



ATTENTION ARKANSAS EMPLOYERS

Our goal as your **RELIABLE** labor law poster company is to ensure that you are always in compliance! We would like to make you aware that there may be **other requirements** that your company is subject to in addition to posting your labor law posters in a conspicuous location.

- Ask your workers' compensation insurance carrier if you should:**
 - Place a label with the requested information about your company and its insurance coverage on the "**Workers' Compensation Instructions to Employers and Employees**" notice on the enclosed Arkansas poster, **OR**
 - Obtain and post the workers' compensation poster your insurance carrier provides that includes your specific company information on it.

- If **applicants for employment** are normally seen in an area **other than where you post your federal labor law poster**, you need to post three federal notices in this area where applicants can easily see them. Poster Compliance Center publishes a Federal Applicant Edition poster that includes all three of these notices. Call Customer Service at (800) 322-3636 if you would like to order this poster.

- If your state has an **E-Verify law** (used to determine if workers are eligible for employment), covered employers must register for E-Verify through the U.S. Department of Homeland Security (DHS) and must post required participation posters.
 - Only employers who have registered should post the required posters which can be downloaded free during registration.
 - DHS prohibits commercial sale of these posters by third parties.

For these reasons E-Verify posters are not included on our state posters. For further information or to register for E-Verify, go to the DHS E-Verify home page at <https://www.e-verify.gov/> or call 888-464-4218.

- The following industries are required to post **Human Trafficking notices**: A hotel, motel, or other establishment that has been cited as a public nuisance for prostitution under Ark. Code Ann. § 20-27-401, a strip club or other sexually oriented business, a private club that has a liquor permit for on-premises consumption and does not hold itself out to be a food service establishment, an airport, a train station that serves passengers, a bus station, a privately owned and operated facility that provides food, fuel, shower or other sanitary facilities, and overnight parking. Go to our Free Specialty Posters page at the following address to download the Arkansas Human Trafficking notice: <https://www.postercompliance.com/labor-law-posters/free-specialty-labor-law-posters/>

- Your state has an indoor **No Smoking law**, and covered employers must post required signs in their places of business. The signs must be posted in specific locations, such as common work areas and meeting rooms. These location requirements cannot be met by including a No Smoking sign on your labor law poster. Therefore, employers must obtain and post any required signs. Poster Compliance Center provides Free Specialty Posters that include certain state-specific signs as well as a generic No Smoking sign. Your state requires that a generic No Smoking sign be posted. You can find this sign on our Free Specialty Labor Law Posters page at the following address: <https://www.postercompliance.com/labor-law-posters/free-specialty-labor-law-posters/>

Poster Compliance Center publishes labor law posters that include all general required notices for employers. Depending on a company's industry, type of commerce, sector, location, or workforce, **additional specialized notices may be required** by federal, state, or local governments or agencies. Examples could include notices for a municipality, notices for federal contractors, notices that must be posted for the public or job applicants (in addition to those posted for employees), a labor law notice required in another language for employees who do not speak English, public sector notices, signage that must be posted at a specific location in your business such as the entrance, or a notice that can only be obtained through an insurance company.

DISCLAIMER: This product is not intended to provide legal or financial advice or substitute for the advice of an attorney or advisor.