



March 4, 2025  
House Economic Matters Committee  
230 Taylor House Office Building  
Annapolis, Maryland 21401

**RE: Support for HB 1294**

Chair Wilson and honorable members of the Committee:

Thank you, Chair Wilson, for your leadership on this issue and dedicated work on it through the interim period.

My name is Mark Salters, and I am a public policy manager at Payactiv, a leading employer-integrated earned wage access service that allows employees to access their own, already earned wages prior to payday. Employers choose to offer Payactiv's service as an employee benefit to their employees. We integrate into an employer's time and attendance system and verify wages from payroll data. We are proud to be a Public Benefit Corporation and Certified B Corp. Payactiv currently partners with over 800 Maryland employers and over 10,000 employees have used our service.

As we have discussed with this committee, EWA enables Maryland workers access to their own, earned wages to handle unexpected expenses between paychecks. This empowers workers to make sound financial decisions and avoid high-cost debt products like payday loans, credit card debt, and late fees.

HB 1294 would enact some of the strongest consumer protections in the country, including:

- Requiring a mandatory free option;
- Ensuring all transactions are non-recourse and the user can cancel at any time;
- Prohibiting the use of credit scores or credit reporting, so even workers with low or poor credit have access to the service; and
- And implementing a first-in-the-nation fee cap of \$5 on transactions of less than \$75 and \$7.50 on transactions of more than \$75.

Thank you for your leadership on this issue, and we ask for a favorable report.

Sincerely,

Mark Salters  
Public Policy Manager, Payactiv