

GovDocs Limited Guarantee for Poster Non-Compliance

At GovDocs, our policy is to reimburse our Postings Update Subscription customers for governmental fines assessed against them for failure to display accurate labor law posters, where the failure is due to a GovDocs error. We call this “The GovDocs Guarantee”.

Applicability

The GovDocs Guarantee applies where:

1. As of the date(s) for which the fine was imposed:
 - a. Customer has an active GovDocs Postings Update Subscription which includes the Customer location(s) in question;
 - b. All fees due to GovDocs have been paid in full and Customer is not in breach of any agreement with GovDocs;
 - c. The applicable government agency has released and made available the required new or revised poster(s);
 - d. Customer has displayed at the affected location all products recommended by GovDocs for display in accordance with all posting information provided by GovDocs; and
 - e. The applicable poster was either provided to Customer by GovDocs (i) in connection with Customer’s subscription or (ii) as part of an Initial Set purchased by Customer from GovDocs.

2. The fine is imposed solely due to incorrect or outdated information contained on a product provided by GovDocs and for which GovDocs has not provided or made available a subsequent update or replacement in at least one format (whether via delivery of a Physical Poster or electronically in real-time through the Intranet Poster Program). The GovDocs Guarantee does not apply where the fine is due to:
 - a. Use of electronic postings in lieu of physical posters;
 - b. Size of posters printed by Customer;
 - c. Customer’s choice of location of posters;
 - d. Customer locations not specifically covered by a subscription, even if other locations in the same jurisdiction are covered; and/or
 - e. Posters not provided to Customer by GovDocs.

Reimbursements

In order to receive a reimbursement, Customer must have submitted a fully completed GovDocs Incident Form (available at <https://www.govdocs.com/terms-and-policies-govdocs-guarantee/>) along with proof of the imposition of a valid fine by a governmental agency having authority to impose such fine within sixty (60) days of Customer’s written notice thereof. Reimbursement is strictly limited to the face amount of the fine, and does not include interest, late fees, or any other costs related to the fine.

Exclusive Remedy

The GovDocs Guarantee is the sole and exclusive remedy for Customer for any claims or liabilities arising from Customer’s subscription or physical or electronic posters or posting information that

GovDocs provides to Customer through a Subscription Order, a webstore order, or any other order document. Customer agrees that GovDocs will not be liable to Customer, or anyone claiming by or through Customer, for incidental, indirect, special or consequential damages, even if the possibility of such damages was foreseeable, nor for any fines or other damages in connection with periods after the expiration of the applicable subscription. The GovDocs Guarantee is subject to the applicable Subscription Order(s) and its governing terms or agreement, including the limitations on liability and disclaimers of warranties contained therein.