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EMPLOYER SERVICES
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NON-RESIDENT EMPLOYER BOND REQUIREMENTS

EFFECTIVE JULY 1, 2018

Non-resident employers are those employers that have not resided in the State of Wyoming for one (1) full year prior to beginning operations in this State. Non-resident employers must file the following bond in support of their Workers' Compensation account and to ensure the payment of wages to any and all employees employed in Wyoming.

A minimum \$8,000.00 Non-Resident Employer's Surety Bond must be filed in all cases when expected wages are greater than \$4,000.00. The amount of the bond may be greater than \$8,000.00, depending upon the size of your monthly payroll. The Surety Bond increases by \$2,000.00 for each \$1,000.00 (or fraction thereof) in excess of \$4,000.00 of expected wages. If expected wages exceed \$20,000.00, the Surety Bond increases by \$1,000.00 for each \$1,000.00(or fraction thereof) of expected wages. The bond must be kept in place for a period of at least two (2) years and there is no maximum amount for the bond. W.S. 27-1-106

An alternate method of payment for the Surety Bond requirement is a Cash Deposit, which may be in the form of a Cashier's Check or a Letter of Credit, from your Financial Institution. There is also an arrangement whereby equity in owned real property in Wyoming may be used for security.

Penalty for Failure to Post Bond:

Wyoming Statute 27-14-307 states "The willful failure of any nonresident employer in a covered employment to give bond or other security required by this act constitutes a misdemeanor, punishable by a fine of not more than five thousand dollars (\$5,000.00), imprisonment for no more than one (1) year, or both."

Pursuant to W.S 27-1-106(e), the director may permit withdrawal of any security if the employer has:

1. Complied with the security requirements and made all necessary payments for two (2) years;
2. Demonstrated the employer has been a resident of the State for two (2) years and intends to remain a resident;
3. Acquired real property as a non-resident with an equity value greater than or equal to the value of the bond or other security required;
4. Complied with all other requirements under the Workers' Compensation Act.

No account will be considered in compliance until all requirements with the Workers' Compensation Act has been met.