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Department of Labor Works with Top New Jersey Employers to Ensure Compliance with Pay Transparency Law

FOR IMMEDIATE RELEASE

March 18, 2026

TRENTON – The New Jersey Department of Labor and Workforce Development (NJDOL) proudly announced the success of its first affirmative enforcement initiative under the state’s new “Pay Transparency law.” This effort has led to more than 40 of some of New Jersey’s largest and most prominent businesses ensuring pay and benefit information in job postings to comply with the law that went into effect June 1, 2025.

The Pay Transparency law mandates that employers disclose the pay, benefits and other compensation programs in job postings, ensuring transparency for job seekers before they apply for a new job or transfer opportunity.

"We are proud to work with New Jersey’s top employers to make sure critical information like salary and benefits are included in job postings to empower workers seeking new career opportunities," **said Acting Commissioner Kevin D. Jarvis**. "We commend the 42 New Jersey businesses who are leading the charge in compliance with the law, fostering a more equitable ecosystem for both New Jersey businesses and workers."

Pay and benefit transparency helps job seekers identify whether a prospective employer provides fair pay and benefits for the position. It also helps workers currently employed identify if they are being compensated fairly in comparison to other workers doing the same or a similar job, both in their company and across their industry.

During the new law’s initial rollout, NJDOL’s Office of Strategic Enforcement and Compliance (OSEC) proactively engaged with businesses statewide to foster awareness, education and compliance. The initiative focused on major employers across key sectors including banking, technology, health care, energy, food service, grocery stores, pharmaceuticals, school districts, consumer goods and other industries.

This initiative exemplifies NJDOL’s strategic approach of promoting compliance beyond traditional enforcement methods such as investigations after receiving complaints. The 42 businesses initially had job postings that did not meet the Pay Transparency law’s requirements. However, as part of NJDOL’s engagement and outreach efforts the businesses cooperated in good faith to amend or remove their postings and to take proactive steps to prevent future violations.

Under New Jersey’s Pay Transparency law, employers must include the following details in all job postings, whether advertised externally or internally:

- The hourly wage or salary of the position, or a range of the hourly wage or salary;
- A general description of the benefits; and
- Any other compensation programs for which the employee would be eligible.

The Pay Transparency law also requires employers to make reasonable efforts to ensure affected employees are aware of promotional opportunities. The law reaches across job posting formats including job search websites, print advertisements, company newsletters, emails, social media and more.

Any employer who violates the Pay Transparency law can be assessed a penalty up to \$300 for the first violation, and up to \$600 for each subsequent violation. If an employer advertises multiple roles simultaneously, NJDOL will assess one penalty for each role where the job posting fails to comply with the law.

The businesses reached agreement with the state through Assurances of Voluntary Compliance with NJDOL. In light of the good faith cooperation of these businesses, along with their pledges of future compliance, any penalties that could have been assessed were waived.

The compliance efforts of 42 of New Jersey’s largest employers is a major step forward in improving transparency between employers and applicants. The companies that have come into compliance with the Pay Transparency law by entering into Assurances of Voluntary Compliance include:

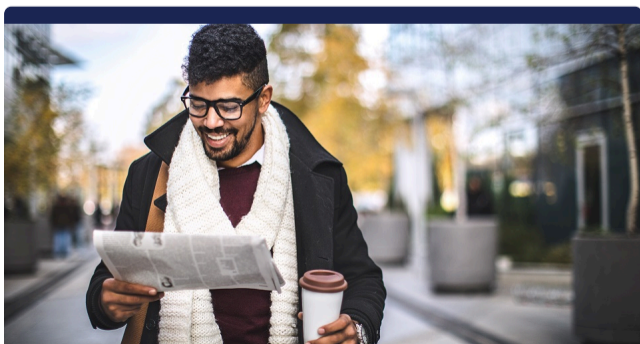
1. ABB Inc.
2. AtlantiCare Health System, Inc.
3. Bank of America, N.A.
4. Becton, Dickinson and Company
5. Boscov’s Department Store, LLC
6. Burger King Company LLC d/b/a Burger King

7. Capital Health System, Inc.
8. Care One Caregivers LLC
9. Carrols Corporation d/b/a Burger King
10. Clark Management Enterprises, LP d/b/a Clark Family McDonald's
11. Darden Restaurants, Inc. (owner of Olive Garden Italian Restaurant, LongHorn Steakhouse, Seasons 52, Yard House, Ruth's Chris Steak House, Eddie V's Prime Seafood, The Capital Grille, Bahama Breeze and more)
12. Delran Township School District
13. Devs Foods 2 LLC, Devs Foods 3 LLC, Devs Foods 4 LLC d/b/a Burger King
14. Ethos Biosciences, Inc.
15. First Energy Corp.
16. Haza Bell of Northeast LLC d/b/a Taco Bell
17. Integra LifeSciences Corporation
18. Johanna Foods, Inc.
19. Kennedy University Hospital Inc. t/a Jefferson Health New Jersey
20. Lufrankton 2 LLC d/b/a Burger King
21. Merck Sharp & Dohme LLC d/b/a Merck
22. McCarter & English, LLP
23. Monarch Communities Management LLC
24. NB Ventures, Inc. d/b/a GEP
25. New Jersey Restaurants, L.P. d/b/a Taco Bell
26. Panasonic Corporation of North America
27. Park Ave. Motor Corp. d/b/a Park Ave BMW
28. Pomptonian Food Service Management, Inc.
29. Princeton National Rowing Association Corporation
30. Rockaway Township School District
31. Saker ShopRites, Inc.
32. Samsung Electronics America, Inc.
33. Seton Hall University
34. Southern Jersey Family Medical Centers, Inc.
35. StoneMor, Inc. d/b/a Everstory Partners
36. SupplyOne, Inc.
37. The Stop & Shop Supermarket Company LLC
38. The Winston Preparatory School
39. Verisk Analytics, Inc.
40. West Essex Regional School District
41. Yum & Chill Restaurant Group LLC d/b/a Taco Bell
42. Zoetis Inc.

For more information on New Jersey's Pay and Benefit Transparency law visit: [My Work Rights | The New Jersey pay and benefits transparency law.](#)

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Department of Labor and Workforce Development
1 John Fitch Plaza
Trenton, NJ 08625