| **Federal Posting Requirements** | **Notes** | **Poster Format** |
| --- | --- | --- |
| [Notice: Employee Polygraph Protection Act](http://www.dol.gov/whd/regs/compliance/posters/eppa.htm" \o "Notice: Employee Polygraph Protection Act" \t "_blank)  Wage and Hour Division 29 CFR 801.6 | **WHO MUST POST:** Any employer engaged in or affecting commerce or in the production of goods for commerce. Does not apply to federal, state and local governments, or to circumstances covered by the national defense and security exemption.  **OTHER INFORMATION:** The Act extends to all employees or prospective employees regardless of their citizenship status. Foreign corporations operating in the United States must comply or will result in penalties for failing to post. The poster must be displayed where employees and applicants for employment can readily observe it.  **Please note**that the [June 2003 revision of the Employee Polygraph Protection Act Poster](http://www.dol.gov/oasam/programs/osdbu/eppac.pdf), is still valid and employers may continue to post them. | [English](http://www.dol.gov/whd/regs/compliance/posters/eppa.htm) [Spanish](http://www.dol.gov/whd/regs/compliance/posters/eppaspan.htm) |
| [Equal Employment Opportunity is the Law](http://www.dol.gov/ofccp/regs/compliance/posters/ofccpost.htm" \t "_blank)  Office of Federal Contract Compliance Programs Executive Order 11246, as amended; Section 503 of the Rehabilitation Act of 1973, as amended; 38 U.S.C. 4212 of the Vietnam Era Veterans’ Readjustment Assistance Act of 1974, as amended; 41 CFR Chapter 60-l .42; 41 C.F.R 60-250.4(k); 4 1 C.F.R. 60-74 1.5(a)4 | **WHO MUST POST:** Employers with 15 or more employees and entities holding federal contracts or subcontracts or federally assisted construction contracts of $10,000 or more; financial institutions which are issuing and paying agents for U.S. savings bonds and savings notes; depositories of federal funds or entities having government bills of lading.  Please note that the [EEOC](http://www.eeoc.gov/policy/vii.html) may provide additional posting requirements at [Section 2000e-10](http://www.eeoc.gov/laws/statutes/titlevii.cfm) [§711].  **OTHER INFORMATION:** Post copies of the poster in conspicuous places available to employees, applicants for employment, and representatives of labor organizations with which there is a collective bargaining agreement. Also, non- construction contractors or subcontractors with 50 or more employees and a contract of $50,000 or more [otherwise required by 41 CFR 60-2.1 (a)] should develop an equal opportunity policy as part of an affirmative action plan and post the policy on company bulletin boards. 41 CFR 60-2.2 1 (a)(9).  Poster is designed to be printed on 11 by 17 inch page. | [English](http://www.dol.gov/ofccp/regs/compliance/posters/ofccpost.htm) [Spanish](http://www.dol.gov/ofccp/regs/compliance/posters/ofccpost.htm) |
| [Fair Labor Standards Act (FLSA)](http://www.dol.gov/whd/regs/compliance/posters/flsa.htm" \t "_blank)  Minimum Wage Poster  Wage and Hour Division | **WHO MUST POST:** Every private, federal, state and local government employer employing any employee subject to the Fair Labor Standards Act, 29 USC 211, 29 CFR 516.4 posting of notices.  **OTHER INFORMATION:** Any employer of employees to whom sec. 7 of the Fair Labor Standards Act does not apply may alter or modify the poster legibly to show that the overtime provisions do not apply.  If you choose the large version of the poster, the printer must be capable of 11 by 17 prints or the two printed pages must be taped or pasted together to form an 11 x 17 inch poster. Otherwise the poster fits on a single 8 1/2 x 11 inch page. | [English (PDF)](http://www.dol.gov/whd/regs/compliance/posters/flsa.htm) [Spanish (PDF)](http://www.dol.gov/whd/regs/compliance/posters/flsaspan.htm) [Chinese (PDF)](http://www.dol.gov/whd/resources/posters.htm) [Russian (PDF)](http://www.dol.gov/whd/resources/posters.htm) [Thai (PDF)](http://www.dol.gov/whd/resources/posters.htm) [Hmong (PDF)](http://www.dol.gov/whd/resources/posters.htm) [Vietnamese (PDF)](http://www.dol.gov/whd/resources/posters.htm) [Korean (PDF)](http://www.dol.gov/whd/resources/posters.htm)  Specific posters for:  [State & Local Gov't Employees (PDF)](http://www.dol.gov/whd/resources/posters.htm)  [Agricultural Employees (PDF)](http://www.dol.gov/whd/resources/posters.htm)  [American Samoa (PDF)](http://www.dol.gov/whd/resources/posters.htm)  [Northern Mariana Islands (PDF)](http://www.dol.gov/whd/resources/posters.htm) |
| [Your Rights Under the Family and Medical Leave Act](http://www.dol.gov/whd/regs/compliance/posters/fmla.htm" \o "Your Rights Under the Family and Medical Leave Act                           " \t "_blank)  Wage and Hour Division 29 CFR 825.300, .402 | **WHO MUST POST:** Public agencies (including state, local, and federal employers), public and private elementary and secondary schools, as well as private sector employers who employ 50 or more employees in 20 or more work weeks and who are engaged in commerce or in any industry or activity affecting commerce, including joint employers and successors of covered employers.  **OTHER INFORMATION:** Where an employer’s workforce is not proficient in English, the employer must provide the notice in the language the employee speaks. The poster must be posted prominently where it can be readily seen by employees and applicants for employment. | [English](http://www.dol.gov/whd/regs/compliance/posters/fmla.htm) [Spanish](http://www.dol.gov/whd/regs/compliance/posters/fmlaspan.htm) |
| [Job Safety and Health Protection](http://www.osha.gov/Publications/poster.html" \t "_blank)  Occupational Safety and Health Administration 29 USC 657(c), 29 CFR 1903.2 | **WHO MUST POST:** Private employers engaged in a business affecting commerce. Does not apply to federal, state or political subdivisions of states.  **OTHER INFORMATION:** The OSHA poster must be displayed in a conspicuous place where employees and applicants for employment can see it. Reproductions or facsimiles of the poster must be at least **8 1/2 by 14 inches with 10 point type**. Employers in states operating OSHA-approved state plans should obtain and post the state’s equivalent poster. | [English](http://www.osha.gov/Publications/poster.html) [Spanish](http://www.osha.gov/Publications/poster.html) |
| [Uniformed Services Employment and Reemployment Rights Act](http://www.dol.gov/vets/programs/userra/poster.htm" \o "Uniformed Services Employment and Reemployment Rights Act" \t "_blank)  (Notice for use by all employers.)  Veterans' Employment and Training Service  38 U.S.C. 4334, 20 CFR 1002. | **WHO MUST POST:** The full text of the notice must be provided by each employer to persons entitled to rights and benefits under USERRA.  **OTHER INFORMATION:** Employers may provide the notice by posting it where employee notices are customarily placed. However, employers are free to provide the notice in other ways that will minimize costs while ensuring that the full text of the notice is provided (e.g., by distributing the notice by direct handling, mailing, or via electronic mail). | [English](http://www.dol.gov/vets/programs/userra/poster.htm) |
| [Employee Right for Workers with Disabilities/Special Minimum Wage Poster](http://www.dol.gov/whd/regs/compliance/posters/disab.htm" \t "_blank)  Wage and Hour Division 29 CFR 525.14 | **WHO MUST POST:** Every employer having workers employed under special minimum wage certificates authorized by section 14(c) of the Fair Labor Standards Act.  **OTHER INFORMATION:** Where an employer finds it inappropriate to post such a notice, the employer may provide the poster directly to all employees subject to its terms.  Your printer must be capable of 11 x 17 prints or the two printed pages must be taped or pasted together to form an 11 by 17 inch poster. Otherwise the poster fits on a single 8 1/2 x 11 inch page. | [English](http://www.dol.gov/whd/regs/compliance/posters/disab.htm) [Spanish](http://www.dol.gov/whd/regs/compliance/posters/disabspan.htm) |

| **E-Verify** | **Notes** | **Poster Format** |
| --- | --- | --- |
| [E-Verify Participation](http://www.uscis.gov/portal/site/uscis/menuitem.eb1d4c2a3e5b9ac89243c6a7543f6d1a/?vgnextoid=38700f4752f0a210VgnVCM100000082ca60aRCRD&vgnextchannel=38700f4752f0a210VgnVCM100000082ca60aRCRD) | **Notice of Employer Participation in E-Verify**  Employers participating in [E-Verify](http://www.hr360.com/WorkArea/linkit.aspx?LinkIdentifier=id&ItemID=2851) are required to post the notice provided by the Department of Homeland Security indicating the company’s participation in the E-Verify program, as well as the anti-discrimination notice issued by the Office of Special Counsel for Immigration-Related Unfair Employment Practices at the Department of Justice.  The posting must take place in a prominent place that is clearly visible to prospective employees and all employees who are to be verified through the system. The required notices are available by clicking on the links below. | [English](http://www.uscis.gov/portal/site/uscis/menuitem.eb1d4c2a3e5b9ac89243c6a7543f6d1a/?vgnextoid=38700f4752f0a210VgnVCM100000082ca60aRCRD&vgnextchannel=38700f4752f0a210VgnVCM100000082ca60aRCRD) [Spanish](http://www.uscis.gov/portal/site/uscis/menuitem.eb1d4c2a3e5b9ac89243c6a7543f6d1a/?vgnextoid=38700f4752f0a210VgnVCM100000082ca60aRCRD&vgnextchannel=38700f4752f0a210VgnVCM100000082ca60aRCRD) |
| [Right to Work](http://www.uscis.gov/portal/site/uscis/menuitem.eb1d4c2a3e5b9ac89243c6a7543f6d1a/?vgnextoid=38700f4752f0a210VgnVCM100000082ca60aRCRD&vgnextchannel=38700f4752f0a210VgnVCM100000082ca60aRCRD) | **Notice of Employer Participation in E-Verify**  Employers participating in [E-Verify](http://www.hr360.com/WorkArea/linkit.aspx?LinkIdentifier=id&ItemID=2851) are required to post the notice provided by the Department of Homeland Security indicating the company’s participation in the E-Verify program, as well as the anti-discrimination notice issued by the Office of Special Counsel for Immigration-Related Unfair Employment Practices at the Department of Justice.  The posting must take place in a prominent place that is clearly visible to prospective employees and all employees who are to be verified through the system. The required notices are available by clicking on the links below. | [English](http://www.uscis.gov/portal/site/uscis/menuitem.eb1d4c2a3e5b9ac89243c6a7543f6d1a/?vgnextoid=38700f4752f0a210VgnVCM100000082ca60aRCRD&vgnextchannel=38700f4752f0a210VgnVCM100000082ca60aRCRD) [Spanish](http://www.uscis.gov/portal/site/uscis/menuitem.eb1d4c2a3e5b9ac89243c6a7543f6d1a/?vgnextoid=38700f4752f0a210VgnVCM100000082ca60aRCRD&vgnextchannel=38700f4752f0a210VgnVCM100000082ca60aRCRD) |

| **Federal Contractors** | **Notes** | **Poster Format** |
| --- | --- | --- |
| [Equal Employment Opportunity is the Law Supplement](http://www.dol.gov/ofccp/regs/compliance/posters/ofccpost.htm)  **(NEW as of September 2015)**  Office of Federal Contract Compliance Programs  Executive Order 11246, as amended | **WHO MUST POST:**Entities holding federal contracts or subcontracts or federally assisted construction contracts of $10,000 or more must post this supplement to the[Equal Employment Opportunity is the Law](http://www.dol.gov/ofccp/regs/compliance/posters/ofccpost.htm) poster.  **OTHER INFORMATION:** The notice must be posted prominently, where it can be readily seen by employees and applicants for employment. | [English](http://www.dol.gov/ofccp/regs/compliance/posters/ofccpost.htm) |
| [Federal Minimum Wage for Contractors](http://www.dol.gov/whd/regs/compliance/posters/mw-contractors.htm)  Worker Rights Under Executive Order 13658  **(NEW as of January 2016)** | **WHO MUST POST:** Coverage generally extends to 4 major categories of contractual agreements:   * Procurement contracts for construction covered by the Davis-Bacon Act (DBA); * Service contracts covered by the Service Contracts Act (SCA); * Concessions contracts;  and * Contracts in connection with federal property or lands and related to offering services for federal employees, their dependents, or the general public.   **OTHER INFORMATION:**The [executive order](http://www.dol.gov/whd/flsa/eo13658/index.htm) also establishes value threshold requirements for coverage. The order only applies to prime contracts covered by the DBA that exceed $2,000 and prime contracts covered by the SCA that exceed $2,500. For procurement contracts where workers’ wages are governed by the Fair Labor Standards Act (FLSA), the order specifies that it applies only to contracts that exceed $3,000. There is no value threshold requirement for subcontracts awarded under such prime contracts. | [English](http://www.dol.gov/whd/regs/compliance/posters/mw-contractors.htm) |
| [Notification of Employee Rights Under Federal Labor Laws](http://www.dol.gov/olms/regs/compliance/EO13496.htm)  Office of Labor-Management Standards Executive Order 13496; 29 CFR Part 471 | **WHO MUST POST:** Federal contractors and subcontractors are required to post the prescribed employee notice conspicuously in plants and offices where employees covered by the NLRA perform contract-related activity, including all places where notices to employees are customarily posted both physically and electronically.  **OTHER INFORMATION:** The notice, prescribed in the Department of Labor's regulations, informs employees of Federal contractors and subcontractors of their rights under the NLRA to organize and bargain collectively with their employers and to engage in other protected concerted activity. Additionally, the notice provides examples of illegal conduct by employers and unions, and it provides contact information to the National Labor Relations Board (www.nlrb.gov), the agency responsible for enforcing the NLRA.  Poster must be at least **11 by 17 inches**. | [English](http://www.dol.gov/olms/regs/compliance/EO13496.htm) |
| [Notice to All Employees Working on Federal or Federally Financed Construction Projects](http://www.dol.gov/whd/regs/compliance/posters/davis.htm" \t "_blank)  (Davis-Bacon Act)  Wage and Hour Division 29 CFR 5.5(a)(l) | **WHO MUST POST:** Any contractor/subcontractor engaged in contracts in excess of $2,000 for the actual construction, alteration/repair of a public building or public work or building or work financed in whole or in part from federal funds, federal guarantee, or federal pledge which is subject to the labor standards provisions of any of the acts listed in 29 CFR 5.1.  **OTHER INFORMATION:** The contractor or subcontractor is required to insert in any subcontract the poster requirements contained in 29 CFR 5.5(a)(l). The poster must be posted at the site of work, in a prominent and accessible place where it can easily be seen by workers.  The two printed pages must be taped or pasted together to form an 11 x 17 inch poster. | [English](http://www.dol.gov/whd/regs/compliance/posters/davis.htm) [Spanish](http://www.dol.gov/whd/regs/compliance/posters/davispan.htm) |
| [Notice to Employees Working on Government Contracts](http://www.dol.gov/whd/regs/compliance/posters/sca.htm" \t "_blank)  (Service Contracts Act)  Wage and Hour Division 29 CFR 4.6(e), .184 | **WHO MUST POST:** Every contractor or subcontractor engaged in a contract with the United States or the District of Columbia in excess of $2,500 the principal purpose of which is to furnish services in the U.S. through the use of service employees.  **OTHER INFORMATION:** Contractors and any subcontractors engaged in federal service contracts exceeding $2,500 shall notify each service employee or post the minimum monetary wage and any fringe benefits required to be paid pursuant to the contract.  The two printed pages must be taped or pasted together to form an 11 x 17 inch poster. | [English](http://www.dol.gov/whd/regs/compliance/posters/sca.htm) [Spanish](http://www.dol.gov/whd/regs/compliance/posters/scaspan.htm) |

| **Migrant Workers** | **Notes** | **Poster Format** |
| --- | --- | --- |
| [Notice Migrant and Seasonal Agricultural Worker Protection Act](http://www.dol.gov/whd/regs/compliance/posters/mspaensp.htm" \t "_blank)  Wage and Hour Division 29 CFR 500.75, .76 | **WHO MUST POST:** Agricultural employers, agricultural associations and farm labor contractors.  **OTHER INFORMATION:** Each employer covered by the Act who provides housing to migrant agricultural workers shall post in a conspicuous place, throughout the occupancy period, information on the terms and conditions of occupancy of such housing.  The two printed pages must be taped or pasted together to form an 11 x 17 inch poster. | [English](http://www.dol.gov/whd/regs/compliance/posters/mspaensp.htm) [Spanish](http://www.dol.gov/whd/regs/compliance/posters/mspaensp.htm)  [English](http://www.dol.gov/whd/regs/compliance/posters/mspaencr.htm) [An Ereyôl](http://www.dol.gov/whd/regs/compliance/posters/mspaencr.htm) |