



Mineral



Question of the Week

November 20, 2024

Question

Should we include a pay range in our job postings even though we aren't required to by law?

ANSWER

We generally recommend including pay ranges in job postings even if it isn't legally required. First, since the practice has become more common, more job seekers expect it, and many [won't apply](#) for jobs that don't include a pay range. By not including this information, you risk missing out on top talent. Second, sharing pay information upfront has the potential to save you time and money. You're much less likely to have a candidate you've already spent a lot of time with reject your offer because the pay didn't meet their expectations. You're also less likely to get negotiated into a pay range that you can't really afford or that would create pay equity issues in the organization.

That said, sharing pay information in job postings will put a spotlight on your overall pay practices and any pay disparities. Your current employees could start asking questions about their own pay, especially if their pay falls below the range for comparable work. You and your managers should prepare to have these conversations and make necessary adjustments. You can learn more about pay transparency by visiting [our chart](#) that outlines the states and localities that require pay ranges to be posted.

This Q&A does not constitute legal advice and does not address state or local law.