

Employee Record Retention Chart

Record Type	Retention Period	Applicable Federal Law
Benefit Plans	1 year after termination of plan (ADEA) or 6 years (ERISA)	Age Discrimination in Employment Act (ADEA) Employee Retirement Income Security Act (ERISA)
Child Labor – Verification of Age for Minors	3 years	Fair Labor Standards Act (FLSA)
Discrimination Records or Charges and Personnel Records related to a pending charge	Until final disposition	Age Discrimination in Employment Act (ADEA) Americans with Disabilities Act (ADA) Title VII of the Civil Rights Act (Title VII)
Drug Test Results for General Industry	1 year after action taken	Age Discrimination in Employment Act (ADEA)
Drug Test Results for Transportation Industry	1-5 years after action taken	Department of Transportation
EEO-1	Most recent year report kept on file	Americans with Disabilities Act (ADA) Title VII of the Civil Rights Act (Title VII)
Employment Agency Job Orders	1 year after action taken	Age Discrimination in Employment Act (ADEA)
Employment Contracts	3 years	Fair Labor Standards Act (FLSA)
FMLA Documentation	3 years after leave ends	Family and Medical Leave Act (FMLA)
Hiring, Promotion, Demotion, Transfer, Selection for Training, Layoff, Recall or Discharge of Any Employee	1 year after action taken or document created, whichever is later	Age Discrimination in Employment Act (ADEA) Americans with Disabilities Act (ADA) Title VII of the Civil Rights Act (Title VII)
I-9 Forms and Additional Verification Information	3 years from the date of hire or 1 year after termination, whichever is later	Immigration Reform and Control Act (IRCA)
Job Applications	1 year (includes seasonal and temporary workers)	Age Discrimination in Employment Act (ADEA) Americans with Disabilities Act (ADA) Title VII of the Civil Rights Act (Title VII)
Job Evaluations, Seniority Systems, Wage Rates, Merit Systems	2 years	Fair Labor Standards Act (FLSA)
Job Postings/ Job Advertisements	1 year	Age Discrimination in Employment Act (ADEA)

Payroll Record Retention Guidelines By State

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Payroll Record Retention Guidelines By State:

Guide to Record Retention Requirements ,1975 **The Code of Federal Regulations of the United States of America** ,1968 The Code of Federal Regulations is the codification of the general and permanent rules published in the Federal Register by the executive departments and agencies of the Federal Government The Daily Management of Records and Information David O. Stephens,1991 **Hire, Manage and Retain Employees for Your Small Business** CCH,Cch Editorial,1997-04 **United States Code Annotated** United States,2005 State Compensation Laws: Alabama through Montana CCH Incorporated,2004 **United States Code Service** United States,1975 Guide to Records Retention ,2005 *Regulations of Connecticut State Agencies* ,1962 **Index to the Code of Federal Regulations** ,1995
Code of Federal Regulations 29, Labor Parts 1900 To 1910. 999 Office of the Federal Register,2005-08 The Code of Federal Regulations is a codification of the general and permanent rules published in the Federal Register by the Executive departments and agencies of the United States Federal Government United States Code Service, Lawyers Edition United States,1936 **The Code of Federal Regulations of the United States of America** ,1939 *Privacy Act Issuances ... Compilation* United States. Office of the Federal Register,1981 Bulletin of the Associated Pennsylvania Highway Contractors ,1941 *N.A.R.G.U.S. Bulletin* ,1961 **State Individual Employment Rights Laws** ,2002 **Employment Safety and Health Guide** ,2001 Includes original text of the Occupational safety and health act of 1970 **MGMA Connexion** ,2001 **The Architect's Handbook of Professional Practice** David S. Haviland,1994

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