

# THE GPO AWARDED NEARLY HALF A BILLION IN CONTRACTS IN 2024



In December 2024, the US Government Publishing Office (GPO) announced that it had awarded \$469.2 million in print procurement program contracts with private-sector printing companies in its fiscal year 2024, which runs (as do those of other Federal agencies) from October 1st of the previous year to September 30th. The stated goal of these contracts is to meet the “printing and publishing needs of Federal agencies.”

The top ten

In that press release, the GPO published a list of the top ten contractors. These ten firms accounted for nearly 50% of total contracts.

Figure 1: GPO’s Top Contractors for FY2024

ACR III LSC HLD OWENSVILLE—Missouri	\$51.5 million
NPC, INC.—Pennsylvania	\$50.1 million
XEROX CORPORATION—Connecticut	\$37.1 million
ADVANTAGE MAILING LLC—California	\$22.7 million
LEXMARK INTERNATIONAL, INC.—Kentucky	\$16.8 million
AMSIVE OH SC—Ohio	\$15.9 million
WM. & HEINTZ MAP CORP.—Maryland	\$11.1 million
FEDEX OFFICE (GOEXPRESS)—Tennessee	\$9.9 million
MAC PAPER CONVERTERS—Florida	\$9.7 million
QUALITY ASSOCIATES INC.—Maryland	\$8.2 million

Source: GPO

The GPO noted that the work represented by these contracts stemmed from more than 73,000 orders and that nearly 75% of all printing ordered by Federal

agencies from GPO is performed by private sector firms working under contract with the GPO, which typically awards contracts to approximately 1,000 printing contractors a year in competitive bids. According to the GPO, nearly 10,000 companies are registered to do business with it. In fiscal year 2024, GPO said that it had awarded jobs to vendors in all 50 states as well as the District of Columbia, Puerto Rico, Guam, and the US Virgin Islands. Using contracts with the private sector has been a GPO policy since the 1940s.

GPO Director Hugh Nathaniel Halpern stated, “GPO is proud to save money for American taxpayers and to create jobs through its partnerships with the private sector printing industry.” GPO’s press release noted that “studies by the Government Accountability Office (GAO) and the Joint Committee on Printing have shown that the most cost-effective use of Federal agency printing dollars is through GPO’s partnership with the private sector printing and information product industry.” The GPO positions this as an important advantage compared to when Federal agencies try to source printing products themselves. The release also noted that when agencies use GPO, “their information products are made available to the public through the GPO’s Federal Depository Library and Publications and Information Sales programs.”

IF YOU AREN’T AMONG THE NEARLY 10,000 COMPANIES THAT ARE ALREADY REGISTERED WITH THE GPO, YOU MIGHT WANT TO CONSIDER REGISTERING

Conclusion

It’s pretty clear in looking through the top ten list of GPO contractors that the breadth of the “printing and information product industry” covers a wide array of products and services beyond commercial printing. If you aren’t among the nearly 10,000 companies that are already registered with the GPO, you might want to consider registering. Details on GPO’s programs for vendors can be found at [bit.ly/GPO-Programs](https://bit.ly/GPO-Programs).

Source: Jim Hamilton, Green Harbor Publications, [www.greenharbor.com](http://www.greenharbor.com).

## HUMAN RESOURCES

# NAVIGATING PAY TRANSPARENCY LAWS IN THE WESTERN U.S.

Pay transparency involves openly sharing information about compensation structures, including salary ranges and benefits, with current and prospective employees. It is crucial for employers operating in the Western U.S. to stay informed about the evolving landscape of pay transparency laws. These regulations are designed to promote fairness in compensation and reduce wage disparities, but they also create an additional burden and compliance requirements for employers.

State-by-state overview

The following provides an overview of requirements in the states that PIA serves...

**California:** Since January 1, 2023, employers with 15 or more employees have been required to include pay ranges in all job postings. Employers with at least one employee must provide the pay scale for a position upon an employee’s request. In addition, legislation from January 1, 2018, bans employers from asking applicants about their salary history, including on written applications.

**Colorado:** Employers with at least one employee are required to post, advertise and notify all employees of all job opportunities. In such job listings, employers must disclose pay scales, job descriptions and the date the application window is expected to close. Employers must list benefits and any other compensation (e.g., bonuses or commission) in addition to the salary.

**Hawaii:** Effective January 1, 2024, employers with 50 or more employees are obligated to disclose an hourly rate or salary range that reflects the expected compensation in job listings. This requirement does not apply to internal transfers or promotions.

**Nevada:** Employers are required to provide the wage or salary range to applicants after an interview and to employees seeking promotion or transfer, upon request.

**Washington:** As of January 1, 2023, employers with 15 or more employees must include salary ranges and a general description of benefits in job postings. Employers must provide salary ranges for internal job transfers and promotions upon an employee’s request.

**Arizona, Alaska, Idaho, Montana, New Mexico, Oregon, Utah, Wyoming:** These states do not have specific pay transparency laws in place at this time. However, we may see such regulations in the future, as several of these states are currently considering pay transparency laws or discussed them in past legislative sessions. Given this, it is important to look for future updates from PIA.

Got questions?

If you have any questions about how pay transparency laws impact your organization, please feel free to

contact us by calling the PIA office at 323-728-9500 and asking to be transferred to Jinji HR. Remember, a broad range of human resources support from Jinji HR is included as part of your PIA membership.

Source: Jinji HR, [jinjihr.com](http://jinjihr.com).



## BUSINESS MANAGEMENT

# EVERYDAY MEMBER QUESTIONS



What resources are available to employees of PIA members?

All PIA resources are available to employees of PIA members as well. This includes: Preferred partner discounts, rebate programs, training opportunities, PrintAccess, expert assistance (based on the needs of the employee’s role, such as print technology, HR or compliance help), online resources and documents, and more. Accessing these resources requires a login for the members-only section of the PIA website, [www.PIASC.org](http://www.PIASC.org). Employees must go through their company’s administration to receive their company’s PIA login information. Alternatively, the company’s administration can contact PIA to have the employee added to our database as a “key contact” for the company. Once that is done, the employee can then contact PIA directly for assistance creating a login for the website.



# REQUEST FOR PAYMENT: HOW IT WORKS, BENEFITS AND BEST PRACTICES



With the payments industry constantly in flux, many businesses keep having to update their payment processing strategies. The latest major change occurred in 2020, when the pandemic led to the rise of digital and contactless payment models. Within two years, the number of online banking users worldwide jumped to over two billion and continues to rise.

The Request for Payment is the newest iteration of this formula. Here’s all you need to know about this process, why your business should use it and how to do it efficiently.

What is a Request for Payment?

A Request for Payment is a formal document that businesses use to request payment for their products or services. It includes essential details like the due date, payment amount and so on. The purpose of a Request for Payment is to help businesses avoid confusion and get paid on time. Understanding the Request for Payment process can be a key factor in managing payments effectively.

The Request for Payment process involves four simple steps:

- Business sends the Request for Payment to the customer
- Business notifies the customer
- Customer reviews Request for Payment details
- Customer submits payment

Benefits of using a Request for Payment

The main benefit of using a Request for Payment is the speed of the process. By initiating the payment and giving the customer an option to complete the purchase instantly, you can save a lot of time. Requests for Payments can also be automated, so you don’t have to create every request manually. It’s possible to send automated requests at regular intervals, which is perfect for recurring payments.

Versatility is another big plus when it comes to Requests for Payments. Creating and sending Requests for Payments can be done in many different ways, making it easy to find an option that works for both you and your customers. This builds trust and improves your chances of getting paid promptly.

Finally, Requests for Payments allow you to control the payment process. They help you manage your cash flow, track the status of your payments and make more informed strategy decisions.

Best practices for creating effective Request for Payments

Your key goal with sending a Request for Payment should be to reduce friction as much as possible. The Request for Payment process should have as few steps as possible. Ideally, your customer would only scan a QR code or click the payment link to get to the checkout page. If their details are already stored there, they should be able to finish the transaction with a single tap.

To further increase the odds of your customers completing a transaction, offer a variety of payment methods. This is particularly important if you’re doing business overseas, as those clients may have local preferred payment options.

Aim to automate as much of the process as you can. Payment service providers and invoice processing software both offer ways to instantly generate and send Requests for Payments. You can also automate payment reminders, reducing manual intervention to the bare minimum.

Source: *MONA Payment Solutions*, [www.MonaSolutions.com](http://www.MonaSolutions.com)

MEMBER BENEFITS

## SMART SHIPPING, BIG SAVINGS – SEE THE IMPACT!

Through the PIA UPS® Savings Program, you have access to exclusive discounts, reliable delivery and enhanced shipping protection—all designed to help you save time and money.

In 2024, PIA members collectively saved \$ 137,635.94\* on shipping! Whether you’re managing personal or small business shipments, the program ensures cost-effective, hassle-free shipping.

Here’s a look at the 2024 savings and activity for PIA members:

- 13,518 shipments\*
- \$ 263,504.73 spent on shipping
- \$ 137,635.94 savings through the UPS Program\*

PIA member-exclusive savings include:

- 65%\* off Domestic Next Day / Deferred
- 42%\* off Ground Commercial / Residential
- Up to 65%\* off International Imports / Exports
- Savings starting at 75%\* on LTL Freight shipping services

Learn how you can save today

If you’re not enrolled yet, now’s the time to start saving. Sign up for a new account or re-enroll to apply your member discounts at [www.savewithups.com/piasc](http://www.savewithups.com/piasc).



Protect your shipments with InsureShield® shipping protection

Damaged or lost shipments can be frustrating—and costly. With InsureShield® shipping protection, you can easily protect your packages by entering the value of your goods in the declared value\*\* field of your UPS®-approved shipping system.

Enjoy the convenience of UPS Smart Pickup®—free!

Need flexibility in your shipping routine? UPS Smart Pickup® combines the convenience of a recurring pickup with the flexibility of an on-demand service—so UPS comes to your business only when you have a package to ship. Start optimizing your shipping strategy today! Learn more at [bit.ly/SmartPickup](http://bit.ly/SmartPickup).

\*Includes UPS Small Pack, UPS Freight, UPS GFP, and UPS SCS shipments for the full 2024 year. Savings

calculation is based on discount amounts for service levels when compared to UPS 2024 daily rates.

\*\*Insurance coverage is offered through UPS Capital Insurance Agency, Inc., a licensed insurance producer. If you elect protection for your shipment, it will be insured under a policy of insurance (the “Policy”), but you are not an insured under the Policy. In the event of a loss covered under such Policy, any resulting claim payment will be directed to you as a loss payee. All insurance-related information is provided by UPS Capital and does not in any way alter or amend the terms, conditions, or exclusions of the Policy. Insurance coverage is not available in all jurisdictions or on all shipments. For a detailed explanation of program coverage see [bit.ly/ShippingTerms-Conditions](http://bit.ly/ShippingTerms-Conditions).

© 2025 United Parcel Service, UPS, UPS Capital, InsureShield, the UPS brandmark, and the color brown are trademarks of United Parcel Service of America, Inc. All rights reserved. 1/25

## CONTACT US

ADDRESS

5800 S. Eastern Avenue,  
Suite 400  
Los Angeles, CA 90040  
P.O. Box 910936  
Los Angeles, CA 90091  
Phone: 323.728.9500  
[www.piasc.org](http://www.piasc.org)

KEY CONTACTS

**LOU CARON**  
*President/CEO*  
Ext. 274  
[lou@piasc.org](mailto:lou@piasc.org)

**KATHY SCHMIDT**  
*Director, Insurance Services*  
Ext. 223  
[Kathy.schmidt@piascins.com](mailto:Kathy.schmidt@piascins.com)

**KRISTY VILLANUEVA**  
*Member Services*  
Ext. 215  
[kristy@piasc.org](mailto:kristy@piasc.org)

**EVIE BAÑAGA**  
*Employee Benefits*  
Ext. 224  
[evie@pibt.org](mailto:evie@pibt.org)

**SUSAN LEVI**  
*Human Resources*  
[piasc@jinhjr.com](mailto:piasc@jinhjr.com)



Services for Graphic Communications

5800 S. Eastern Ave., #400  
Los Angeles, CA 90040

AMPLIFY PRINT 2025  
June 10 – 12, 2025  
Rosemont, IL  
<https://amplifyprint.org>

INDEPENDENCE DAY CELEBRATION & CAR SHOW  
Saturday, July 5, 2025  
10:00AM – 4:00PM  
International Printing Museum  
Carson, CA  
[bit.ly/IntPrintingMuseumCarShow](http://bit.ly/IntPrintingMuseumCarShow)

PACK EXPO LAS VEGAS  
September 29 – 30, 2025  
Las Vegas, NV  
<https://packexpolasvegas.com>

SAVE THE DATE  
LOS ANGELES PRINTERS FAIR  
October 11, 2025  
International Printing Museum  
Carson, CA

For full list of events, please visit [www.piasc.org/events](http://www.piasc.org/events)

piac NATIVE COMMUNICATIONS

MAY 19, 2025 | ISSUE 182



Services for Graphic Communications

SPOTLIGHT EVENT  
GRAPHICS NIGHT:  
ONCE UPON A PRESS  
Thursday, May 29, 2025  
Disney's Grand Californian  
Hotel & Spa  
Anaheim, CA

Graphics Night, PIA's annual celebration of print, is almost here. From the cocktail reception and live entertainment to the recognition of the PIA Executive of the Year, opportunity to ogle the winning entries in the Print Excellence Awards, and more, this fun evening will have it all! If you have not yet reserved your tickets, you can do so now at [bit.ly/PIAGraphicsNight](http://bit.ly/PIAGraphicsNight).

IN THIS ISSUE:

FEATURE:  
THE GPO AWARDED  
NEARLY HALF A BILLION  
IN CONTRACTS IN 2024

HUMAN RESOURCES:  
NAVIGATING PAY  
TRANSPARENCY LAWS IN  
THE WESTERN U.S.

BUSINESS MANAGEMENT:  
REQUEST FOR  
PAYMENT: HOW IT  
WORKS, BENEFITS  
AND BEST PRACTICES

MEMBER BENEFITS:  
SMART SHIPPING,  
BIG SAVINGS – SEE  
THE IMPACT!