



Bob Ferguson
ATTORNEY GENERAL OF WASHINGTON

February 6, 2024

Important Message to Washington State Chambers of Commerce:

I am writing to alert you to a recent Consumer Protection Act enforcement action I filed against a scammer targeting Washington small business owners.

This case is part of my Small Business Protection Initiative, which has recovered millions of dollars for Washington businesses harmed by unfair and deceptive practices.

Washington Labor Law Poster Service is deceptively posing as a governmental agency and sending hundreds of thousands of solicitations to Washington businesses. They advertise an Olympia address, but are based out of Michigan. They mail the letters in envelopes with threatening language about legal consequences for not immediately purchasing the advertised poster products at a cost of \$79.50 or more. These posters are available from government agencies free of charge.

This scam likely targeted some of your members. My team has learned that more than 1,500 Washington businesses have fallen for this scam – and the number might be much higher. Please note:

- 1) A sample of the scam is included with this letter. Please alert your members so they are not harmed and do not pay for posters that can be downloaded from government agencies for free.
- 2) We are seeking to recover every penny Washington businesses paid to this scammer, plus interest. If you suspect you have been the target of this scam, or similar scams, please contact the Attorney General's Office. You can file a complaint online at atg.wa.gov/file-complaint or call the office toll-free at 1-800-551-4636.

As you know, small business owners work hard to comply with all of their responsibilities, which can make them vulnerable to deceptive tactics like this one.

Labor Law Poster Service's owners are repeat violators. We filed a successful lawsuit against them in 2014. Despite paying over one million dollars in penalties in that case, including full financial restitution for impacted businesses, these scammers continue to target small businesses in Washington and around the country. Thank you for helping me to alert your members about this harmful scam and the opportunities for financial restitution through my office's legal work on behalf of the people.

Sincerely,

BOB FERGUSON
Washington State Attorney General

Labor Law Poster Service sent more than 300,000 deceptive solicitations targeting small businesses

If address above is incorrect, please forward this document to authorized employee representative immediately.

2023
LABOR LAW POSTER
UPDATE NOTICE

KEYCODE
A13540681660
SERVICE LINE
360-967-4044

NOTICE DATE
2023

POSTAGE PAID
LANE, WA
PERMIT NO. 224

ATTENTION! - UPDATE NOTICE ENCLOSED FOR 2023

Please respond by: **November 18th**
 John Q. Sample
 123 Any Street
 Anytown, WA 98001-1604

2023

2023
LABOR LAW POSTER
UPDATE NOTICE

KEYCODE
A13540681660
SERVICE LINE
360-967-4044

NOTICE DATE
2022-11P

Failure to comply with current labor law posting requirements may lead to government fines and/or civil liability actions

POSTING LABOR NOTICES IS THE LAW!

Please respond by: **November 18th**
 John Q. Sample
 123 Any Street
 Anytown, WA 98001-1604

STATE	YEAR	DESCRIPTION	QTY.	PRICE	TOTAL
WA	2023	Complete State & Federal Posting Requirement Set		\$169.50	
		Discount before: November 18th		-\$19.00	
		Free Infectious Diseases Prevention Poster for 2023		Included	Included
		Shipping:		Free	Free
Total					

POSTING COMPLIANCE REQUIREMENTS

FEDERAL REQUIREMENTS IN ACCORDANCE WITH:
 Federal Minimum Wage Act (29 CFR § 516.4), Equal Employment Opportunity Act (29 CFR § 1601.30), Family and Medical Leave Act (29 USC § 2611.6(a) & (d)), Uniform Services Employment and Reemployment Rights Act (38 USC § 4334), Employee Polygraph Protection Act (29 CFR § 801.6), & Occupational Safety and Health Act (29 CFR § 1903.2(p)(1))

WASHINGTON REQUIREMENTS IN ACCORDANCE WITH:
 Notice To Employees (Revised Code of WA AS 51.14.100), Job Safety and Health Protection (Revised Code of WA AS 49.17.220(1)), Your Rights as a Non-Agricultural Worker (Washington Administrative Code AS 51.14.100), Your Rights as an Agricultural Worker (Washington Administrative Code AS 51.14.100), Your Rights as a Worker (Revised Code of WA AS 49.60.160), Discrimination in Employment (Revised Code of WA AS 49.60.215)

FREE UPDATES: Posters may be updated free of charge for any posting notice updates that may arise throughout the calendar year of your state and federal poster set by calling our Service Hotline at 360-967-4044.

FOR QUICKEST SERVICE OR SPANISH TRANSLATION AVAILABILITY, CALL OUR SERVICE HOT-LINE AT 360-967-4044

The Washington Labor Law Poster Service is a non-governmental organization providing mandatory workplace posters and does not have a contract with any government agency. Certain posters may also be available free from the issuing governmental agencies. THIS IS NOT A BILL. THIS IS A SOLICITATION. YOU ARE UNDER NO OBLIGATION TO PAY UNLESS YOU ACCEPT THIS OFFER. THIS PRODUCT OR SERVICE HAS NOT BEEN APPROVED OR ENDORSED BY ANY GOVERNMENT AGENCY AND THIS OFFER IS NOT BEING MADE BY AN AGENCY OF THE GOVERNMENT.

Please return the completed form in the enclosed return envelope.
Please photocopy notice and retain for your records.

INCLUDE KEYCODE **A13540681660** ON CHECKS

DO NOT STAPLE, TAPE OR CLIP PAYMENT STUBS OR CHECK

CREDIT CARD
 Visa, MasterCard, and Discover

Account Number

Exp. Date
 Mo. / Yr.

Signature _____

PHONE NUMBER

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

PRICE PER SET
 Discount valid until indicated date.

BEFORE NOVEMBER 18TH	\$99.50
AFTER NOVEMBER 18TH	\$109.50

INDICATE AMOUNT PAID
 \$

Fax Credit Card Orders to 888-442-4144

WASHINGTON LABOR LAW POSTER SERVICE
 855 TROSPER RD SW STE 108 # 279
 TUMWATER, WA 98512-8108

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