



Illinois Heartland Library System

HR Minute- Poster Compliance

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How to recognize a labor law poster scam

Labor law poster scammers work similarly to most scammers but can seem less suspicious because they claim to keep you on the right side of the law. Here's what to look for:

- **Lack of identifying information:** There's no physical address, or the email is suspicious (a Gmail or a strange email that does not match the company).
- **Threats:** They threaten legal action or to report you if you don't amend the situation by buying their posters.
- **They know too much:** They know you just opened for business, they have your (or someone in your company's) name, or they have information that could be purchased from a marketing list.
- **They don't take "no" for an answer:** Repeated follow-up emails, personal mailings, or phone calls are a red flag, especially if they increase the pressure.
- **They insist that you have to purchase these posters:** They are, in fact, available from the government.

Do I need to pay for compliance posters?

- No, you can print and post all the required posters by visiting the following website: [Required Posters & Disclosures - Employers \(illinois.gov\)](https://www.illinois.gov)
- If it is within your budget you can sign up for a service that will send you the postings as they are updated. Here at IHLS we use JJ Keller & Associates formerly HR Direct: [Labor Law Posters | State and Federal | J.J. Keller \(jjkeller.com\)](https://www.jjkeller.com)

What is the price for non-compliance?

- **Penalties:** businesses that fail to comply with posting requirements can face significant penalties. These penalties can include fines, back pay, damages, and attorneys' fees.



Thank you!

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IHLS website (Ask an Expert) – *schedule a consult*

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