



ATTENTION NORTH CAROLINA 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** your company is subject to in addition to posting your labor law posters in a conspicuous location.

- You must fill out information about your workers compensation insurance coverage** on your North Carolina state poster. Locate the Workers Compensation Notice (Form 17) and fill out the name of your insurance carrier, policy number and valid dates of the policy in the space provided.
- If **applicants for employment** are normally seen in an area **other than where you post your federal labor law poster**, you need to post four federal notices in this area where applicants can easily see them. Poster Compliance Center publishes a Federal Applicant Edition poster that includes all four of these notices. Call Customer Service at (800) 322-3636 if you would like to order this poster.
- The following industries are required to post **Human Trafficking notices**: Adult establishments (adult bookstores, adult motion picture theatres, adult mini motion picture theatres, adult live entertainment businesses, and massage businesses), North Carolina Alcohol Beverage Control Commission permittees, Owners, operators, or agents in charge of a business engaged in prostitution, gambling, illegal sales of alcoholic beverages, controlled substances, or obscene or lewd matter, Hospitals, Transportation stations, rest areas, and welcome centers operated by the North Carolina Department of Transportation, Employment and job training centers operated by the North Carolina Department of Commerce. Go to our Free Specialty Posters page at the following address to download the North Carolina Human Trafficking notice: <https://www.postercompliance.com/labor-law-posters/free-specialty-labor-law-posters/>
- 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.
- Your state has a **No Smoking law**, and covered employers must post generic No Smoking signs in their places of business. The signs must be posted in specific locations, such as building or room entrances. Poster Compliance Center now offers Free Specialty Posters that include No Smoking signs. Go to our Free Specialty Posters page at the following address to download the generic No Smoking sign: <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.