Illinois State Postings



State of Illinois • Illinois Department of Labor		ILLIN	
Pay Transparency			
Updates to the Illinois			
Equal Pay Act of 2003	Illinois Department of Employment Security	State of Illinois • Department of Labor	State of Illinois • Illinois Department of Labor
Employers with Pay Transparency Requirements		Victims' Economic	This is a summary of laws that satisfies
Any employer with 15 or more employees who, after January 1, 2025, publishes a job posting for a	NOTICE 💿		Illinois Department of Labor posting requirements.
specific employment opportunity is required to include pay and benefits information in the job posting IF the work is to be performed: • Physically in Illinois, at least in part OR	to workers about	Security and Safety Act	Your Rights Under
Outside Illinois, but reporting to an Illinois supervisor, office, or work site.	Unemployment Insurance Benefits	(VESSA)	Illinois Employment Laws
Required Information Wage or selary (or a defined pay range) and general description of benefits for the position		REQUIRED NOTICE FOR EMPLOYERS VISSA provides employees who are vicitins of daments violence, acoust interco, gender violence, or any other crime of	The mission of the Illinois Department of Labor is to protect and promote the wages, welfare, working
advertised. • Employees may include a typerfink to a number's viewable web none that includes new and	THE POSTING OF THIS NOTICE IS REQUIRED BY THE ILLINOIS UNEMPLOYMENT INSURANCE ACT.	WESSA provides employees who are victims of domentic violence, acoust violence, gender violence, or any other crime of violence, and encloyees who have a family or household member who is a victim of such violence, with unpuid, job-guaranteed leave; reasonable accommodiations; und protections from discontinuition and relatilation. This fam may be used if the employee or the employee's family or household teachers in:	The mission of the Illinois Department of Lakor is to protect and promote the wrapes, wellare, werking conditions, and safely of Illinois workers by enforcing State halor and employment laws, providing compliance ansistence to employres, and increasing path contraments of workgrapes perfections. Through enforcement, education, and community partmension, the Department works to ensure that workers are gard and the thyre are word and that employres who thous the internation competitive.
benefits, so long as it gives pay and benefits for the specific position. Opportunity for Promotion	FILING A CLAIM	Experiencing an incident at domostic violence, sexual violence, gender violence, or any other crime of violence Recovering fram the violence: Secking or reaching metadal heb, legal assistance (including participation in legal proceedings), counseling, safety	Minimum Wage & Overtime
When an employer with 15 or more employees chooses to publish a specific job posting externally, such as an a job board or website, then the employer must also inform all current employees of the	The Illinois Unemployment Insurance Act provides for the payment of benefits to eligible unemployed workers and for the collection of employer contributions from liable	planning, or other assistance; • Temporarily or permanently relocating:	SETS MINIMUM WAGE FOR EMPLOYEES
job opportunity. • Please note that this requirement only applies for jobs to be performed at least in part in Illinois,	employers. It is designed to provide living expenses while new employment is sought. Claims should be filed as soon as possible after separation from employment. Claims	 Taking other actions to increase the safety of the victim from future damestic, sexual, or gender violence, or any other crime of violence, or to ensure accessive security. Attending the future of the future of the future damestic security of the future damestic. 	Effective Jan. 1 2025 \$15.00 PRI HOLM \$9.00 \$13.00
or outside Illinois but reporting to an illinois supervisor, office, or work site. Complaints	can be filed online at www.ides.illinois.gov or at the nearest llinois Department of Employment Security office to the worker's home. To be eligible for benefits, an unemcloved individual must be available for work, able to work and actively seeking	 Making arrangements necessitated by a death caused by a crime of violence; or Giniving a death caused by a crime of violence. MOTICA AND CENTRICATION: Employees match provide the employer with at least 40 hours advance notice of the 	Applies to employers with 4 or more PER HOUR PER HOUR precisioners Departie workers are consent. Applies to timped employees. Applies to workers
A person may file a complaint about pay transparency or promotional opportunity in job postings within one year of the violation.	work and, in addition, must not be disqualified under any provisions of the illinois Unemployment insurance Act.	intention to take leave, unless providing advance notice is not practicable. If an employee is unable to provide advance notice, an employee must provide notice when an employee is able to do so, within a reasonable period of time after the abarence.	emplote contrator more a terrorism. If an employee's tips contribute even if the employee risk has a worker. If an employee's tips contribute Certain workers are not covered by the with the wages from the from the force in the force Minimum Wage. Leave and some vectors or employer on not equal the per calendar year.
To file a complaint, visit <i>labor.illinois.gov/pay</i>	Each employer shall deliver the pamphlet "What Every Worker Should Know About Unemployment insurance" to each worker separated from employment for an expected	Ortification may be provided to the employer by a swam statement of the employee and other documentation, if the employee has possession, such as the following:	under limited conditions. must make up the difference.
Retailation An employer or an employment agency shall not refuse to interview, hire, promote, or employ, and	duration of seven or more days. The pamphiet shall be delivered to the worker at the time of separation or, if delivery is impracticable, mailed will'in five days after the date of the separation to the worker's tast known address. Pamphiets shall be supplied by	 enviroper us journeeue, source in the memory. Documentation from an enployee, and the valuation of a valuation services organization, an attorney a member of the denge, or medical or other professional assisting in addressing the violence; A polio, coart, or military record; A death certification, publicited datasys, or written verification of death, burist, or memoral services, or 	Overtime Most hourly employees and some salaried employees are covered by the overtime law and must be compensated
shall not otherwise retailate against, an applicant for employment or an employee for exercising any rights under subsection.	The light sector of the rest o	A costin contractor, published containty, or written verification or costin, oursa, or mentional services, or Other controllenting indexisto. AMOUNT OF LEAVE permitted claring a 12-meeth period under the VESSA based on number of employees:	at time and one-half their regular pay for boxis worked ever 40 in a workevek. Hotline: 1-800-478-3998
Penalties An employer may have to pay penalties if, after investigation, the Department finds that they have	allowance for a non-working spouse or a dependent child or children. The allowance is a percentage of the average weekly wage of the claimant in his or her base period. The	Number of employees Leave permitted	Child Labor Violent Crime Victims' Leave
violated these requirements.	weekly benefit amount plus any allowance for a dependent make up the total amount payable.	1-14 employees 4 weeks 15-49 employees 8 weeks	WORKERS UNDER AGE 16 Provides employees who are victims of demestic, gender, or sexual vidence, or other artins of visionco, or with a law contrained of the employee of the employee of the most jobs, except under limited continues.
Phone: (312) 783-6797 trant: DOL.EquaPhytOfilinois.gov website: Labocilliseis.gov/pay 11/24	If, during a calendar week an employee does not work full-time because of lack of work, he or she may be eligible for partial benefits if the wages earned in such calendar week or beet then big as for invertible benefit earned. Ear our work week consistent explanation benefit as the best of the benefit as the part of the part work week to be a for the benefit earned because the part of	50 or more employees 12 weaks* Leave may be taken consocietively, intermittently, or an a neokode work schedule basis.	14 and 15-year-olds may work if the following and other accommodations and protections during a
Website: Labor Illinoi: gov/pay 11/24	are less than his or her weekly benefit amount. For any such week, employers should provide employees with a statement of "low earnings" which should be taken to their illinois Department of Employment Security office.	"As of January 1, 2024, engispose who have worked at least 1250 hours in the previous 12 membra working for engispore with 50 or more engispose (engispose delpha under the Samk) demovment Lease ALC 20. LCS 154 et exp. 1 are entited to 2 additional works unais/lawer for earth and access setsing to a bandle membra/micro' admit due to a crime of indence to be completed within 60 days after the date the engispore received notice of the death of the window.	requirements are next: In projection of the data by the boost state of the second profession of
WORKERS'	NOTE: Illinois unemployment insurance benefits are paid from a trust fund to which only employers contribute. No deductions may be made from the wages of workers		work, physically capable to perform the job, and that the job will not interfere with the minor's exclusion:
	for this purpose. Unemployment insurance information is available from any Illinois Department of	ACCONNECUTIONS VESA provides that employees are estilled to reasonable accommodations to address the needs of the vicinity. Accommodation include, but are not inhibito to, an adjustment to the job structure, webgines that, but requirements, to relation remotes example assignment, in physical ascentry of the work on each DECEMPARITIES AND REFLACEMENT VESA prohibits employees from discriminating, retainating, or otherwise treating an enclose or to applicate interformable if the individual involved.	occupation (a full listing can be found on our employee received notice of the death of the victim.
COMPENSATION	Employment Security office. To locate the office nearest you, call 1-800-244-5631 or access the locations through our website at www.ides.illinois.gov.	 Is an is perceived to be a victim of domestic, sexual, or gender violence, or any other crime of violence; 	Work is limited to 3 hours per day on school
is a system of benefits provided by law to most workers who have job-related injuries or illnesses. Benefits are paid for injuries that are caused, in whete or in part, by an employee's work. This may include the aggroundation of a	BENEFITS	 Attended, participated is, prepared fix or requested leave to attend, participate is, or prepare for a oriented or ohil court or administrative proceeding patting to domentic, assuel, ar gender violence, or any ether crime of violence; Requested or task VESSA leave any reason; 	and no more than 6 days or 18 hours per weak when school is in session or 40 hours per weak when school is not in session. REQUIRES PAID LEAVE FOR ANY REASON
In part, by an empoyee's work. Insimaly include the aggrovation of a pre-existing condition, lipitions brought on the the repetitive use of a part of the body, heart attacks, or any other physical problem caused by work.	Every claimant who files a new claim for unemployment insurance benefits must serve an unpaid walting week for which he has filed and is otherwise eligible.	 Requested as accommodation, regardless of whether the accommodation was granted; The workplane is disrupted or threatmend by the action of a person where the individual status has committed or threatment to commit downlose, assued, or on active violance, as are well for aim of violance, assisted the individual or the 	Work is performed only between the hours of Z am to 2 n m during the schedul age/ work per year. Work per year.
IF YOU HAVE A WORK-RELATED INJURY OR ILLNESS, TAKE THE FOLLOWING STEPS:	The claimant's weekly benefit amount is usually a percentage of the worker's average weekly wage. The worker's average weekly wage is computed by dividing the wages paid during the two highest quarters of the base percend by 26. The maximum weekly	Individual's family or household member; or Exercised any other rights under VESSA.	 A 30-minute meal period is provided no later than the fifth hour of works. Their choosing. Employees may not require workers to provide a reason for their paid leave request.
 GET MEDICAL ASSISTANCE. By Izw, your employer must pay for all necessary medical services required to cure or releven the effects of the injury or illiness. Where necessary, the employment must also use for hermicidan constant or uservicinal advecting and the injury or illiness. 	benefit amount is a percentage of the statewide average weekly wage. The minimum weekly benefit amount is \$51. The statewide average weekly wage is calculated each	COMPLAINTS For information on filing a complaint please call: 312-793-6797 or visit labocillinois.gov/vessa COMPENDIMULTY Employees must maintain the confidentiality of all information pertaining to the use of VESSA leave persoant to 820 LCS 108/2000.	Hotline: 1-800-645-5784 • Accrual: workers earn 1 heer of paid leave for every 40 hears threy work: Errolpingers may also provide working with all gold leave hears at the start of the 12-month period (treatloading).
employer must also pay for physical, mental, or vocational inhebilitation, within prescribed limits. The employee may choose two physicians, surgeore, or hespitals. If the employee notifies you that it has an approved Preferred Provider Program for workers' compensation, the PPP	year. If Your Benefit Year Beoins: Your Base Period Will Be:	labor.Illinois.gov + DOL.Questions@Illinois.gov	
counts as one of your two choices of providers. 2. MOTIFY YOUR EMPLOYER. You must notify your employer of the accidental injury or liness within 45 days, either orally or in writing. To avoid possible delays, it is recommended the	This year between: Last year between:	Lincoln Tower Flazz Hichael A Blandic Bulding Ex9 Sent Tric Street, Sulli 400 100 Intri LuSkis, Sulli C 100 203 Winet Kain Street, Sulli 115 507 Sent Tric Str	ACT transloaded leave does not have to be carried over.
notice also include your name, address, telephone number, Social Security number, and a brief description of the injury or illness.	Jan. 1 and March 31 Jan. 1 and Sept. 30 and the year before between Oct. 1 and Dec. 31		Employees must receive their final companyation, including arread wages, watching pay to ensployees that base adverse action against regularly scheduled payday. Existing Policy and Exclusions Existing Policy and Exclusions
 LEARN YOUR RIGHTS. Your employer is required by law to report accidents that result in more than three lost work days to the Workers' Compensation Commission. Once the accident is reported, you should receive a hembook that requires the law, benefits, and procedures. If you 	This year between: Last year between:	State of Illinois • Illinois Department of Labor	Unauthorized deductions from psychoics are not allowed except as specified by law. Dertain exceptions may apply for employees who allowed provide their vectors with all leaves with all leaves. There are also
need a handbook, please call the Commission or go to the Web site.	April 1 and June 30 Jan. 1 and Dec. 31 This year between: Last year between:	PAID LEAVE FOR ALL	Employers must reinfluses employees for all necessary approduces to be loaded by an employee during the scope of employment and Hottline: 312-793-2600
If you must lose time from work to recover from the injury of linese, you may be entitled to receive weakly apprimate and necessary medical care until you are able to return to work that is reasonably available to you.	July 1 and Sept. 30 April 1 and Dec. 31 and this year between Jan. 1 and March 31	WORKERS ACT NOTICE	texture of the second sec
It is against the law for an employer to harase, discharge, refuse to rehire or in any way discriminate against an employee for exercising his or her rights under the Worksra' Compensation or Occupational Disease Acts. If you life a transident failur, you may be	This year between: Last year between:	Employers must provide employees with up to	policy alows for additional time to submit. Employer must provide an employee with a psymbul to every pay panic. to men and women doing the same or
penalized under the law. 4. KEEP WITHIN THE TIME UMITS. Generally, claims must be filed within three years of the injury	Oct. 1 and Dec. 31 July 1 and Dec. 31 and this year between Jan. 1 and June 30	40 hours of paid leave for any reason.	Hotline: 1-312-793-2808 substantially similar work, unless such wage differences are based upon a
or disablement from an occupational disease, or within two years of the last workers' companaation payment, whichever is later. Claims for pneumeconiosis, radiological exposure, asteedosis, or similar diseases have special requirements.	In order to be monetarily eligible, a claimant must be paid a minimum of \$1,600 during the base period with at least \$440 of that amount being paid outside the highest	Paid Leave Penalties • Workness: Earn up to 40 hours of paid leave from work our vex. • Work o	Meal & Rest Periods seniority system, a merit system, or factors other than gender.
Injured workers have the right to respon their case within 30 months after an award is made if the disability increases, but cases that are resolved by a lump-sum settlement contract approved by the Commission cannot be responded. Only settlements approved by the	calendar quarter. If you have been awarded temporary total disability benefits under a workers'	User: Workers can use paid leave for any reason of their choosing. Employers may not require Filing a Complaint	Provides employees with 24 consecutive hours from asking applicants past wage and companiation histories.
approved by the Commission cannot be respended. Unly settlements approved by the Commission are binding. For more information, on the Illinois Workers' Comparison for Commission's Web site or call any officer.	compensation act or other similar acts, or if you only have worked within the last few months, your base period may be determined differently. Centact your local IDES office	request or require a worker to find a replacement worker. of Labor alleging a violation of this Act by filling out a	Employers may obtain permits from the co-workers and colleagues.
We slite www.vkccl.lg.vv Recktort 312/814-6500 Chicage: 312/814-6500 Seringfield 217/785-7087	for more information.	Aconat: Workers earn 1 hour of paid leave for wery 40 hears they work: Errologues and along provide workers mith all paid along hours hours at the Existing Policy and	 Employees working 7.1/2 continuous hours must employees
Colinsville: 618/346-3450 TDD (Deaf): 866/383-4370 Peoria: 312/814-6500	REPORTING TIPS Each employee who receives tips must report these tips to employers on a written	start of the 12-month period (increasing). EXClusions	be allowed a mail partod of at load 20 minutes no later than 5 hours after the start of work, and an additional 20 minutes involving a 12 hour Cartain employees at large businesses may request waga-basing history for their (so that no hours) Cartain employees at large businesses may request waga-basing history for their (so that no hours) Cartain employees at large businesses may request waga-basing history for their (so that no hours) Cartain employees at large businesses may request waga-basing history the interview of the start of the start of the start of the start of the start of the start of the start of the start of the start of the start o
10025 BY LAW, EMPLOYERS MUST DISPLAY THIS NOTICE IN A	statement or on Form UC-51, "Employee's Report of Tips," in duplicate. Employers can furnish this form on request. The report shall be submitted on the day the wages are relid, or profiled that the proof provide and shall include the compared of the required.	certain categories of workers that are not covered by the	an additional 20 minutes il knowing a 12 hour shift or knowen i knowing a 12 hour shift or knowen i knowing i knowen i k
PROMINENT PLACE IN EACH WORKPLACE AND COMPLETE THE INFORMATION BELOW	paid, or not later than the next payday, and shall include the amount of tips received during the pay period.	Reballation is prohibited: Penalties may opply See CR code for more information on how to file a workers who excepts them takes advantagement workers who excepts them takes the uncertaint and applicable exceptions to the law.	Hotline: 1-312-793-2804 Hotline: 1-866-372-4365
Party handling workers' compensation claims	TAXATION OF BENEFITS Unemployment insurance benefits are taxable if you are required to file a state or		For more information or to file a complaint, contact the Department at: 524 South 2nd 5, Solie 400, Springfield, IL 6(2701 (217) 782-4206 1001. Luster, Spring Charlon, Lustori (137) 782-8200
	federal income tax return. You may choose to have federal and/or Illinois state income tax withheld from your weekly benefits. Since benefits are not subject to mandatory	For a complete tool of the law, with or or whether at: www.labor.lillinels.gov DUL=aldLeave@Hillinels.gov 312-793-2600 THIS NOTICE MUST BE DISPLAYED IN A CONSPICUOUS	524 South 2nd SI, Saite 400, Springflish JI, 182701 (217) 782-6206 169 JH, Laskale, SI, Suite C-1300, Datcago, JL 60601 (312) 783-2800 209 W, Maini Street, Saite 115 Marian, LL 82589 (816) 983-7080
	Income tax withholding, if you do not choose to withhold, you may be required to make estimated tax payments using internal Revenue Service Form 1040 ES and Illinois Department of Revenue Form IL 1040 ES.		2309 W. Main Street, Suite 115 Marion, IL 62959 (618) 993-7090
Business address	Department of Hevenue Form IL 1040 ES. For additional Information, call these toll-free numbers: Internal Revenue Service 1-800-829-1040.	WHERE OTHER NOTICES ARE POSTED.	THIS NOTICE MUST BE DISPLAYED IN A CONSPICUOUS PLACE ON THE PREMISES OF THE EMPLOYER WHERE
	Illinois Department of Revenue 1-800-732-8866. (rov. 8/12)	VOIL HAVE THE DIGHT TO BE	OTHER NOTICES ARE POSTED. 1224
Business phone	This poster fulfiles all posting EMPLOYERS ARE REQUIRED TO POST requirements for the lilinois Department of Employment Security. FOR ALL EMPLOYERS.	YOU HAVE THE RIGHT TO BE	YOUR RIGHTS UNDER
		FREE FROM JOB	THE ILLINOIS SERVICE MEMBER
	PREGNANCY and your	DISCRIMINATION	EMPLOYMENT & REEMPLOYMENT
Effective Date	RIGHTS in the	AND SEXUAL HARASSMENT.	RIGHTS ACT (330 ILCS 61)
Termination Date	WORKPLACE	The Illereis Human Rights Act states that you have the right to be free from watawid descrimingfore and second	
Policy number		unlawful descrimination and sexual	members who leave their civilian employment to serve our Nation or State. In order to protect the common public interest in military service, it is the role of the Illinois
Employer's FEIN	Are you pregnant, recovering from childbirth, or do you have a medical or common condition	sexual crientation or any other protected class named in the Act. This applies to all 2. Contact the Illinois Department of Human Rights (DHR) to file	In order to protect the common public interest in military service, it is the role of the inhole Attorney General to promote swareness and ensure compliance with ISERRA by providing information, training, advocacy, and enforcement.
Languages of TER	related to pregnancy?	emplayer actions, including hiting, a charge. promotion, discipline and discharge. 3. Call the Illine Sexual Harsesament and Discrimination Helpline at 1-877-236-7703 to talk to somesone about your	WHO IS PROTECTED? WHO ENFORCES ISERRA? 1. All members of the Armed Forces of the The SERRA Advocate is an Assistant Atlanew General
	If so, you have the right to: • Ask your employer for a reasonable accommodation for your pregnancy, such as	ACCOMMODATIONS CONCERNS.	United States whether active duty or appointed by the linear Attorney General to provide both reserve, including the National Guard advocacy and enforcement under ISERPA. Whether Enforming State duck, WHERE TO FIND MORE INFORMATION?
OFFICIAL NOTICE Worker Freedom of Speech Act	more frequent bathroom breaks, assistance with heavy work, a private space for expressing milk, or time off to recover from your pregnancy.	Versitive states the registration of the second states of the second states of the second states and on representation of the second states and on representation of the second states of the second s	All members of Miltary Audiary Radio System, United States Cost Gaard Both service members and employers can find more
(820 ILCS 57/30)	Reject an unsolicited accommodation offered by your employer for your pregnancy. Continue working during your pregnancy if a reasonable accommodation is	RETALIATION	Marines when performing official dates in support of an emergency. webpage at thtps://illinoisattorneygenceril.gov/rights_of-the_people/ militare.acd.webpage.acd.webpage.acd
Effective January 1, 2025	Constants which you have been been and your been been been been been been been bee	It is also unlawful for employers to treat people differently because they have Ernal: DFR.IntakedNilnois.gov	Rembers who are network from military dry with follow-on care by the Department of Defense. This notice is sensible for download on the Atterney
This workplace is committed to spholding employee rights under the Worker Freedom of Speech Act, which protects employees from mandatory participation in meetings that express an employer's religious or political views.	 Discriminate against you because of your pregnancy. 	reported discrimination, perincipated in an investigation, or helped offense services Employers shall make this porter available and display if where employees can readily see it. 9/22	WHAT ARE THE RIGHTS, BENEFITS General's website by going to AND OBLIGATIONS UNDER https://ilinoisationreygeneral.gov/rights-of-the-people/
Your Rights:	 Retailate against you because you requested a reasonable accommodation. It is flegal for your employer to fire you, refuse to hire you or to refuse to provide you 	Notice to Employers / Employees	ISERRA? Instants-rights: Unpoyers are required to SERRA provides the same protections as DESERRA (i.e., resemplayment, banefits and DESERRA (i.e., resemplayment, banefits and DESERRA (i.e., resemplayment, banefits and
Under this Act, employees are entitled to: • Decline participation in meetings or communications conveying an employer's religious or political	with a reasonable accommodation because of your pregnancy. For more information regarding your rights, downicad the Illinois Department of Human Rights' fact sheet from our website at dihalilinois, gov		EIGH provides the same production and the same product
stance. • Protection from disciplinary actions, termination, or retailation for exercising this right.	trom cur website al <u>discultinois, gov</u> Es llegal que su empleador la despida, se niegue a contratarla o a proporcionarle una adaptación razonable a cuusa de su embarrazo. Para obtener información sobre el	Now relate has the own molecum single has which includes particle a molecum againing the aspect of that have. Employees as still required to proof the Friedmand Minimum Hage molecum from the U.S. Digst of Lator Fair Labor Souncaster, let, it is addition to this state particle. According to the Dipt of Lator relation and state have afferred minimum sage mate, the higher statement application.	estang owners is service methodes wor service and the service
 Legal recourse, including reinstatement and back pay, for any violations of these protections. Employer Responsibilities: 	embarazo y sus derechos en el lugar de trabajo en español, visite dhr.illinois.gov	This Posting is for Informational Purposes Only	
Employers must ensure that all communications regarding religious or political matters remain voluntary. Retailation against employees for exercising their rights under this Act is strictly prohibited.	For immediate help or if you have questions, call (312) 814-6200 or (217) 785-5100 or (866) 740-3953 (TTY)		C0125 ** *
Enforcement & Reporting: Visitions can be reported to the Illinois Department of Labor for investigation. Employers found in	HELINOIS DEPARTMENT OF CHICAGO SPRINGFIELD Human Rights 555 West Manage St. 524 S 2rd St.		
violation may face of the out of a complaint operation of the complaint of the output	Construction of Human Rights Construction of Chicago Bases Construction of Chicago Bases Construction of Chicago Chicago Chicago Construction of Chicago Construction Constru	ILLINO	Company *
Website: https://abox.illinois.gov/assis-rules/logal/worker-freedom-of-speech-act.html This notice is disclaved in corroliance with Section 30 of the Worker Freedom of Speech Act	Learn more, contact IDHR, or initiate a charge at: https://htmlilinois.gov (82/23)	SP-IL-E	0 2025 ALLC ★★ 631-285-3396
(820 ILOS 57/30).	nups://anc.ninois.gov	3F-1L-E	www.patriotposter.com C0125 • 0425 • 037
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ALLC 20250404

Compliance Date January 2025

