

Compliance Assurance Department  
Labor Law Posters  
P.O. Box 20328  
Tampa, FL 33633  
(888) 443-9008



Chris Serres  
Or Owner/Manager  
Orange County Water Control 1  
460 E Bolivar St  
Vidor, TX 77662-5052

72744 C2  
00229-35



Suspension of Coverage

Revised Federal Notices

Your Compliance Certificate and \$40,000 "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.:25P4040764

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

Reason: Revised Labor Law Notices

Date: 3/20/2025

Reference No.: RM4483

Dear Chris Serres,

As a customer, we are legally obligated to notify you that the Labor Law Poster you received from us for Orange County Water Control 1 is now obsolete and will need to be updated to reflect the most recent Texas 2025 Workplace Violence (Released 1/2024), along with the latest federal updates including the following activity: two revised 2025 IRS notices, increased penalties for violating OSHA and EPPA posting requirements (effective 1/2025), and the revised EEOC "Know Your Rights: Workplace Discrimination is Illegal" notice (mandatory revision effective 6/2023).

You are no longer covered by our \$40,000 "We Pay the Fine" Reimbursement Guarantee to protect Orange County Water Control 1 from government fines for posting violations.

In addition, mandatory updates to your Texas 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 2025 Texas & Federal Labor Law poster that includes:

- 1. A 2025 Texas Space Saver-1™ Labor Law poster that includes 18 Texas and federal updates
- 2. New Compliance Materials Certificate valid for a full year
- 3. A \$40,000 "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!

Scan NOW to order your new Space Saver-1™ Labor Law Poster today!



This is a solicitation for the purchase of goods or services and not a bill, invoice, or statement of amount due. You are under no obligation to make any payments unless you accept this offer.

J90362-00064142

Compliance Order Form

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

QUANTITY	STATE	ITEM#	DESCRIPTION	PRICE EACH	TOTAL
	TX	SS1-U	2025 Space Saver-1™ All-On-One Texas Expand and Federal Labor Law Poster (regularly \$9.95)	\$4.95	
		LAM	Please laminate the poster(s) I'm ordering for an additional \$10.00 each	\$10.00	
Compliance Materials Certificate for proof of compliance for any government agency or court of law				INCLUDED	INCLUDED
\$40,000 "We Pay the Fine" Reimbursement Guarantee				INCLUDED	INCLUDED
Database Registration & Update Notification				INCLUDED	INCLUDED

☐ Check Enclosed    Check #: \_\_\_\_\_    Check Amount: \$ \_\_\_\_\_    ☐ VISA    ☐ MC    ☐ AMEX    ☐ Discover

Call for information on Spanish posters    Subtotal:

Shipping & Processing (call for pricing on orders over \$100): \$5.95

TX Businesses Add Your Local Sales Tax:

Total:

Name on Card: \_\_\_\_\_ CVV \_\_\_\_\_

Chris Serres  
Or Owner/Manager  
Orange County Water Control 1  
460 E Bolivar St  
Vidor, TX 77662-5052  
409-769-2669

Signature : \_\_\_\_\_

E-mail Address: \_\_\_\_\_

Phone : \_\_\_\_\_

Customer No.: 25P4040764

Ref. No: RM4483