

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)

Employee Retention Guide Aicpa

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