



**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](https://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.

<b>2023</b> LABOR LAW POSTER UPDATE NOTICE	KEYCODE <b>A13540681660</b>	NOTICE DATE <b>2023</b>
	SERVICE LINE <b>360-967-4044</b>	

POSTNET STD  
US POSTAGE PND  
LANSDALE, PA  
PERMIT NO. 224

**BUSINESS MAIL**

**ATTENTION! - UPDATE NOTICE ENCLOSED FOR 2023**

**Please respond by: November 18th**

P0011114

John Q. Sample  
123 Any Street  
Anytown, WA 98001-1604

2023

<b>2023</b> LABOR LAW POSTER UPDATE NOTICE	KEYCODE <b>A13540681660</b>	NOTICE DATE <b>2022-11P</b>
	SERVICE LINE <b>360-967-4044</b>	

**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**

P0011114

John Q. Sample  
123 Any Street  
Anytown, WA 98001-1604

POSTING COMPLIANCE REQUIREMENTS

**FEDERAL REQUIREMENTS IN ACCORDANCE WITH:**  
Federal Minimum Wage Act (29 CFR § 516.4), Equal Employment Opportunity in the Law (29 CFR § 1601.30), Family and Medical Leave Act (29 USC § 2603 (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 49.11.220(1)), Your Rights as a Non-Agricultural Worker (Washington Administrative Code AS 96-126-080), Your Rights as an Agricultural Worker (Washington Administrative Code AS 96-121-110), Unemployment Compensation (Revised Code of WA AS 50.20.140), Domestic Violence (Revised Code of WA AS 50.2.230), Paid Family and Medical Leave (Revised Code of WA AS 50A.01.200), Sick Leave (Revised Code of Washington AS 51.14.150), Your Right as a Worker (Revised Code of WA AS 296-126-050), Discrimination in Employment (Revised Code of WA AS 49.60.160), Discrimination in Public Places (Revised Code of WA AS 49.60.210)

**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 Hot-line at 360-967-4044.

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					

**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 SLIP OR CHECK

**CREDIT CARD PHONE NUMBER**

Visa, MasterCard, and Discover

Account Number

Exp. Date  /

Signature \_\_\_\_\_

**MAKE CHECKS PAYABLE TO:**

Please write the keycodes on the lower/left corner of your check or money order.

PRICE PER SET	BEFORE NOVEMBER 18TH	\$99.50
Discount valid until indicated date.	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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