

| STATE OF MAINE REQUIRED POSTERS                  |                                                               |                                                                           |                                                          |                                                                                                         | FEDERAL GOVERNMENT REQUIRED POSTERS                                                            |                                                                     |                                                                                  |                                                                                                                                                                                |
|--------------------------------------------------|---------------------------------------------------------------|---------------------------------------------------------------------------|----------------------------------------------------------|---------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|----------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1                                                | 2                                                             | 3                                                                         | 4                                                        | 5                                                                                                       | 1                                                                                              | 2                                                                   | 3                                                                                | 4                                                                                                                                                                              |
| Maine Minimum Wage<br>Rev. 01.2026               | Whistleblower Protection Act<br>Rev. 11.2019                  | Worker's Compensation (WCB-90)<br>Rev. 04.28.2026                         | Occupational Safety & Health Regulations<br>Rev. 11.2019 | Child Labor Laws<br>Rev. 11.2019                                                                        | Federal Minimum Wage FLSA (WH 1088)<br>Rev. 04.2023                                            | Federal Family Medical Leave Act (WH-1420)<br>Rev. 04.2023          | Federal Know Your Rights Workplace Discrimination<br>Rev. 06.2023                | Employee Rights Fed Gov't Contracts (WH-1313)<br>Rev. 03.2022                                                                                                                  |
| 6                                                | 7                                                             | 8                                                                         | 9                                                        | 10                                                                                                      | 5                                                                                              | 6                                                                   | 7                                                                                | 8                                                                                                                                                                              |
| Regulations of Employment<br>Rev. 12.2023        | Sexual Harassment Prevention<br>Rev. 10.20.2012               | Sexual Harrassment Prevention Training & Education<br>Rev. 05.2026        | Maine Employment Security Law<br>Rev. 11.2019            | Veterans' Benefits & Services Law If more than 50 F/T Staff<br>Rev. 03.2024                             | Workers w/Disabilities Minimum Wages (WH-1284)<br>Rev 01.2018                                  | Federal Employee Polygraph Protection Act (WH-1462)<br>Rev. 02.2022 | Uniformed Services Employment & Reemployment Rights Act<br>Rev. 07.2026          | Employee Rights Under Davis Bacon & Related Acts (WH-1321)<br>Rev. 07.2024                                                                                                     |
| 11                                               | 12                                                            | 13                                                                        | 14                                                       | 15                                                                                                      | 9                                                                                              | 10                                                                  | 11                                                                               | 12                                                                                                                                                                             |
| Paid Family Medical Leave (PFML)<br>Rev. 04.2025 | Protection for Political & Religious Matters<br>Rev. 10.25    | Video Display Terminals<br>Rev. 11.19                                     | <u>OPTIONAL</u><br>Maine Equal Pay Law<br>Rev.12.23      | <u>OPTIONAL</u><br>Maine Domestic Violence<br>Rev. 09.2015                                              | Title 18 Notice Federal Aid Projects (FHWA-1022)<br>Rev. 05.2015                               | Job Safety and Health: It's the Law! (OSHA-3165)<br>Rev. 04.2019    | Federal Whistleblower Protection under OSHA<br>Rev. 8.2022                       | Federal Pregnant Worker Act<br>Rev. 04.2024                                                                                                                                    |
| 16                                               | 17                                                            | 18                                                                        |                                                          |                                                                                                         |                                                                                                |                                                                     |                                                                                  |                                                                                                                                                                                |
| <u>OPTIONAL</u><br>EEO is THE LAW<br>Rev. 10.12  | <u>OPTIONAL</u><br>Nursing Mothers at Workplace<br>Rev. 04.24 | <u>OPTIONAL</u><br>Social Media Protection & Restrictions<br>Rev. 11.2019 | State Prevailing Wage Rates (if needed)                  | <br><b>MaineDOT</b> | Federal Wage Decisions<br>Note: If project has multiple counties, post for <u>all</u> counties | Federal Wage Rate Requests (Project Specific) Conformance Letters   | Contractor's Updated EEO Policy<br>MUST include EEO Officer Name & Contact Info. | <br> |