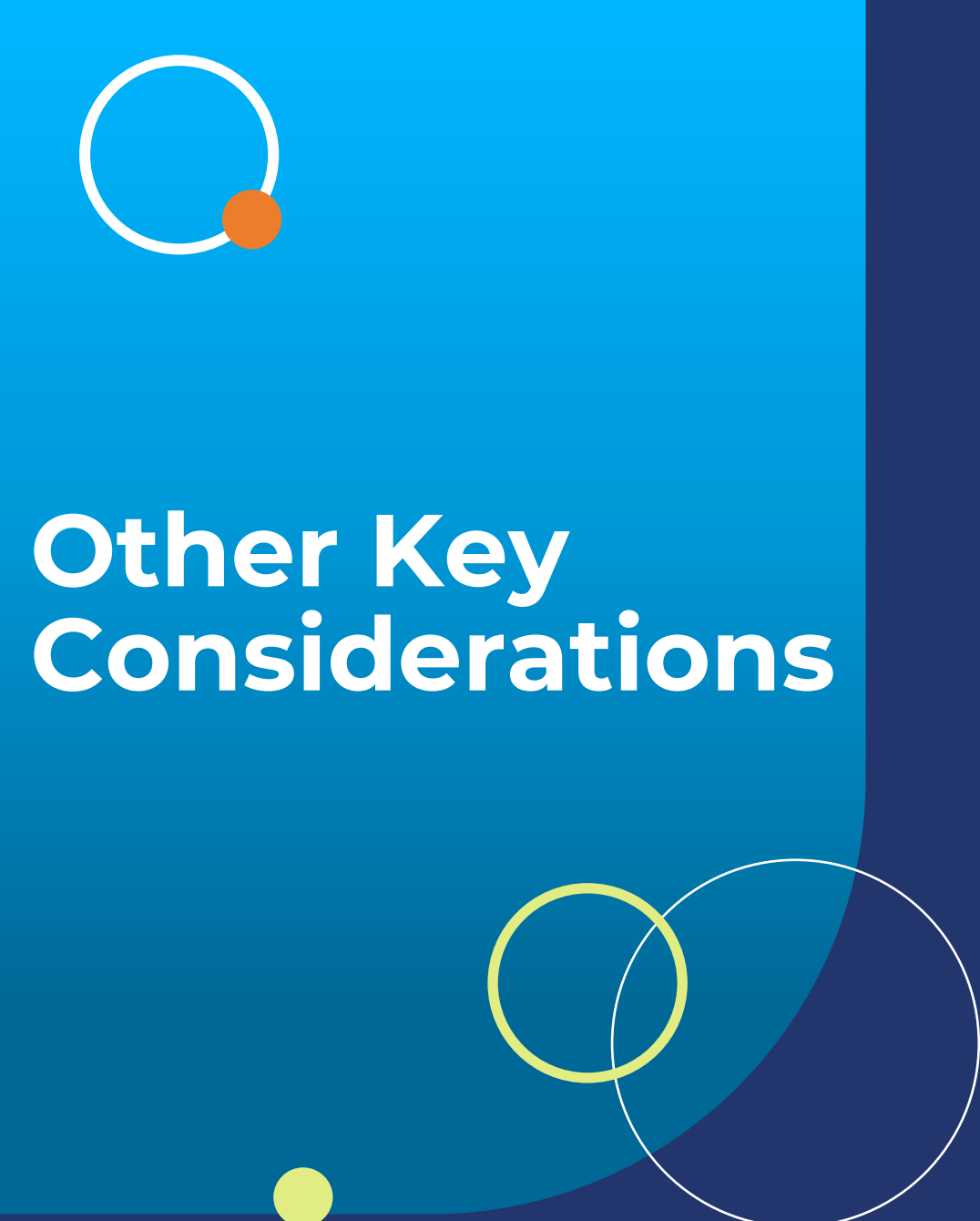
Termination Requirements

Final pay timing rules (immediate vs. next payday)

Rules for payout of unused vacation/PTO

Termination Requirements

State-specific separation notices (e.g., unemployment notice)



Other Key Considerations

Impact on headcount thresholds for certain laws (FMLA, ACA, WARN)

Employment eligibility requirements (some states require E-Verify)

Local hiring restrictions or background check limits ('ban the box')



Other Key Considerations

Recordkeeping (payroll, personnel, injury reports)

State-specific safety or OSHA training rules



Q&A



Thank You!

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