

HR TECH Outlook

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PosterElite

Offering Comprehensive Labor Law Poster Solutions

PosterElite is one of the largest providers of Labor Law Poster Compliance Services in the U.S. Paul Abel founded the company in 2005, inspired by an incident that occurred at a previous venture. A restaurant owned by Abel attracted a lawsuit because of an injury sustained by one of his workers. Even though Abel had been diligent to ensure a compliant workplace, when the incident caught the attention of a state labor law inspector, they pointed out several compliance violations and levied fines. “It raised an important question for me, is there a service that could have helped me keep up with the complexity of complying with ever-changing regulations?” said Abel, CEO of PosterElite. Unfortunately, at that time, there was no one-stop shop for business owners to understand the complex regulatory landscape. So, Abel created one.

Today, PosterElite specializes in labor law posting compliance, offering effortless compliance solutions for companies of all sizes, locations, and industries while ensuring they are always up to date with ever-transforming labor law requirements.

At its core, PosterElite has three types of products and services: private-labeled labor law posters and pay-as-you-go update services for the onsite workplace, a cloud-based poster compliance solution, ePosterService™, for the remote and hybrid workforce, and a turnkey e-commerce solution.

Through its labor law poster and update services, PosterElite provides new subscribers with brand-new posters and the ability to remain compliant with the changing laws.

The company automatically sends alerts to clients along with an updated notice to position them next to their existing posters. PosterElite also provides poster replacements based on the client’s subscription model. “With the PosterElite solution, clients never need to worry about being non-compliant with their labor law posters,” adds Abel.

PosterElite’s ePoster Service solution allows organizations to make labor law posters accessible to their remote employees. Employers can also track the acknowledgment history and monitor whether an employee has viewed the poster or not. This online solution maintains all labor law notices across the

country, including federal, state, county, and city jurisdictions, and invites newly onboarded employees to view notices applicable to their specific work location. Additionally, PosterElite developed a small business bundle for its ePosterService platform that begins with a free trial, doesn’t require contracts, making it risk-free and cancellable at any time. “We are proud to offer a simple and affordable solution to help the small business community. It has been well-received, with thousands of subscriptions soon after we launched the bundle,” says Patrick Saeger, COO at PosterElite.

While employers can buy directly from PosterElite, their unique ability is engaging with HR technology and HR service providers, helping them provide more value to their clients. With PosterElite’s white-labeled poster compliance solutions, partners can easily add their brand and logo and offer them directly to their clients.

Such unmatched capabilities have enabled PosterElite to help a plethora of clients over the years. For instance, PosterElite helped a reputed professional employer organization (PEO) eliminate the complexities in their labor law postings and enhance customer satisfaction. The PEO spent hundreds of hours distributing posters and updates to its clientele. They also found it challenging to manage activations and cancellations for their labor law poster program. PosterElite redesigned their poster programs and transformed them into a completely outsourced, privately branded and turnkey solution—that helped the client save significant time and money while improving customer satisfaction.

Forging Abel’s vision and Saeger’s HCM enterprise technology background, PosterElite has transformed into a unique technology and service business. Striding ahead, the company plans to become the most modernized solution and service provider in the labor law poster market through innovation.

In today’s complex hybrid work environment, it is essential to make labor law compliance simple, frictionless, and affordable for everyone. PosterElite is doing exactly that by helping employers put labor law poster compliance on autopilot, enabling them to avoid fines, lawsuits, and focus on the things that make their businesses truly successful. 

