

CA Pay Transparency

Last Modified on 04/21/2025 9:33 am CDT

Overview

There are two reports that can be used for upload to the state of California to align with state reporting requirements outlined in [Section 12999](#) of the government code:

- CA Pay Transparency Report
- CA Pay Transparency Report Labor Contractors

CA Pay Transparency

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All Report Groups

▼

All Record Types

▼

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ALL REPORTS

Showing 2 of 174

CA Pay Transparency Report

Report designed to be used for upload to the state of California to align with state reporting requirements outlined in Section 12999 of the Government Code.

Employee Reporting

☆

CA Pay Transparency Report Labor Contractors

Report designed to be used for upload to the state of California to align with state reporting requirements outlined in Section 12999 of the Government Code for labor contractors.

Employee Reporting

☆

Note These reports are located within the "Employee Reporting" group.

If you do not already have access to these reports, you will need to have access to the appropriate report security group. For more information on report security groups, please see the article titled [Beyond - Managing Security Groups](#).

Reporting Updates

To remain compliant with California requirements, the following additions have been made for 2024:

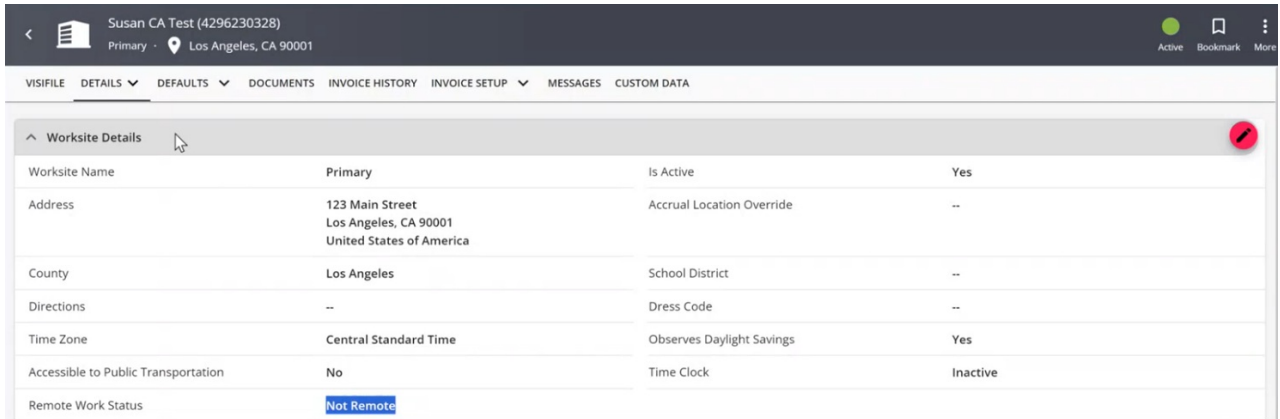
- Track "Remote Work Status" on Job Order, Worksite, and Assignment.
- Assign [NAICS \(North American Industry Classification System\)](#) code to a Customer/Department.
- Record Gender and Race, separate from EEO, based on where an employee works/lives, along with how the information was recorded.

Note The above additions are available within both Beyond and Enterprise.

Remote Work Status

The Remote Work Status is required for Customer Worksites that are located within California.

To add or update the "Remote Work Status" field, navigate to the Customer > Details > Worksite > Worksite Details > Remote Work Status:



Susan CA Test (4296230328)
Primary · Los Angeles, CA 90001

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VISIFILE DETAILS DEFAULTS DOCUMENTS INVOICE HISTORY INVOICE SETUP MESSAGES CUSTOM DATA

Worksite Details

| | | | |
|-------------------------------------|--|---------------------------|----------|
| Worksite Name | Primary | Is Active | Yes |
| Address | 123 Main Street Los Angeles, CA 90001 United States of America | Accrual Location Override | -- |
| County | Los Angeles | School District | -- |
| Directions | -- | Dress Code | -- |
| Time Zone | Central Standard Time | Observes Daylight Savings | Yes |
| Accessible to Public Transportation | No | Time Clock | Inactive |
| Remote Work Status | Not Remote | | |

Note By default, the "Remote Work Status" field will be marked as "Not Remote".

Select the Pencil at the top right of the "Worksite Details" card to open the "Worksite Details" window and select the appropriate "Remote Work Status":

Worksite Details - Worksite Details

1 Worksite Details — 2 Payroll Taxes — 3 Sales Taxes — 4 Time Clock Setup

* City
Los Angeles

* State
California

* Zip Code
90001

* Country
United States of America

* Time Zone
Central Standard Time

* Remote Work Status
Not Remote

REMOTE WORK STATUS

Not Remote

Remote

Other Information

Dress Code

☒ Observes Daylight Savings ☐ Accessible to Public Transportation

Directions

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Once the appropriate "Remote Work Status" has been chosen, select "Submit" to save the changes.

Note Once the "Remote Work Status" has been selected on the Worksite record, newly created Job Order and Assignment records under that Worksite will inherit the "Remote Work Status" from said Worksite record.

In the event you have multiple Job Orders/Assignments for that Worksite, you can manually update the "Remote Work Status" directly from those Job Order and Assignment records.

NAICS Code

The NAICS, or North American Industry Classification System Code, is required for Customer records that are located within California.

To add or update the NAICS Code, navigate to the Customer record > Details > Customer Information > (NAICS) Code:

Peppermint Twisty (4296005636)
Primary · anaheim, CA 78777

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Bookmarks
Employees
Christopher Robin
Visfile / 4295097670

Recent History
Peppermint ...
Details / 4296...
Peppermint ...
Worksites / 42...
Peppermint ...
Visfile / 42960...
Peppermint ...
Worksite / 429...

VISIFILE DETAILS DEFAULTS DOCUMENTS INVOICE HISTORY INVOICE SETUP MESSAGES CUSTOM DATA

Customer Information

| | |
|------------------------------|------------------------------------|
| Id 4296005636 | Customer Name Peppermint Twisty |
| Department Name Primary | Parent - |
| Website - | Branch High Tech NE |
| (NAICS) Code - | Status Active > |
| Activation Date 10/6/2022 | |

Note You may only select **one** NAICS Code per Customer record.

Note For more information on the NAICS Codes, you can select the link from directly within Beyond:

* (NAICS) Code

For more information, please go to the [NAICS](#) website.

Select the Pencil at the top right of the "Customer Information" card to open the "Customer Information" window and select the appropriate NAICS Code:

| (NAICS) CODE | TITLE |
|--------------|--------------------------------------|
| 31 | Manufacturing |
| 32 | Manufacturing |
| 33 | Manufacturing |
| 3346 | Manufacturing and Reproducing Mag... |
| 33461 | Manufacturing and Reproducing Mag... |
| 45993 | Manufactured (Mobile) Home Dealers |
| 321991 | Manufactured Home (Mobile Home) ... |

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For more information, please go to the [NAICS](#) website.

* Activation Date

10/6/2022 ✕

Status

Active >

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Once the appropriate NAICS Code has been chosen, select "Submit" to save the changes.

Note The NAICS Code will need to be manually applied to all applicable Customer and Department records located within California.

Gender and Race

The Gender and Race/Ethnicity fields are required for employees working within California.

To add or update the Gender and Race/Ethnicity information, navigate to the Employee > Details > Pay Transparency Reporting:

Note Permissions to add/update information within the Pay Transparency Reporting card are linked to the same permissions required to add/update the information within the Equal Employment Opportunity card.

For more information on security groups, please see the article titled [Beyond - Managing Security Groups](#).

Erick Abbott (4295007742)

SSN: 546-13-4535 • City: CA 90001

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|--|----------------------------------|-----------|----------|--------------|-------------|-------|------------|-------------|------------|---------------|-------------|----------------|----------------------------------|----|----|--------|--------------------------|----|----|
| | | | | | | | | | | | | | | | | | | | |
| Personal | | | | | | | | | | | | | | | | | | | |
| Identification | | | | | | | | | | | | | | | | | | | |
| How Heard Of | | | | | | | | | | | | | | | | | | | |
| Interest Codes / Skills | | | | | | | | | | | | | | | | | | | |
| Work Interests | | | | | | | | | | | | | | | | | | | |
| Equal Employment Opportunity | | | | | | | | | | | | | | | | | | | |
| ACA | | | | | | | | | | | | | | | | | | | |
| Pay Transparency Reporting | | | | | | | | | | | | | | | | | | | |
| <div>California</div> <table border="1"> <tbody> <tr> <td>Race/Ethnicity</td> <td>Race/Ethnicity Collection Method</td> </tr> <tr> <td>--</td> <td>--</td> </tr> <tr> <td>Gender</td> <td>Gender Collection Method</td> </tr> <tr> <td>--</td> <td>--</td> </tr> </tbody> </table> | | | | | | | | | | | | Race/Ethnicity | Race/Ethnicity Collection Method | -- | -- | Gender | Gender Collection Method | -- | -- |
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| -- | -- | | | | | | | | | | | | | | | | | | |
| Gender | Gender Collection Method | | | | | | | | | | | | | | | | | | |
| -- | -- | | | | | | | | | | | | | | | | | | |

Select the Pencil to the right of the "Pay Transparency Reporting" card to open the "Edit Pay Transparency for California" window and select the appropriate options:

- Race/Ethnicity
 - Hispanic/Latino
 - Non-Hispanic/Latino - White
 - Non-Hispanic/Latino - Black or African American
 - Non-Hispanic/Latino - Native Hawaiian or Other Pacific Islander
 - Non-Hispanic/Latino - Asian
 - Non-Hispanic/Latino - American Indian or Alaskan Native
 - Non-Hispanic/Latino Multiracial and/or Multiethnic
 - Non-Hispanic/Latino Middle Eastern or North African
- Gender
 - Male
 - Female
 - Non-Binary
- Race/Ethnicity/Gender Collection Method
 - Current employee records
 - Other reliable records or information
 - Observer Perception

Edit Pay Transparency for California

Race/Ethnicity

Non-Hispanic/Latino White

▼

Gender

Male

▼

Race/Ethnicity Collection Method

Current employment records

▼

Gender Collection Method

Current employment records

▼

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CANCEL

SUBMIT

Once the appropriate options have been chosen, select "Submit" to save the changes.

Related Articles
