



PosterElite



## Certificate

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CERTIFICATE OF RECOGNITION

PosterElite

This is to certify that **PosterElite** has been recognized by the Editorial Board of **Manage HR** as



EDITORIAL ATTESTATION:

This recognition is determined through a bona fide editorial process based on the HR Services and Workforce Value Index and its defined methodology. It draws on independent editorial research, subscriber nominations and industry input, and highlights excellence in HR function alignment, execution across workforce and compliance environments, measurable impact on workforce outcomes and market confidence among HR leaders.

*Alex Gonsalves*

Alex Gonsalves  
Managing Editor,  
Manage HR

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# PosterElite

## Compliance Built for Workplace Providers

Employers across the United States face an increasingly complex compliance landscape as new workplace laws are continually introduced, existing regulations change with growing frequency, and enforcement and labor-related litigation continue to rise. In response, employers are increasingly looking to their existing HR, payroll, HCM, and other workforce management providers to deliver compliance services conveniently integrated into the platforms they already know and trust. Organizations that respond benefit from stronger client retention and new sources of recurring revenue, while those that do not risk erosion of client loyalty and competitive position.

As the only provider-focused solution in the industry, PosterElite was purpose-built to help HR and workforce technology and service providers respond to this growing demand for compliance support. The company enables these organizations to extend their offerings to help employers meet one of their most essential obligations: labor law poster compliance. PosterElite's unique approach is centered on partnerships, enabling providers to simplify compliance and reduce risk for the employers they serve without adding administrative burden.

"PosterElite was built with one purpose in mind: help HR and workplace providers respond to their clients' compliance needs by seamlessly adding labor law poster compliance to their offerings," says Patrick Saeger, CEO.

### Elevated Status as Trusted Advisor

PosterElite's compliance solution is custom-branded for the partner for maximum business impact, and can be embedded directly into existing platforms to create a native experience for end users. The result is a seamless experience that drives client engagement, increases client retention, and reinforces the provider's role as a trusted advisor.

Hundreds of technology and service providers already rely on PosterElite to strengthen their compliance offerings, including many of the most recognizable brands in the HCM industry. Together with its partners, PosterElite has helped more than 1,000,000 businesses comply with complex labor law posting requirements.

Under PosterElite's partner-first model, providers promote the services and retain full client ownership, while PosterElite manages the complex execution, including labor law research, regulatory monitoring, update notifications, and automatically delivering new posters when existing ones become outdated. PosterElite offers flexible deployment models, empowering partners to bundle poster compliance within their core services to add more value or introduce



Patrick Saeger,  
CEO

new billable offerings that can generate significant recurring revenue in as little as 60 days.

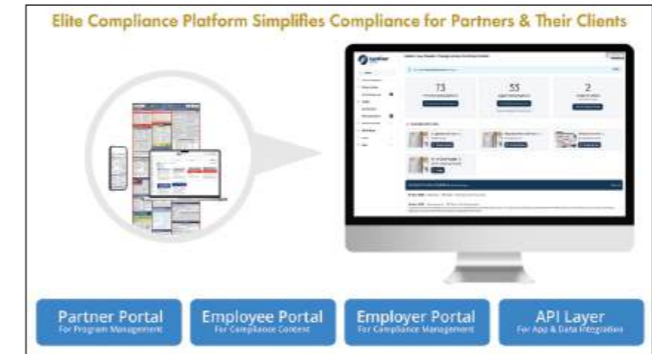
### Simplifying Compliance Complexity for Employers

Labor law poster compliance—mandatory for all US employers—has become a complex and constantly evolving obligation, with more than 300 government agencies issuing over 600 unique workplace notices nationwide. These requirements change frequently and unpredictably throughout the year. In 2025 alone, more than 200 posting changes were introduced across federal, state, county, and city jurisdictions. Compliance is further complicated by industry-specific mandates and local ordinances, with cities such as San Francisco, Seattle, and New York enforcing their own posting requirements.

The consequences of non-compliance can be significant, with penalties for posting violations exceeding \$40,000 per location. Beyond financial penalties, labor law posters are often among the first items plaintiff attorneys examine when a workplace dispute arises, because they serve as documented evidence of whether employees were properly informed of their rights. Missing or outdated notices can weaken an employer's legal position, extend statutes of limitation, and increase potential damages.



PosterElite's WHITE-LABELED Services Are Designed to Be Seamlessly Incorporated Into the Partner's Offering, Resulting in Revenue Growth, Strengthened Client Relationships



PosterElite's services, backed by AI-driven regulatory monitoring and a dedicated research team with more than 15 years of regulatory intelligence, help employers address this challenge. Regulatory changes are tracked in near real time, and affected subscribers are identified automatically based on worksite location. When requirements change, the platform triggers notifications and delivers updated posters to keep employer postings accurate and up to date. While physical locations receive replacement posters and email notifications, remote employees receive required notices through the always-up-to-date ePosterCenter, an online solution for digital labor law distribution.

With PosterElite's modern solution, employers no longer need to worry about regulatory requirements slipping through the cracks. Each employer receives access to the Elite Compliance Platform,

where they can view poster update history across all locations and manage services to ensure coverage remains active and delivered as planned. The platform also includes the Poster Compliance Advisor, a guided tool that removes guesswork from determining required postings. By answering a few simple questions, employers receive precise, location-specific coverage that includes complex city, county, and industry posting requirements.

The company stands behind its service with a \$25,000 compliance guarantee. If a failure on its part results in a fine for a subscribing employer, PosterElite will pay the fine up to \$25,000.

### Poster Compliance for Remote Employees

PosterElite extends compliance beyond physical worksites to support remote and hybrid workforces where traditional poster processes fall short, particularly across different states, cities, and counties with varying posting mandates. To address this gap, digital labor law posters are delivered through their online solution, ePosterCenter, that can be embedded directly into provider platforms, employee self-service portals, and employee handbooks. The solution also helps employers meet emerging requirements in states such as New York that require digital posters for all employees.

### Effortlessly Manage Services at Scale

Providers rely on PosterElite's compliance platform to simplify the administration of labor law poster services at scale. The platform combines online portals, automated order management, and integrated compliance services to streamline service delivery across large client portfolios. It also provides the product collateral, marketing support, APIs, and integration capabilities providers need to easily embed, promote, and deliver the solution within their own platforms and service offerings.

Traditional contract-based services with annual billing introduce friction for providers by increasing financial exposure, complicating procurement, and misalignment with established billing practices. PosterElite removes this barrier through a flexible pay-as-you-go pricing model aligned with provider billing practices. **HR**