

4 CHALLENGES

OF MANAGING A POSTER COMPLIANCE PROGRAM

GovDocs[®]

Managing poster compliance is not easy.

Large companies like yours understand that managing poster compliance for multiple locations across the country is not easy.

Not only are federal, state, county and city workplace laws always changing, but your workforce is constantly changing, too.

Don't worry, you are not alone.

The guide below covers the four most common challenges of maintaining a poster compliance program:

1. Keeping up with federal, state, county and city employment law updates
2. Validating poster compliance
3. Reaching all employees
4. Managing compliance budgets

CHALLENGE ONE

Keeping up with federal, state, county and city employment law updates

Managing updates at all levels is a time-consuming task. How can you be sure your locations are always compliant?

To ensure accuracy, you need to:

Continually Research Updates



Currently, there are more than 500 agencies in North America with pending and recent labor law poster changes. Tracking these updates takes strategy and organization, possibly requiring many full-time employees to do so. Unless you really enjoy sorting through spreadsheets all day, this task is daunting.

Update Posters On Time






When mandatory changes occur, your locations will need to update their labor law posters as soon as possible, depending on their availability. This means when a change occurs, you will need to quickly research the update, find and ship the poster so you can ensure it will be displayed in each location by the required date.

CHALLENGE TWO

Validating Poster Compliance

Auditing your compliance program is a time-consuming, neverending project. To efficiently complete this task, you need the following tools:

-  A dashboard to track poster shipments, view invoices and edit location lists
-  A system of cross-referencing poster validity dates from a variety of resources to see whether posters are up-to-date
-  A visual poster guide to determine what posters are required for each location to display

CHALLENGE THREE

Reaching All Employees

Today's workplace reflects diversity, and with this comes the need for a diverse offering of labor law posters for your different employee types:



REMOTE

Ensure compliance for your remote workers with an online version of your labor law posters



SPANISH-SPEAKING

If you have Spanish-speaking employees, it is necessary to post Spanish-language posters alongside English versions



FEDERAL CONTRACTORS

Companies with federal contracts must post specific posters for employees

CHALLENGE FOUR

Managing Compliance Budgets

Compliance budgeting is difficult, but the top reasons include:

Poster Updates are Unpredictable

- Even if you monitor poster updates closely, it is nearly impossible to budget how much you will need to spend on updates per year.
- Updates may occur "out of the blue" or can slip through the cracks of even the most detailed research.
- One year you could exceed your budget, and the next you could see it fall short.

There are hidden costs

- Labor law posters can't be printed off a standard computer printer, they require much more detail.
- You will need to print on large paper, use a large printer and laminator, and purchase copious amounts of ink.
- The extra costs add up quick!

SUMMARY

Managing labor law poster compliance is no easy task. As posters change, the amount of responsibility and stress increases for large companies like yours.

GovDocs offers solutions to each one of these challenges:

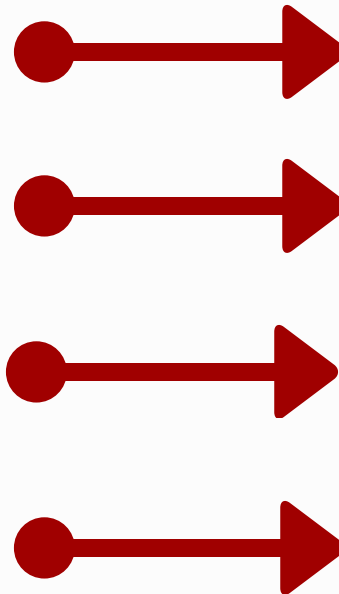
CHALLENGE

Keeping Up with Federal, State, County and City Employment Law Updates

Compliance Auditing

Reaching All Employees

Managing Compliance Budgets



SOLUTION

GovDocs Expertise: Compliance and Research Team and GovDocs Update Program

GovDocs Dashboard

GovDocs Intranet Poster Program, Spanish products and federal contractor posters

GovDocs Update Program

COMPLIANCE AND RESEARCH TEAM



The research and compliance team ensures overall compliance of postings, products, and communications by:

- Researching labor laws, regulations and rules, and the associated postings
- Maintaining compliance of more than 1,400 supported postings

GOVDOCS DASHBOARD



A full-service online resource to manage and monitor your labor law compliance program.

INTRANET POSTER PROGRAM



Employees access the most current federal, state, county, city and Canadian province posters; languages include English and agency-translated Spanish (where required)

FEDERAL CONTRACTOR POSTERS



Federal Contractor-on-One” kit, including:

- E-Verify/Right to Work (single posting, English and Spanish)
- Additional federal contractor postings

GOVDOCS UPDATE PROGRAM



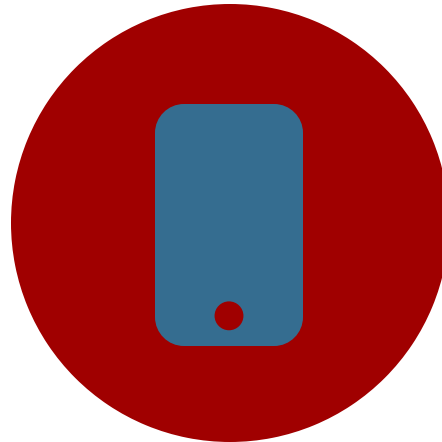
- Posters shipped directly to affected posting locations whenever a poster changes
- Corporate primary contact receives monthly summary notification of posting changes
- Covered by an unlimited guarantee from any government compliance fines
- 12- month subscription, so no surprise fees
- Flat fee per posting location

We'd love to hear from you!



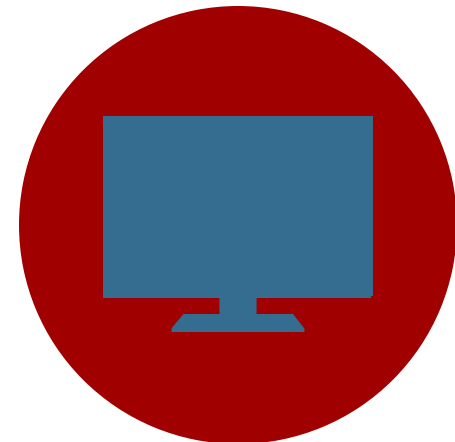
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About GovDocs, Inc.

GovDocs is one of the leading providers of labor law compliance products and services in North America, serving 263,000 employment locations in the U.S. and Canada. More than 20% of Fortune 50 companies rely on us to keep their locations compliant.