

# TERMINATIONS – IMMEDIATE PAYOUT



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When an employee is terminated, the State of **California, Massachusetts, Colorado, and Missouri** require that all hours worked are paid to the employee immediately upon termination. Regardless of the reason the assignment has ended, the contractor must receive payment the same day they are being terminated.

As the Employer of Record, it is imperative that Populus Group is receiving timely notification of all workers terminating to ensure we are paying these workers out same day to avoid costly penalties and potential lawsuits for us and our customers. In order to pay workers in California, Massachusetts, Colorado, and Missouri timely, Populus Group must be informed of the termination prior to 12:00p.m. ET on the worker's last day in order to collect the worker's final hours, entered in our payroll systems, and wire funds to the worker same day.