



Cherie K. Berry
Commissioner

Jill F. Cramer
General Counsel

November 5, 2019

North Carolina Labor Law Poster Service
4501 New Bern Avenue
Suite 130, #300
Raleigh, North Carolina 27610-1550

North Carolina Labor Law Poster Service
6323 West Saginaw Highway
Suite E
Lansing, Michigan 48917-2492

RE: Unauthorized use – Labor Law Posters

To Whom It May Concern:

North Carolina General Statute § 95-9 requires all employers in North Carolina who employ five or more persons to post a printed notice in the workplace “stating the provisions of the law relative to the employment of adult persons and children and the regulation of hours and working conditions.” The North Carolina Department of Labor (NCDOL) provides labor law posters that satisfy this requirement upon request free of charge. NCDOL is the proprietor of all copyright in these posters as of September 1, 2015.

It has come to our attention that your company may be using and selling posters that are identical/substantially similar to the NCDOL’s labor law poster. Unauthorized use and/or sale of the NCDOL Wage & Hour Notice to Employees poster and the OSH Notice to Employees poster constitutes copyright infringement under US copyright law (17 U.S.C. § 501). Please note that copyright legislation provides for strict liability, meaning that you can be found liable for infringement regardless of your level of knowledge of the infringement or your intent. See:

<https://www.labor.nc.gov/news/news-release/2017/12/07%20/free-labor-law-posters-updated-include-information-about-employee>

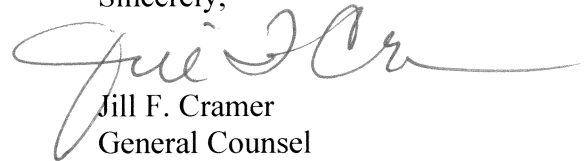
<https://www.labor.nc.gov/workplace-rights/employer-responsibilities/all-state-and-federal-workplace-posters>

We are prepared to take further legal action if necessary to protect the rights and interests of the NC Department of Labor. We demand that you immediately (A) cease and desist your unlawful copying of the NCDOL labor law posters and (B) provide us with prompt written assurance within

fourteen (14) days that you will cease and desist from further infringement of these copyright works.

For more information, you may contact our Communications Department at 919-707-7720. If you have other questions or concerns, please do not hesitate to contact me.

Sincerely,

A handwritten signature in cursive script, appearing to read "Jill F. Cramer", with a long horizontal flourish extending to the right.

Jill F. Cramer
General Counsel