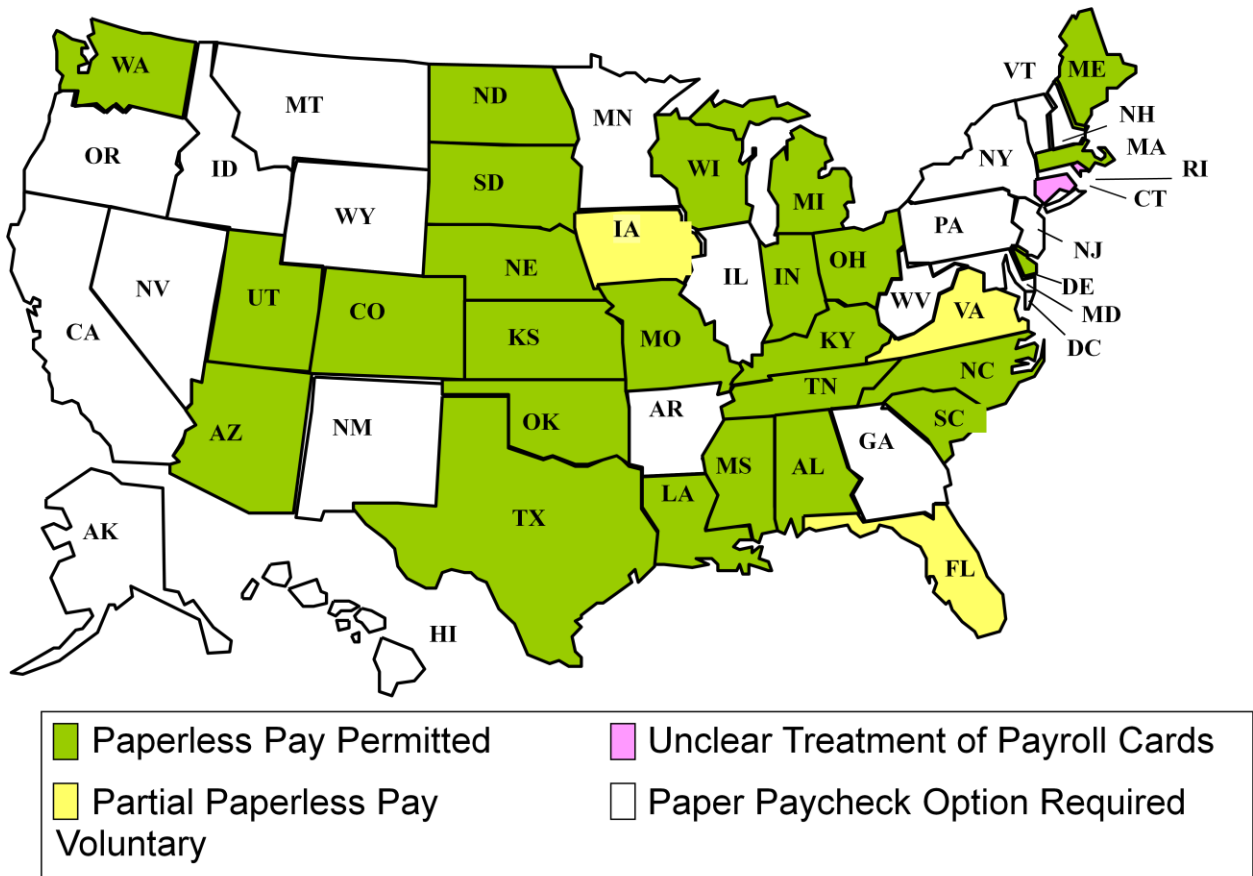


State Approach to Paperless Pay



The statutes, regulations and agency enforcement positions in these states expressly permit, or can be interpreted as permitting, employers to offer their employees the choice between direct deposit and payroll cards without also offer a paper paycheck option.