

Client Advisory

Company Overview & Business Update

September 24, 2026



Zach Stabenow, CEO

Agenda

- 1** Our mission
- 2** Evolution of employment law compliance
- 3** Who we serve
- 4** Momentum
- 5** Challenges & opportunities
- 6** Evolution of GovDocs
- 7** The role of the Client Advisory Board

Our Mission

Become the best-in-the-world at
Employment Law Compliance for
large, multi-location companies
through **accuracy** and **ease-of-use**.

Evolution of Employment Law Compliance

1st Generation of Employment Law

**Discrimination
Civil Rights**

Federal

Straightforward

Train and Apply
due to equal
treatment

2nd Generation of Employment Law

**Discrimination
ADA & FMLA**

Federal

Harder

Differences in
treatment by
Group (class/type)

3rd Generation of Employment Law

**Define and micromanage
employment relationship**

State & Local

High Difficulty

Number of issuing jurisdictions,
number of laws,
inconsistency between laws,
distributed workforces.
More litigation risk.

Our Product & Service Platform

Build and evolve a **user-friendly**, SaaS and Print-delivery platform for HR Compliance teams to **accurately** manage employment law compliance requirements across their entire company.

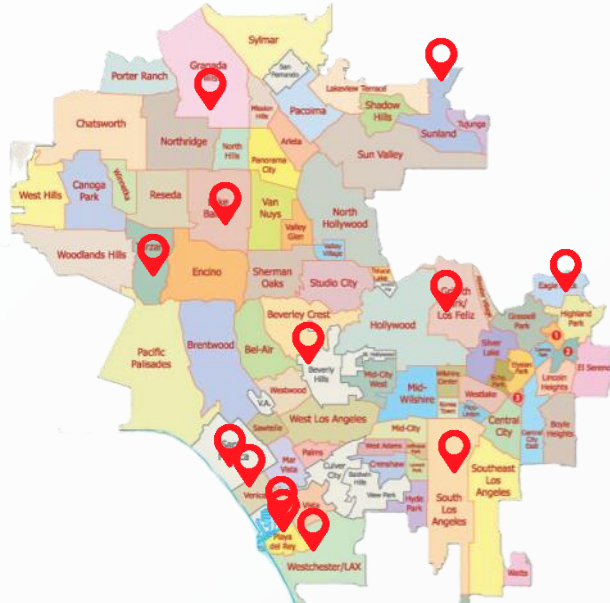


Who We Serve

Thousands of employees...
(from 500 – 1.3 Million employees)

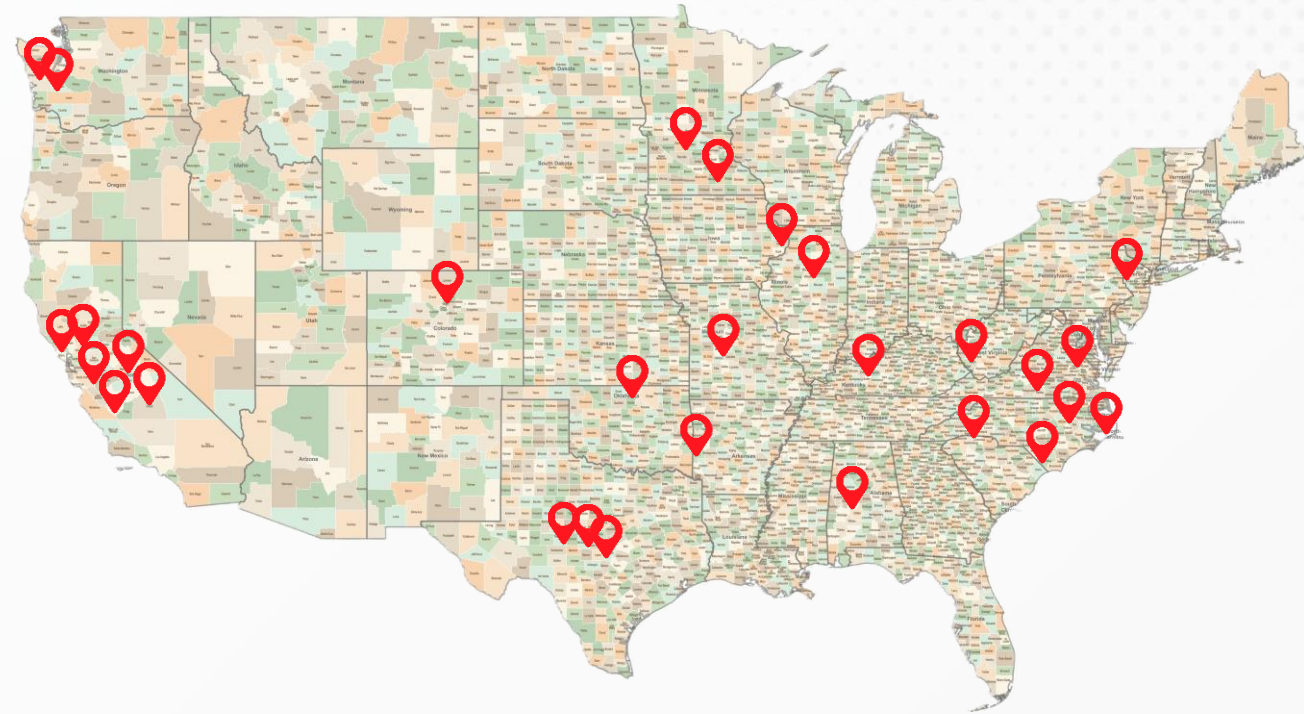


at multiple locations...
(from 30 to 55,000 locations)

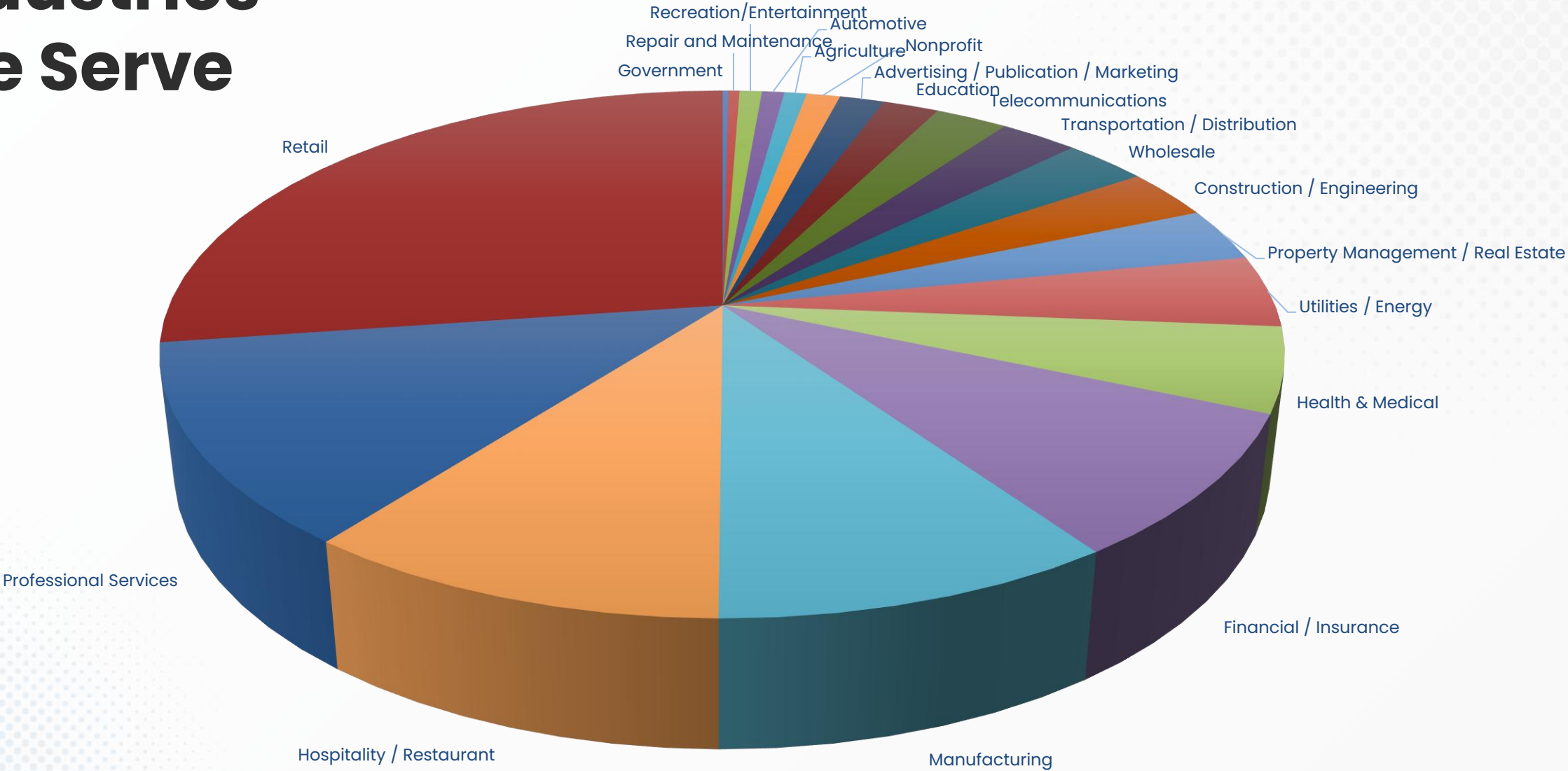


Fortune **10,000** companies

spread across multiple jurisdictions
(2 countries, 50 states, 13 provinces/territories, 3,143 counties, 19,889 cities)



Industries We Serve



Clients We Serve

1,260
enterprise clients

2
largest
companies
in the world

34%
of Fortune 50

22%
of Fortune 500



Momentum



**Client count as of January 1st each year*

Momentum



135
New
Clients



Momentum

- 650,000+ posting locations serviced in the U.S. & Canada
- 4,500+ users of the ELC platform (up approx. 1,000 users)
- 96% client retention past 5 years
- 92% retention past 27 years
- Continued win-backs of former clients
- 80+ teammates
- 95+ teammates by end of 2027
- Achieved SOC 2 Type II audit
- \$21M projected revenue for 2026
- 23% CAGR over last 10 years
- Increased rate of releasing product enhancements

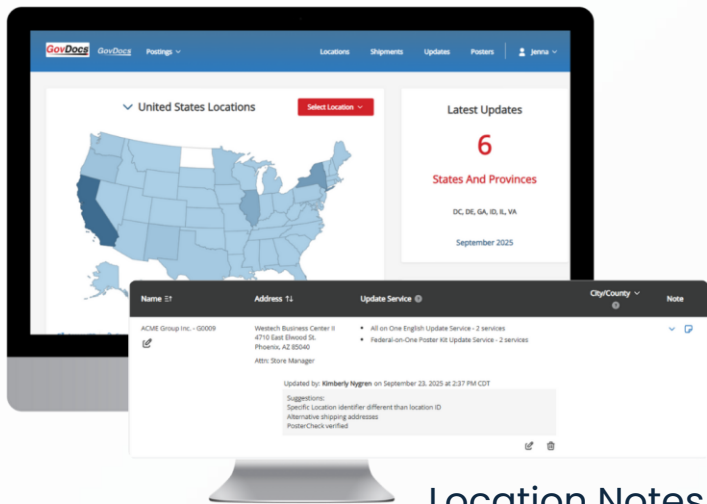


Challenges & Opportunities

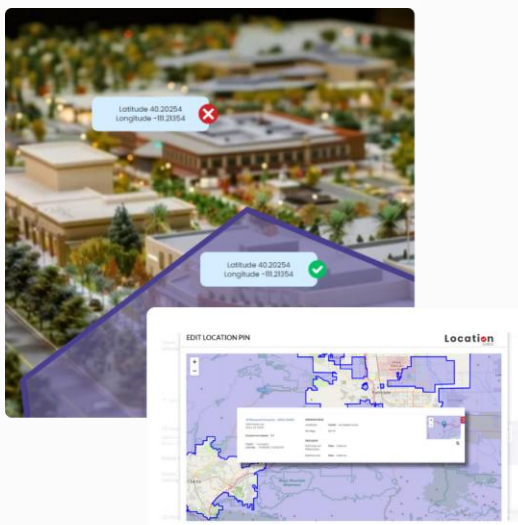
- 1 Final calibration of scaling our core ERP/Financials systems.
- 2 Prioritizing backlog of 115+ product enhancement requests.
- 3 Deciding on Depth vs. Breadth in new product development.
- 4 Hiring good technical talent to build a world-class ELC platform.
- 5 Keeping printing, fulfillment, and shipping costs down to offset the growing rate of changes in labor law postings (changes and net new).
- 6 Maintaining engagement with clients and prospective clients amid competing internal HR priorities.

Innovation from Client Feedback

Postings Dashboard



LocationCheck™



ComplianceCheck™



Location Notes



PosterCheck™



Intranet Poster Program (IPP)

The screenshot shows the Subscription Audit Report interface. It features a table with columns for Location Name, Address, City, State, Zip, Jurisdiction, Jurisdiction Type, Poster Name, Quantity, and Service. The table lists several locations, including '1234 Main Street NW', '1234 Main Street NW', and '1234 Main Street NW'.

Location Name	Address 1	City	State	Zip	Jurisdiction	Jurisdiction Type	Poster Name	Quantity	Service
1 Unique Location Name 1	1234 Main Street NW	Anchorage	AK	99503	Alaska	U.S. State	Alaska State on One English Poster	1	All on One English Update Service
2 Unique Location Name 2	1234 Main Street NW	Anchorage	AK	99503	Anchorage	City	Anchorage City No Smoking English	1	All on One English Update Service
3 Unique Location Name 3	1234 Main Street NW	Anchorage	AK	99503	U.S. Federal Government	U.S. Federal	U.S. Federal on One Poster Kit Update	1	Federal on One Poster Kit Update S&T
4 Unique Location Name 4	1234 Main Street NW	Anchorage	AK	99503	Alaska	U.S. State	Alaska State Notice of Workers' Comp	1	All on One English Update Service
5 Unique Location Name 5	1234 Main Street NW	Anchorage	AK	99503	Los Angeles	County	Los Angeles CA County No Retaliation	1	All on One English Update Service

Subscription Audit Report

This is NOT our Board of Directors



This... is our Board of Directors



Sara Gouzenne
E&J Gallo



Sharon Moyer
E&J Gallo



Jessica Lund-Denn
Elior



Penny Chase
Howard Hughes Medical



Sabrina Yang
Inmar Intelligence



Kylie Polillo
Panera



John King
PetSmart



Mike Narramore
Potbelly



Mary Melancon
RAHR



Karen Davie
Red Robin



Annie Priefer
Shutterfly



Kimberlee Milton
TAHER



Michael Brewer
Target Corporation



Connie Cody
The Coca-Cola Company



Kristin N. Oimas
Victoria's Secret



We **Go**[v] forth together.