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**LABOR LAW
POSTER
COMPLIANCE**

E D I T I O N

**PATRICK SAEGER,
CEO**

POSTERELITE

**THE MOST TRUSTED NAME IN
LABOR LAW POSTER COMPLIANCE**



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PATRICK SAEGER,
CEO

By Alex Gonsalves

In recent years, the regulatory landscape surrounding compliance with labor laws has become increasingly turbulent. At federal, state, and local levels, labor laws are undergoing frequent revisions, spanning from minimum wage adjustments to enhancements in workplace safety standards. Adding to this complexity is the diverse array of posting requirements across many different jurisdictions. For employers large and small, navigating these complexities in order to stay compliant with ever-changing regulations is not only challenging, it is an unwanted distraction from running their business. Worse, when they don't get it right, employers open themselves to increased risk of violations, fines, and lawsuits.

One of the largest providers of labor law poster compliance services in the U.S., PosterElite is determined to help employers cope with frequent regulatory changes. The company delivers innovative, easy-to-use, and cost-effective solutions to address the complexity of labor law poster compliance for companies of all sizes. They remain focused on innovation that enhances the overall experience, and are determined to be different from other providers in the space.

“While other companies offer labor law posters, they do so with little or no differentiation. PosterElite stands apart,” says Patrick Saeger, the CEO of PosterElite. “We are not a labor law poster company; we are a compliance-as-a-service solution provider with an emphasis on end-to-end labor law poster compliance.”

What truly sets the company apart is its exceptional capability in integrating its turnkey, white-labeled services into HR technology and service providers, such as PEO's, Payroll and HCM providers, Benefits consultants, and more.

“We believe that businesses are better served when they receive our labor law poster solutions from one of their trusted HR service providers,” says Saeger. “This approach ensures comprehensive compliance support, seamless integration, and convenient purchasing options, eliminating the need to manage a one off compliance service from another vendor.”

PosterElite has established itself as the go-to provider of labor law poster compliance solutions for the HR, PEO, HCM/Payroll space and adjacent industries. Among the company's more than 1000 business partners are the industry's leading, most recognized HR service

providers. This is largely due to its best-in-class technology and turnkey white-labeled approach, which enables service providers to effortlessly and seamlessly extend their own HR and compliance services to include labor law poster compliance for their clients.

PosterElite, together with its affiliated entities and partners, has helped more than a million businesses of all sizes and industries comply with the latest labor laws and safety regulations.

Offering End-To-End Compliance Management

At its core, PosterElite's solutions revolve around poster compliance services that are designed to support traditional, hybrid, and remote workplace environments. For on-site workplace compliance, the company provides labor law poster E-Update™ and replacement services, ensuring that employers stay up-to-date and current with posting requirements. Additionally, PosterElite caters to companies with hybrid and/or remote workers, by offering its innovative and one-of-a-kind ePosterService and ePosterCenter solutions.

When a PosterElite partner offers its compliance services to clients, new subscribers are provided new posters (white-labeled for the partner), ensuring immediate compliance with evolving laws. After, the company's proactive approach includes automatically sending alerts to subscribers whenever there are updates to labor laws, accompanied by updated notices that can be positioned alongside their existing posters. Additionally, PosterElite offers a poster replacement option as part of the client's subscription model, ensuring a fully automated and hassle-free compliance experience. Finally, online resources for the city and county postings and the specially designated ones based on size or industry are provided with every poster compliance subscription.

"Employers are obligated to provide the mandatory labor law posters to all



“WE ARE A FORWARD-LOOKING ORGANIZATION, AND WE SPEND A SIGNIFICANT AMOUNT OF TIME PARTICIPATING IN THE INDUSTRIES WE SERVE,” SAYS SAEGER. “WE ARE STUDYING TRENDS IN THE MARKETPLACE AND DEEPLY UNDERSTANDING THE GOALS AND CHALLENGES OF OUR CURRENT AND FUTURE PARTNERS

employees, regardless of where they work,” says Saeger. “Making this more challenging is that oftentimes a remote employee works from a different zip code or a different state, with labor laws that are different than what is being

posted at the corporate office, and that's exactly where we can help.”

PosterElite's new ePosterCenter solution provides employers an elegant online application to easily share “always up-to-date™” digital labor law posters with remote and hybrid employees. This online solution maintains all labor law notices across the country, including federal, state, county and city jurisdictions. Employers share with employees by simply adding a URL to company policy handbooks, company intranet websites, or through an employee HR portal. They no longer need to track changes, download digital poster PDFs to them internally, or email them to employees. Finally, it is the first mobile friendly digital poster solution, providing a truly convenient option for employees, and putting labor law posters “in their pocket”.

For a more comprehensive remote employee compliance experience, its ePosterService solution automatically invites newly on boarded employees to

view notices applicable to their specific work location and notifies employees whenever there is a change. Employers can also track the acknowledgment history and monitor whether an employee has viewed the poster or not.

Helping Employers Simplify Compliance and Mitigate Risk

Because of its small business origins, PosterElite knows first hand the difficulty of keeping up with all of the compliance requirements (labor law or otherwise) that employers of all sizes face today.

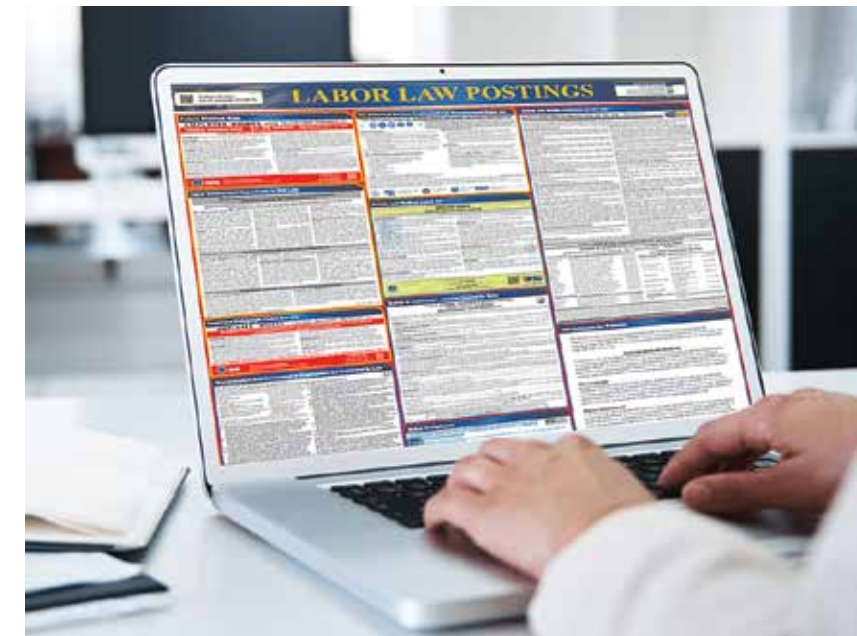
The company is proud to have empowered hundreds of partners to simplify this area of compliance for their clients. In doing so, PosterElite helps them build stronger, higher touch relationships with their clients, and in many cases, create new sources of revenue. It's a win-win when their clients are able to conveniently subscribe to a low cost solution that puts poster compliance on auto-pilot vs. having to remember to purchase and post labor law posters any time they change.

For instance, PosterElite helped a reputed professional employer

organization (PEO) eliminate the complexities in their labor law postings, overcome compliance challenges, and enhance customer satisfaction. The PEO spent hundreds of hours each year distributing posters and updates to its clientele. They also found it challenging to manage activations and cancellations for their labor law poster program and send updates when changes occurred. PosterElite redesigned their poster program and transformed it into a completely outsourced, automated, turnkey solution that was branded for the PEO. This helped the client save significant time and money while improving customer satisfaction.

“We are focused on creating a best-in-class experience that helps our partners increase client engagement and grow their businesses,” says Saeger. “By doing so successfully, PosterElite has become the obvious choice for HR and compliance focused service providers nationwide.”

PosterElite's greatest advantage lies in the unparalleled capabilities it offers to its partners. The company enables seamless deployment of white-label labor law poster solutions alongside partners' existing products and services.



Its monthly pay-as-you-go approach to pricing eliminates the need for large upfront expenses and their online partner portal simplifies administration. The company upholds the highest standards of quality across its services and order fulfillment timelines. This commitment ensures their partners' clients receive an exceptional, brand-positive experience, further solidifying PosterElite's position as a trusted partner in compliance solutions.

“WE ARE FOCUSED ON CREATING A BEST-IN-CLASS EXPERIENCE THAT HELPS OUR PARTNERS INCREASE CLIENT ENGAGEMENT AND GROW THEIR BUSINESSES

Continuously Improving Product and Service Offering

The company believes it should be easier for employers to know and understand all of their posting compliance obligations, and even easier for service providers to integrate new services into their offerings, and promote them to their clients. For example, businesses want an even easier experience understanding their end-to-end compliance obligations, adding new locations and languages, servicing new breakrooms, and distributing digital postings to remote employees. To this end, PosterElite continuously innovates to improve its product and service offerings.

“We are a forward-looking organization, and we spend a significant amount of time participating in the industries we serve,” says Saeger. “We are studying trends in the marketplace and deeply understanding the goals and challenges of our current and future partners.” 