

# GOVDOCS

## SPANISH POSTING PRODUCTS

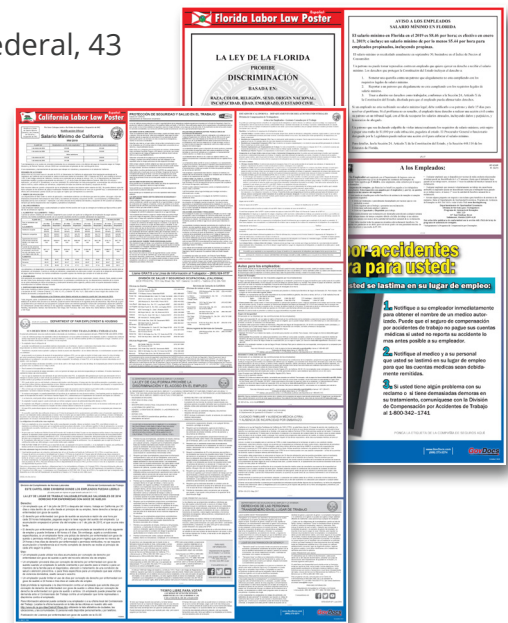
In the U.S. today, Spanish is the second most spoken language (behind English),\* with Spanish-speaking Americans representing the fastest growing language group.

For large employers, we know managing an employment law compliance program is already a complex affair. Federal, state, county and city postings – in English – are already challenging to track for hundreds, thousands of locations. What happens when you consider adding Spanish-language postings to the mix?

Whether to align with corporate policies or accommodate all employees, GovDocs offers an array of Spanish posting products to help employers provide an optimal employee experience.

### GovDocs Spanish Posting Products

We provide agency-translated Spanish employment law posters for federal, 43 states (including the District of Columbia) – and applicable county and city jurisdictions.



#### Federal and State Posters

- ▶ Spanish Federal-on-One
- ▶ Spanish State-on-One
- ▶ Spanish State and Federal Combined

The following states do not have a separate Spanish offering because no agency-translated postings exist, or required Spanish postings are already on the state's English poster (noted with ^):

- ▶ Alaska
- ▶ Hawaii
- ▶ Iowa
- ▶ New Hampshire^
- ▶ North Dakota
- ▶ Texas^
- ▶ West Virginia
- ▶ Wyoming

#### County and City Postings

Spanish county and city postings, when available, are included with their English-language equivalents in GovDocs county and city posting packages.

#### GovDocs Update Program

GovDocs Spanish posters (Federal-on-One, State-on-One and State and Federal Combined) are available with the GovDocs Spanish Update Program, with which your locations automatically receive updated posters whenever changes occur.

In addition, Spanish-language county and city postings are covered with the English versions under the primary GovDocs Update Program.

Additional posting formats (e.g., electronic, binder) available. **Contact us for details.**

#### Top 10 States with Spanish-Speaking Populations\*\*

- |                |                |             |                |               |
|----------------|----------------|-------------|----------------|---------------|
| 1 - Texas      | 3 - New Mexico | 5 - Nevada  | 7 - New Jersey | 9 - Illinois  |
| 2 - California | 4 - Florida    | 6 - Arizona | 8 - New York   | 10 - Colorado |

\* U.S. Census Bureau, 2011-15 American Community Survey 5-Year Estimates

\*\* U.S. Census Bureau, 2015 American Community Survey 1-Year Estimates

State	Spanish Product	Required Spanish Postings on English Posters Only	No Spanish Offering
Alabama	X		
Alaska			X
Arizona	X		
Arkansas	X		
California	X		
Colorado	X		
Connecticut	X		
Delaware	X		
Florida	X		
Georgia	X		
Hawaii			X
Idaho	X		
Illinois	X		
Indiana	X		
Iowa			X
Kansas	X		
Kentucky	X		
Louisiana	X		
Maine	X		
Maryland	X		
Massachusetts	X		
Michigan	X		
Minnesota	X		
Mississippi	X		
Missouri	X		
Montana	X		
Nebraska	X		
Nevada	X		
New Hampshire		X	
New Jersey	X		
New Mexico	X		
New York	X		
North Carolina	X		
North Dakota			X
Ohio	X		
Oklahoma	X		
Oregon	X		
Pennsylvania	X		
Rhode Island	X		
South Carolina	X		
South Dakota	X		
Tennessee	X		
Texas		X	
Utah	X		
Vermont	X		
Virginia	X		
Washington	X		
West Virginia			X
Wisconsin	X		
Wyoming			X