

Client Advisory

Required Notices

Exploring the #1 Most Requested New Feature

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Sep. 24 | 3:45 p.m. to 4:45 p.m.

Session Preview

Our Goal for this session

Explore the in-flight Required Notices initiative and gather feedback on several topics

Quick Overview – What we'll cover this hour:

1. Notices Background
2. Notices Survey Results
3. CAB Focus Group
4. Activity: Feature Stack-rank
5. Activity: Cost/Pricing
6. Sneak Peak!

Notices Background

What is a Notice?

- Often referred to as a “**Required Notice**” or “Handout”
- A document **individually distributed** to each employee
 - Versus *posting* in a common area
 - Typically, a PDF or Word doc
- With specific **timing** (e.g. new hire, termination, annually)
- Often defined in the same law as a posting
 - Sometimes a posting satisfies a Notice requirement
 - Some postings are called “notices” to be extra confusing

What is the core problem?

- Jurisdictional Complexity – like Postings
- Inconsistent sourcing and documents
- No clear, consolidated vendors in the market
- Frequent changes and updates

Why did we prioritize Notices?



#1 Priority
at 2025 CAB



productboard

#1 Idea
from client feedback

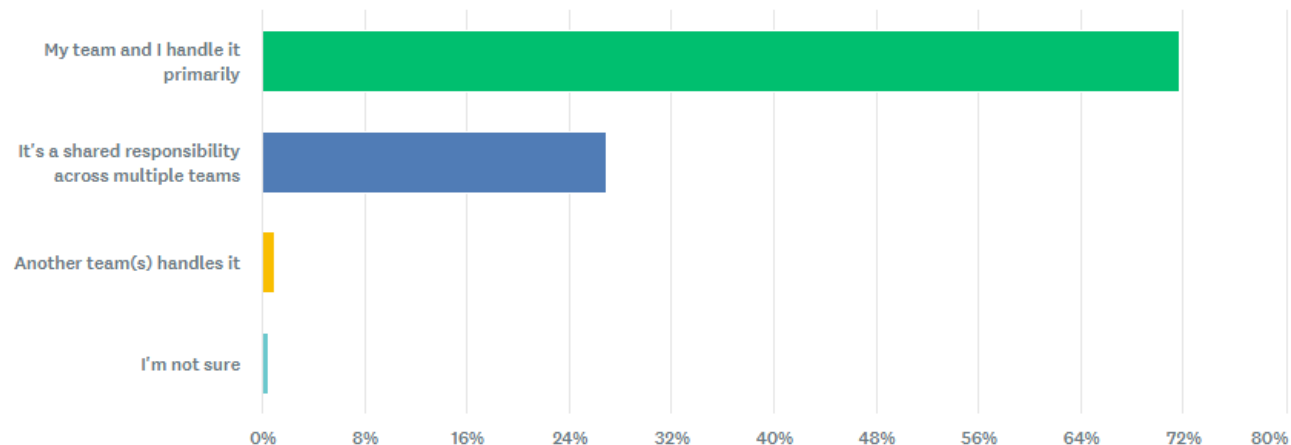
GovDocs adds a **4th Product** line!

Notices Survey Results

From the May 2026 Notices

- Conducted 5/12 through 5/26
- Sent to current GovDocs Postings customers
- 212 GovDocs Client Respondents (~20% response rate, huge!)

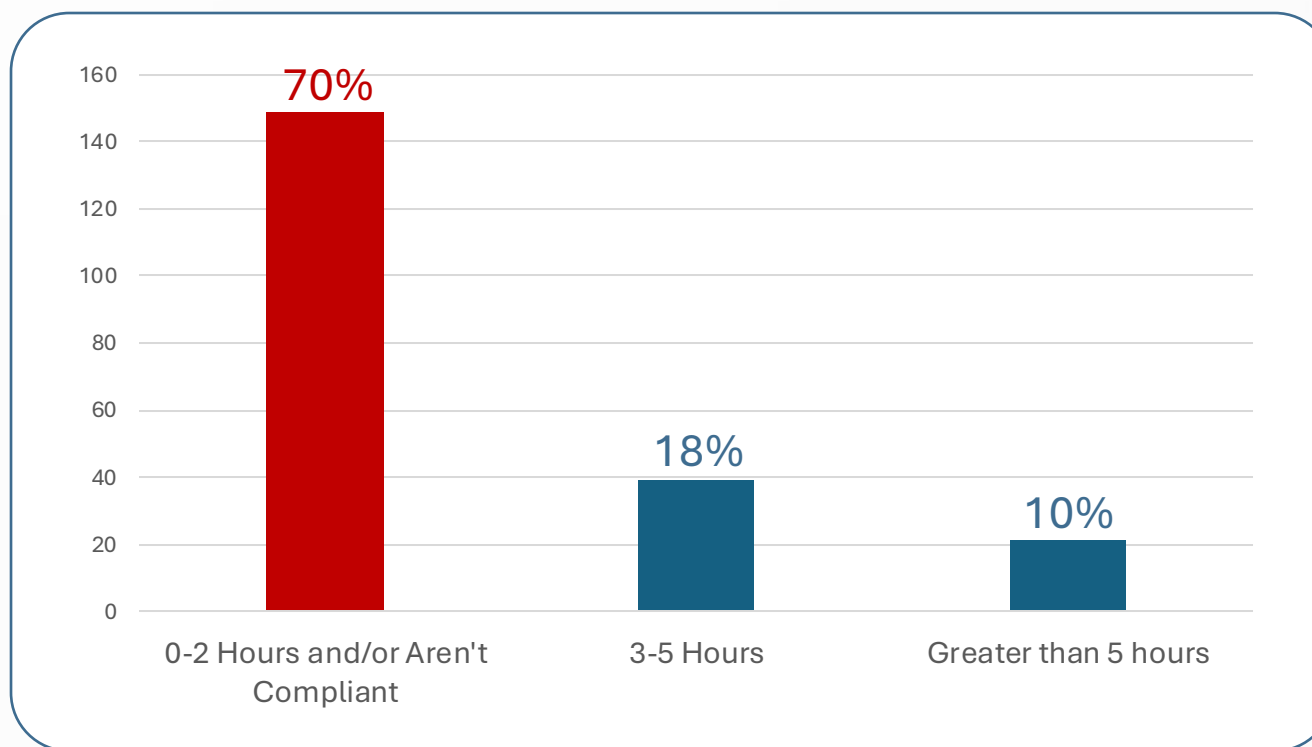
Who in your organization is responsible for managing required notice compliance?



Notices Survey Results

An Underserved Compliance Risk

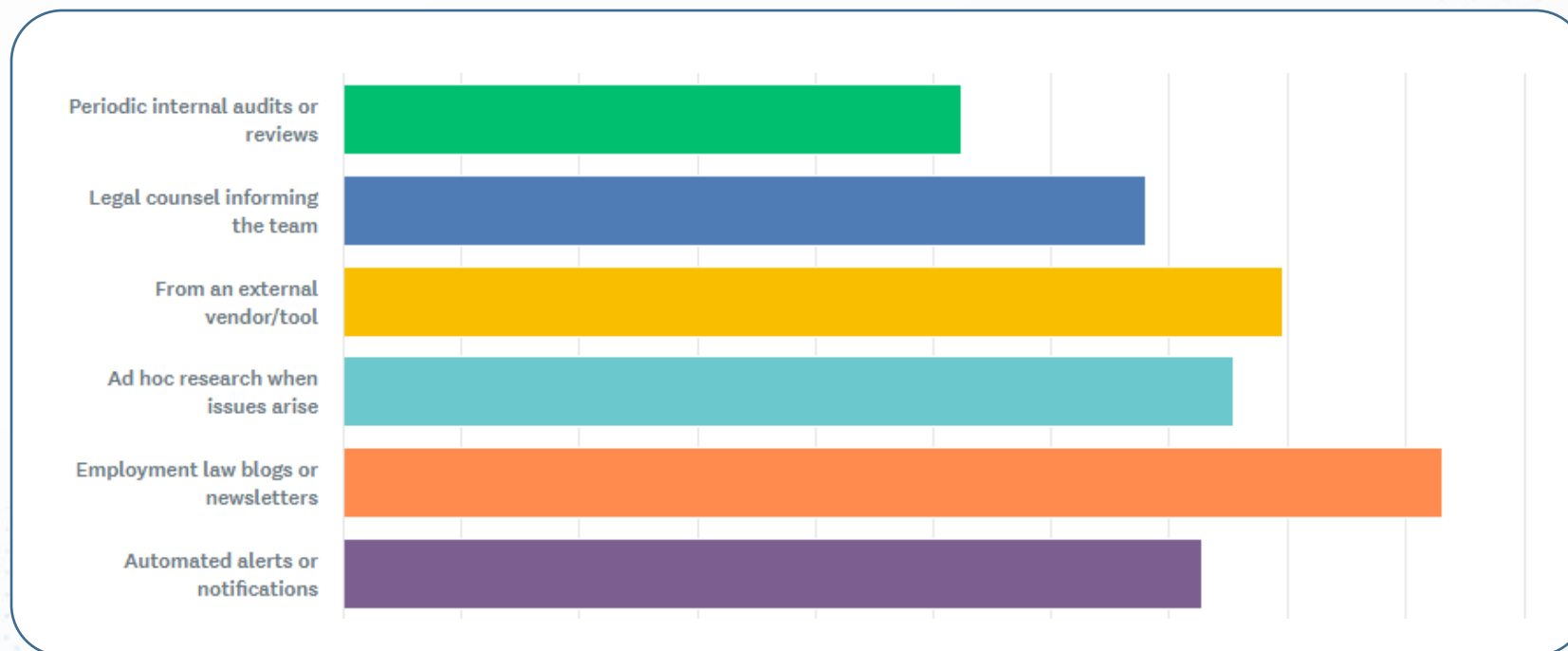
How much ongoing effort does your team spend maintaining, updating, and managing required notices?



Notices Survey Results

A Tale of Many Sources

How does your organization typically learn about new or updated notice requirements?



Popular: Littler, legal blogs, jurisdiction websites, internal/external counsel

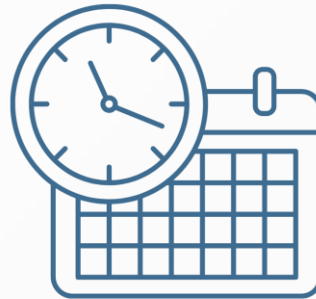
Notices Survey Results

The Core Problem, revisited

What are your biggest challenges related to notices today? (Top 3 Feature Needs)



**Single
Source of Truth
#1**



**Timely Updates
& Alerts
#2**



**Customized
to Locations
#3**

We still need your help!

Let's Hear from CAB

Focus Group questions we will cover today:

- **Current State:** How do each of your organizations manage Notices today?
- **Pain Points:** Which parts of your current process are the most painful or uncertain?
- **Sourcing:** How does your organization discover Notice requirements/updates?
- **Distribution:** How does your company distribute Notices?
- **ACTIVITY Top Feature Needs:** Which features should GovDocs build for Notices?
- **ACTIVITY Cost:** How much is the Notices problem worth to your organization?

Discussion: **Current State**

How do each of your organizations manage Notices today?

- 1.** What is your current state? (Good, bad, ugly)
- 2.** Who (departments) are involved?
- 3.** Which categories/timings do you cover?

Discussion: **Pain Points**

Which parts of your current process are the most painful or uncertain?

- 1.** Sourcing?
- 2.** Distribution?
- 3.** Updates (fire drills)?
- 4.** Time/cost?
- 5.** Something else?

Discussion: **Sourcing**

How does your organization discover Notice requirements/updates?

- 1.** Legal search services?
- 2.** Law firm resources?
- 3.** Internal resourcing?
- 4.** Legal counsel?

Discussion: **Distribution**

How does your company distribute Notices?

- 1.** What tools or systems do you use?
- 2.** How do you track acknowledgement?
- 3.** How effective is this current process?

Activity: Top Feature Needs

Which features should GovDocs build for Notices?

ACTIVITY

1. Work **independently** (not a group project)
2. Review the **Feature Cards** in front of you
3. **Sort them** in order of most valuable to you
4. **Share your top 3** with the full group

Activity: **Cost**

How much is the Notices problem worth to your organization?

Activity: **Cost**

How much is the Notices problem worth to your organization?

Background

- You work in Compliance for **ABC Company**
- About your company:
 - **2,500 locations** in the US
 - Currently a GovDocs Labor Law **Postings customer**
 - You pay **\$35 per location** for Update Service
 - You are looking to add Notices

Activity: **Cost**

How much is the Notices problem worth to your organization?

About the Activity

- A live survey exercise to help inform target pricing for a new product
 - ***Willingness to Pay***
- Each of you has a half-sheet of paper in front of you
 - Labeled: ***Notices Pricing Exercise***
- On this sheet, you will independently write down **four numbers**:
 1. Price so low it'd make you question quality
 2. Price that's a great deal
 3. Price that's getting expensive, but you'd still consider it
 4. Price so high you'd walk away
- You have **5 minutes** to write down your answers; Your answers are ***anonymous***.
- At the end, we will collect the responses and share the results.

Activity: **Cost**

How much is the Notices problem worth to your organization?

ABC Company
2,500 Locations
\$35 per location
for Postings

1. Price so low it'd make you **question quality**
2. Price that's a **great deal**
3. Price that's getting **expensive**, but you'd still consider it
4. Price so high you'd **walk away**

ACTIVITY

Activity: **Cost**

How much is the Notices problem worth to your organization?

What does the data show?

COMING SOON TO GOVDOCS

Notices Centralized, Monitored, & Updated For You.

One easy place to manage **required notices** across your locations, with legal research handled for you, automatically.

Built for scale

50 locations or 1,500, compliance grows with the business.

One system for every requirement

Paid leave, minimum wage, workers' comp, and hiring-to-termination notices.

Save hours every month

Editable PDF and Word templates, ready to use, no formatting required.

Every location covered

LocationCheck™ assigns notices by latitude and longitude, not zip codes.

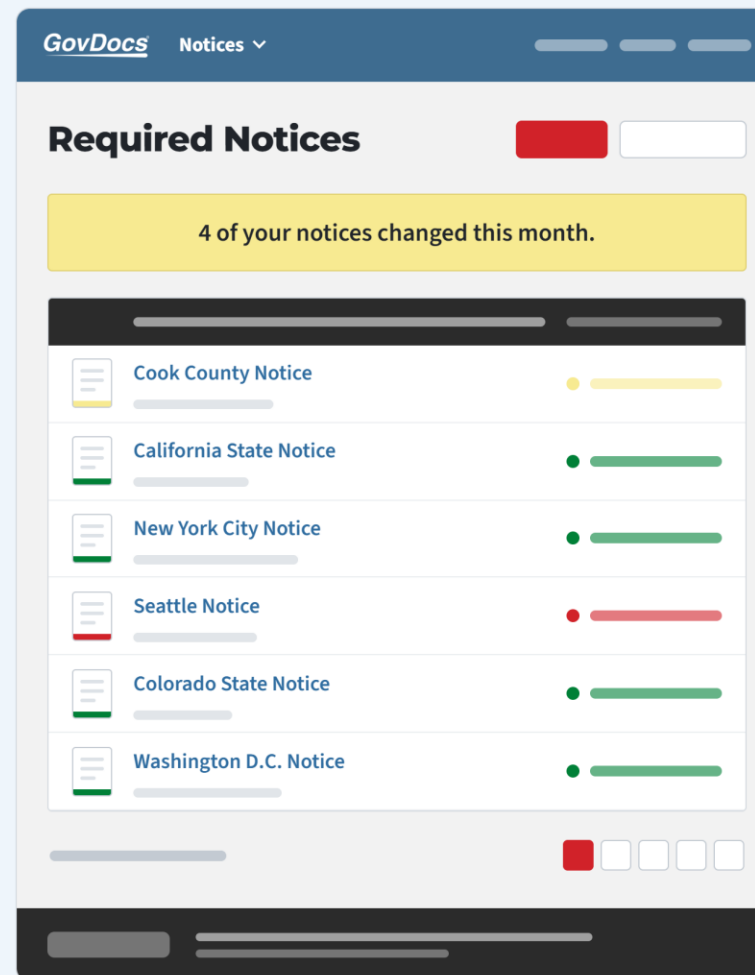
Get ahead of updates

Personalized alerts tell your team exactly when and where changes affect them.

Confidence in every requirement

Plain-language summaries written by employment law attorneys, with direct links to the source law.

Platform preview



REQUIRED NOTICES

Coming Soon!

**Launching in
March 2027**

CAB Exclusive Sneak Peak!

GovDocs

Notices

Library

Priya Raman

Filter By Jurisdiction 6

Showing 8 Notices

Search

NOTICE REQUIRED FOR

TIMING

EFFECTIVE DATE

All (2)

All (4)

mm/dd/yy to mm/dd/yy

+ More Filters

Clear All

Notice Name	Jurisdiction	Notice Required For	Timing	Core Subject	Effective Date	File
> Employee Polygraph Protection Notice	Federal	Required for all Employers	At hire	Employee Rights	01/01/2024	Download
< Earned Sick and Safe Time Notice	Minnesota	Required for all Employers	At hire · Annually	Paid Sick Leave	07/01/2026	Download
GovDocs ID NMN02 Industry All	Specific Requirement Employers with one or more employees in Minnesota must provide the earned sick and safe time notice at the start of employment and with the first paycheck of each calendar year. The notice must be provided in English and in any language the employer knows is the employee primary language.			✓ Handbook ✓ Acknowledgement — Fill in the Blank	Delivery Written	
> Wage Theft Employee Notice	Minnesota	Required for all Employers	At hire · On change	Wage Payment	01/01/2025	Download
> Notice to Employee (Labor Code 2810.5)	California	Required for all Employers	At hire · On change	Wage Payment	01/01/2026	Download