

Compliance Assurance Department
PERSONNEL CONCEPTS
P.O. Box 3353
San Dimas, CA 91773
(800) 333-3795
Fax: (800) 760-1190

K Brunette or Manager
Alice Lorraine Care Ctr
2590 N Monroe St
Monroe, MI 48162-4206

36132 107/10 18



Suspension of Coverage

Revised Federal Notices

Your Compliance Certificate and \$35,000 "We Pay the Fine" Reimbursement Guarantee against government fines have expired and you must immediately update your Labor Law Poster to be in compliance.

Customer No.: 25P3831078

Subject: Cancellation of "We Pay the Fine" Guarantee Against Posting Violations

Reason: Revised Labor Law Notices

Date: 2/6/2020

Reference No.: R74726

Dear K Brunette,

As a customer, we are legally obligated to notify you that the Labor Law Poster you received from us for Alice Lorraine Care Ctr is obsolete and must be updated to reflect **the most recent federal revisions including the following activity:** increased penalties for violating OSHA and EPPA posting requirements (**effective 1/2019**), increased penalties for failure to post the mandatory EEO notice (**revised 4/2019**), and two revised 2020 IRS notices.

You are no longer covered by our \$35,000 "We Pay the Fine" Reimbursement Guarantee to protect Alice Lorraine Care Ctr from government fines for posting violations.

In addition, mandatory updates to your Michigan Space Saver-1™ All-On-One State & Federal Labor Law Poster have occurred since your last order. Failure to update your poster may be prima facie evidence of non-compliance with posting regulations that can lead to government fines and employee lawsuits.

Return the Order Form below to receive the current 2020 Michigan & Federal Labor Law poster that includes:

1. A 2020 Michigan Space Saver-1 Labor Law poster that includes 22 Michigan and federal updates
2. New Compliance Materials Certificate valid for a full year
3. A \$35,000 "We Pay the Fine" Reimbursement Guarantee against government fines for posting violations for a full year
4. Automatic update notifications for you whenever an update or law change occurs during your service year. Panels will be made available to you which can be affixed directly to your poster
5. Registration in our Labor Law Compliance Database to show you are displaying the current labor law information
6. Free notification when your poster expires to keep you in compliance with the law and protected by our "We Pay the Fine" Reimbursement Guarantee

Compliance is the law. Protect your company. **Order your new Space Saver-1 Labor Law Poster today!**

Compliance Order Form

YES, we want to comply with the law. Please enter our order as shown below.