

LABOR STANDARDS COMPLIANCE OFFICE
 Business Compliance Department
 1201 Pacific Avenue, 6th Floor
 Tacoma, WA 98402

FINAL NOTICE

Failure to comply with 2013 labor law requirements may lead to government fines and/or audits

LABOR COMPLIANCE NOTICE
 Return the bottom portion with your payment

COMPANY ID NUMBER



10046306

Fee: \$295



DESCRIPTION

<p>Notice No: 80122191 US WA-LSCO-2013</p> <p>Company ID Number</p>  <p>WA LABOR 10046306</p> <p>Company Status: 1</p> <p>Fee: \$295</p> <p>Reply by: NOW DUE</p> <p>BUSINESS LOCATION:</p>	<p><u>The State of Washington and the Federal government</u> require all Washington employers to post a number of required notices on their business premises to inform their employees of their legal rights. Failure to comply with Washington Labor Law Posting regulations can result in fines.</p> <p>Recent federal revisions include five new/revised notices: the Federal Family and Medical Leave Act (Updated 3/2013) The Employee Polygraph Protection Notice, the OSHA "It's the Law!" notice (revised 3/2012), and two revised 2012 IRS notices.</p> <p>Federal Posting updates, state agencies are constantly updating their mandatory state postings.</p> <p>As an employer you must ensure compliance with revised 2012 & 2013 labor law mandatory changes and replace any outdated notices for both State and Federal labor law posters.</p> <p>Failure to comply with posting regulations can lead to fines up to \$17,000 (29 USC sec. 666(1) & 29 USC Sec. 2005). Return the bottom portion of this form along with your payment in the enclosed envelope to bring your business into compliance.</p> <table border="1"> <tr> <td data-bbox="410 947 857 1192"> <p>Washington Notices: If any of these notices are not posted/current or are damaged/defaced. Washington Minimum Wage Law Washington Your Rights as a Worker Washington OSHA/WISHA Washington Workers' Compensation Washington Self- Insured Workers' Compensation Washington Notice to Employees Washington Unemployment Insurance Washington Family Leave Washington Discrimination</p> </td> <td data-bbox="857 947 1427 1192"> <p>Federal Notices: Equal Employment Opportunity is the Law - Includes NEW GINA in effect November 21, 2009 Federal Minimum Wage 2009 USERRA - Uniformed Services Employment and Reemployment Rights Act OSHA - Job Safety & Health Protection Employee Polygraph Protection Act Family and Medical Leave Act IRS Withholding Notice Anti-Discrimination Notice Payday Notice Emergency Numbers Employee "Right to know" Notice</p> </td> </tr> </table>	<p>Washington Notices: If any of these notices are not posted/current or are damaged/defaced. Washington Minimum Wage Law Washington Your Rights as a Worker Washington OSHA/WISHA Washington Workers' Compensation Washington Self- Insured Workers' Compensation Washington Notice to Employees Washington Unemployment Insurance Washington Family Leave Washington Discrimination</p>	<p>Federal Notices: Equal Employment Opportunity is the Law - Includes NEW GINA in effect November 21, 2009 Federal Minimum Wage 2009 USERRA - Uniformed Services Employment and Reemployment Rights Act OSHA - Job Safety & Health Protection Employee Polygraph Protection Act Family and Medical Leave Act IRS Withholding Notice Anti-Discrimination Notice Payday Notice Emergency Numbers Employee "Right to know" Notice</p>
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Labor Standards Compliance Office will publish an updated federal labor law poster with the new State and Federal poster for private employers. This new federal poster will be covered under Labor Standards Compliance Office's One System 3- Year Compliance Plan. A) The 2013 All-In-One State and Federal Law posters you receive meet all posting requirements. B) You will receive a certificate of Compliance. This certificate can be used to satisfy State, Federal and OSHA requests for posting compliance verification. C) Each State and Federal All-In-One Labor Poster contains a unique serial registration number, which is kept in our database to confirm you have the most up to date poster. D) With your order, you also receive our 3 year automatic update notification service. This ensures you do not have to replace your entire poster as posters change; you will receive an update panel that is designed to fit over any out-of-date poster on your All-In-One State and Federal Labor Law Poster. Labor Standards Compliance Office is a publisher of copyrighted compliance poster that is intended to help employers meet their legal obligations under labor law posting regulations. 39 USC 3001(d)(2)(A).

To ensure your compliance with current Washington and Federal law posting requirements including any recent changes to your Worker's Compensation Discrimination, Unemployment, and Wage & Hour notices, use the form below to order the 2013 All-In-One State and Federal Law Poster and 3-year Compliance Plan.

TEAR ALONG DOTTED LINE AND ENCLOSE THIS STUB WITH YOUR PAYMENT

DETACH AND MAIL THIS STUB WITH YOUR PAYMENT
 DO NOT STAPLE, TAPE OR CLIP PAYMENT STUB OR CHECK



Notice Number: 80122191

COMPANY ID NUMBER

11/29/2013



WA-10046306

INDICATE AMOUNT PAID

PAYMENT AMOUNT
 Reply by: DUE NOW

\$295.00

\$

CHECK HERE FOR CHANGE OF ADDRESS.

NOTE ALL ADDRESS CHANGES ON THE REVERSE SIDE OF THIS PAYMENT STUB.

MAKE CHECKS PAYABLE TO:
 Please write the entity number on the lower left corner of your check or money order

Labor Standards Compliance Office
 1201 Pacific Avenue, 6th Floor
 Tacoma, WA 98402

Please see the back of this form for important information. Please remember to enclose your payment.

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