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CIVIL MONEY PENALTY

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| <i>United States v. Vector Xpress, Inc., d/b/a Vector Xpress, LLC</i> | 16 | OCAHO | 1431a | 2022 |

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| <i>Zaji Obatala Zajrahara v. Li Yong Hong Corporation</i> | 17 | OCAHO | 1472 | 2023 |
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| <i>Zaji Obatala Zajradhara v. HDH Co., Ltd.</i> | 16 | OCAHO | 1417c | 2022 |

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18 OCAHO 1506b 2024

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17 OCAHO 1475a 2023

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18 OCAHO 1488 2023

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15 OCAHO 1410 2022

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13 OCAHO 1332g 2020

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13 OCAHO 1333 2020

OCAHO Does Not Require Complainants to Present Evidence at the Pleading Stage

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13 OCAHO 1333 2020

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15 OCAHO 1396a 2022

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18 OCAHO 1506b 2024

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15 OCAHO 1388g 2022

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18 OCAHO 1488 2023

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| <i>Robert Paul Heath v. Tringapps, Inc.</i> | 15 | OCAHO | 1410f | 2023 |

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14 OCAHO 1362d 2023

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17 OCAHO 1456a 2022

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14 OCAHO 1362d 2023

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17 OCAHO 1475a 2023

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Party May Amend Complaint Once As A Matter of Course Before A Responsive Pleading Is Served

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| <i>Alvin J. Griffin, III v. All Desert Appliances d/b/a ADA Repair, Inc.</i> | 14 | OCAHO 1370 | 2020 |
| <i>Ravi Narayana Kumar Dakarapu v. Arvy Tech, Inc.</i> | 13 | OCAHO 1308 | 2018 |

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| <i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i> | 11 | OCAHO | 1267 | 2016 |

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| <i>Bertalina Monjaras v. Blue Ribbon Cleaners, Inc.</i> | 3 | OCAHO | 526 | 1993 |
| <i>Corneliu Curuta v. Tomball College</i> | 9 | OCAHO | 1099 | 2003 |
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| <i>Jorge Mario Ipina v. Michigan Department of Labor</i> | 2 | OCAHO 386 | 1991 |
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| <i>Rosa Maria Tovar v. Rick Misquez d/b/a A.P. Esteve Sales</i> | 3 | OCAHO 458 | 1992 |
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11 OCAHO 1229 2014

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10 OCAHO 1191 2013

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10 OCAHO 1201 2013

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10 OCAHO 1186 2013

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11 OCAHO 1242 2015

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10 OCAHO 1191 2013

Employees Must Attest to Specific Category of Employment Eligibility in Which They Fit

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10 OCAHO 1201 2013

Employer Cannot Avoid Liability by Submitting I-9s After the Deadline Unless Extension is Granted

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11 OCAHO 1266 2016

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Employer Who Signs Section 2 With Electronic Signature Must Follow Applicable Regulations

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| <i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i> | 12 | OCAHO | 1281 | 2016 |
| <i>United States v. Edgemont Group, LLC</i> | 17 | OCAHO | 1470 | 2022 |
| <i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i> | 12 | OCAHO | 1276 | 2016 |
| <i>United States v. Golden Employment Group, Inc.</i> | 12 | OCAHO | 1274 | 2016 |
| <i>United States v. Hair U Wear, LLC</i> | 11 | OCAHO | 1268 | 2016 |
| <i>United States v. Ideal Transportation Co., Inc.</i> | 12 | OCAHO | 1290 | 2016 |
| <i>United States v. Imacuclean Cleaning Services, LLC</i> | 13 | OCAHO | 1327 | 2019 |
| <i>United States v. Jula888, LLC d/b/a Para Tacos La Chilanga</i> | 12 | OCAHO | 1286 | 2016 |
| <i>United States v. Muniz Concrete & Contracting, Inc.</i> | 12 | OCAHO | 1278 | 2016 |
| <i>United States v. Solutions Group International, LLC</i> | 12 | OCAHO | 1288 | 2016 |
| <i>United States v. St. Croix Personnel Services, Inc.</i> | 12 | OCAHO | 1289 | 2016 |
| <i>United States v. Wave Green, Inc. d/b/a Golden Farm Market</i> | 11 | OCAHO | 1267 | 2016 |

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

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| <i>United States v. Ideal Transportation Co., Inc.</i> | 12 | OCAHO | 1290 | 2016 |

**PAPERWORK REQUIREMENT
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Examining Copies of Employee Documents Insufficient Where Law Requires Examination of Originals

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| <i>United States v. Employer Solutions Staffing Group II, LLC</i> | 11 | OCAHO | 1242 | 2015 |
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| <i>United States v. DJ Drywall, Inc.</i> | 10 | OCAHO | 1136 | 2010 |
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Failure to Complete and Sign Section 2 of Form I-9 Is Both Substantive and Serious Violation

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| <i>United States v. Durable, Inc.</i> | 11 | OCAHO | 1231 | 2014 |
| <i>United States v. Hartmann Studios, Inc.</i> | 11 | OCAHO | 1255 | 2015 |

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**PAPERWORK REQUIREMENT
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Failure to Complete Employment Eligibility Verification Form I-9 Constitutes Serious Violation

United States v. Crescent City Meat Company, Inc.

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United States v. Super 8 Motel & Vilella Italian Restaurant

10 OCAHO 1191 2013

Failure to Complete I-9 Form for Employee Who Works Fewer Than Three Business Days

United States v. Golden Employment Group, Inc.

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**PAPERWORK REQUIREMENT
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Failure to Complete I-9 Within Three Business Days is Serious Violation

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| <i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i> | 11 | OCAHO | 1258 | 2015 |
| <i>United States v. Imacuclean Cleaning Services, LLC</i> | 13 | OCAHO | 1327 | 2019 |
| <i>United States v. Intelli Transport Services, Inc.</i> | 13 | OCAHO | 1319 | 2019 |
| <i>United States v. Kenneth McPeck Racing Stables, Inc.</i> | 11 | OCAHO | 1249 | 2015 |
| <i>United States v. Mr. Mike's Pizza, Inc.</i> | 10 | OCAHO | 1196 | 2013 |
| <i>United States v. Niche, Inc.</i> | 11 | OCAHO | 1250 | 2015 |
| <i>United States v. Visiontron Corp.</i> | 13 | OCAHO | 1348 | 2020 |

Failure to Ensure Employee Checks Box Attesting to Immigration Status is Serious Violation

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| <i>United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles</i> | 12 | OCAHO | 1281 | 2016 |
| <i>United States v. Executive Cleaning Services of Long Island, Ltd.</i> | 13 | OCAHO | 1314 | 2018 |
| <i>United States v. Pegasus Family Restaurant, Inc.</i> | 12 | OCAHO | 1293 | 2016 |

**PAPERWORK REQUIREMENT
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Failure to Ensure Employee Enters Alien Number in Section 1 Constitutes Serious Violation

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| <i>United States v. Hartmann Studios, Inc.</i> | 11 | OCAHO | 1255 | 2015 |
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Failure to Ensure Employee Signs Form I-9 Section 1 Is A Serious Violation

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| <i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i> | 12 | OCAHO | 1276 | 2016 |
| <i>United States v. Hartmann Studios, Inc.</i> | 11 | OCAHO | 1255 | 2015 |
| <i>United States v. Imacuclean Cleaning Services, LLC</i> | 13 | OCAHO | 1327 | 2019 |
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**PAPERWORK REQUIREMENT
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Failure to Ensure Employee Signs Form I-9 Section 1 is a Substantive Failure

United States v. Golf International d/b/a Desert Canyon Golf 10 OCAHO 1214 2014

Failure to Ensure Employee Signs, Lists Immigration Status and A Number on I-9 Are Serious Violations

United States v. Speedy Gonzalez Construction, Inc. 11 OCAHO 1228 2014

Failure to Identify Issuing Authority In Form I-9 Section 2 Is A Serious Violation

United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co. 12 OCAHO 1276 2016

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United States v. DJ Drywall, Inc. 10 OCAHO 1136 2010

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United States v. LFW Dairy Corporation 10 OCAHO 1129 2009

**PAPERWORK REQUIREMENT
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Failure to Prepare Form I-9 Among Most Serious Paperwork Violations

United States v. Clean Sweep Janitor Service 11 OCAHO 1226 2014

United States v. East Coast Foods, Inc. d/b/a Roscoe's House of Chicken N Waffles 12 OCAHO 1281 2016

United States v. Golden Employment Group, Inc. 12 OCAHO 1277 2016

United States v. Golf International d/b/a Desert Canyon Golf 11 OCAHO 1222 2014

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United States v. Homestead Metal Recycling Corp. 11 OCAHO 1251 2015

United States v. Horno MSJ, Ltd., Company 11 OCAHO 1247 2015

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United States v. Imacuclean Cleaning Services, LLC 13 OCAHO 1327 2019

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| <i>United States v. Safe-Air of Illinois, Inc.</i> | 12 | OCAHO | 1270 | 2016 |
| <i>United States v. Visiontron Corp.</i> | 13 | OCAHO | 1348 | 2020 |

**PAPERWORK REQUIREMENT
(S)/VIOLATION(S)**

Failure to Prepare Form I-9 Subverts the Purpose of the Employment Verification Requirements

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| <i>United States v. Clean Sweep Janitor Service</i> | 11 | OCAHO | 1226 | 2014 |
| <i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i> | 11 | OCAHO | 1258 | 2015 |
| <i>United States v. Integrity Concrete, Inc. and American Concrete, Inc.</i> | 13 | OCAHO | 1307 | 2017 |
| <i>United States v. Keegan Varitey, LLC</i> | 11 | OCAHO | 1238 | 2014 |
| <i>United States v. Psychosomatic Fitness LLC</i> | 14 | OCAHO | 1387a | 2021 |

Failure to Prepare Forms I-9

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| <i>United States v. Psychosomatic Fitness LLC</i> | 14 | OCAHO | 1387a | 2021 |
| <i>United States v. R2M2 Rebar & Stressing, Inc.</i> | 14 | OCAHO | 1357 | 2020 |

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Failure to Prepare I-9 Among Most Serious Paperwork Violations

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| <i>United States v. Kenneth McPeck Racing Stables, Inc.</i> | 11 | OCAHO | 1249 | 2015 |
| <i>United States v. Kodiak Oilfield Services, LLC</i> | 16 | OCAHO | 1436b | 2023 |
| <i>United States v. Mott Thoroughbred Stables, Inc.</i> | 11 | OCAHO | 1233 | 2014 |
| <i>United States v. Niche, Inc.</i> | 11 | OCAHO | 1250 | 2015 |
| <i>United States v. PM Packaging, Inc., and PM Corporate Group, Inc., d/b/a PM Packaging</i> | 11 | OCAHO | 1253 | 2015 |
| <i>United States v. Solutions Group International, LLC</i> | 12 | OCAHO | 1288 | 2016 |
| <i>United States v. Speedy Gonzalez Construction, Inc.</i> | 11 | OCAHO | 1243 | 2015 |

Failure to Prepare I-9 More Serious Than Paperwork Violations

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| <i>United States v. Psychosomatic Fitness LLC</i> | 14 | OCAHO | 1387a | 2021 |
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Failure to Present a Form I-9 Is A Substantive Violation

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United States v. Eriksmoen Cottages, Ltd.

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**PAPERWORK REQUIREMENT
(S)/VIOLATION(S)**

Failure to Present Forms I-9 Is One of the Most Serious Violations

United States v. ABCO Solar, Inc.

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Failure to Present Forms I-9 Within Three Days of Government's Request

United States v. A&J Kyoto Japanese Restaurant, Inc.

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United States v. Eriksmoen Cottages, Ltd.

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United States v. Golden Employment Group, Inc.

12 OCAHO 1274 2016

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Failure to Present Timely Prepared I-9 Forms is a Serious Violation

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| <i>Margarita Garcia Ocana v. El Dorado Stone, LLC</i> | 11 | OCAHO | 1244 | 2015 |
| <i>United States v. Kenneth McPeck Racing Stables, Inc.</i> | 11 | OCAHO | 1249 | 2015 |
| <i>United States v. Liberty Packaging, Inc.</i> | 11 | OCAHO | 1245 | 2015 |

**PAPERWORK REQUIREMENT
(S)/VIOLATION(S)**

Failure to Print Employer Representative's Name in Section 2 May Be Substantive Violation

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| <i>United States v. Agri-Systems d/b/a ASI Industrial</i> | 12 | OCAHO | 1301 | 2017 |
| <i>United States v. Imacuclean Cleaning Services, LLC</i> | 13 | OCAHO | 1327 | 2019 |

Failure to Properly Complete Employer Verification in Section 2 Constitutes Substantive Violation

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| <i>United States v. Golf International d/b/a Desert Canyon Golf</i> | 10 | OCAHO | 1214 | 2014 |
| <i>United States v. Super 8 Motel & Vilella Italian Restaurant</i> | 10 | OCAHO | 1191 | 2013 |

Failure to Properly Complete I-9 Less Serious Than Failure to Prepare or Present I-9

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| <i>United States v. Cawoods Produce, Inc.</i> | 12 | OCAHO | 1280 | 2016 |
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| <i>United States v. Speedy Gonzalez Construction, Inc.</i> | 11 | OCAHO | 1243 | 2015 |

**PAPERWORK REQUIREMENT
(S)/VIOLATION(S)**

Failure to Properly Complete Section 2 of the Form I-9 is a Serious Violation

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| <i>United States v. Golf International d/b/a Desert Canyon Golf</i> | 11 | OCAHO | 1222 | 2014 |
| <i>United States v. Kenneth McPeck Racing Stables, Inc.</i> | 11 | OCAHO | 1249 | 2015 |

Failure to Properly Complete Section 2 of the Form I-9 is a Very Serious Violation

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| <i>United States v. New Outlook Homecare, LLC</i> | 10 | OCAHO | 1210 | 2014 |
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Failure to Properly Verify Documents in Form I-9 Section 2 Is Serious and Substantive Violation

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**PAPERWORK REQUIREMENT
(S)/VIOLATION(S)**

Failure to Reverify Employment Authorization Document Before Expiration Date Constitutes Violation

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| <i>United States v. Eriksmoen Cottages, Ltd.</i> | 14 | OCAHO 1355 | 2020 |
| <i>United States v. Hartmann Studios, Inc.</i> | 11 | OCAHO 1255 | 2015 |

Failure to Timely Prepare Form I-9 Is A Serious Violation

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| <i>United States v. Frio County Partners, Inc. d/b/a Jack's Produce Co.</i> | 12 | OCAHO 1276 | 2016 |
| <i>United States v. Hair U Wear, LLC</i> | 11 | OCAHO 1268 | 2016 |
| <i>United States v. Homestead Metal Recycling Corp.</i> | 11 | OCAHO 1251 | 2015 |
| <i>United States v. Visiontron Corp.</i> | 13 | OCAHO 1348 | 2020 |

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Failure to Timely Prepare Form I-9 is Both Substantive and Serious Violation

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| <i>United States v. Kobe Sakura Japanese, Inc.</i> | 10 | OCAHO | 1205 | 2013 |
| <i>United States v. Kobe Sapporo Japanese, Inc.</i> | 10 | OCAHO | 1204 | 2013 |
| <i>United States v. Platinum Builders of Central Florida, Inc.</i> | 10 | OCAHO | 1199 | 2013 |
| <i>United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro</i> | 10 | OCAHO | 1206 | 2013 |
| <i>United States v. Two For Seven, LLC d/b/a Black & Blue Restaurant</i> | 10 | OCAHO | 1208 | 2014 |

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

Failure to Timely Submit Forms I-9 to ICE Cannot be Corrected Through Good Faith Exception

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| <i>United States v. Eriksmoen Cottages, Ltd.</i> | 14 | OCAHO | 1355 | 2020 |
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| <i>United States v. DJ Drywall, Inc.</i> | 10 | OCAHO | 1136 | 2010 |
| <i>United States v. LFW Dairy Corporation</i> | 10 | OCAHO | 1129 | 2009 |

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United States v. New China Buffet Restaurant

10 OCAHO 1133 2010

**PAPERWORK REQUIREMENT
(S)/VIOLATION(S)**

Form I-9 Section 2 Is the Heart of the Employment Eligibility Verification Process

Margarita Garcia Ocana v. El Dorado Stone, LLC

11 OCAHO 1244 2015

United States v. Cawoods Produce, Inc.

12 OCAHO 1280 2016

United States v. Liberty Packaging, Inc.

11 OCAHO 1245 2015

Form I-9 Timely Prepared If Section 1 Completed at Hire and Section 2 Within Three Days of Hire

United States v. Intelli Transport Services, Inc.

13 OCAHO 1319 2019

United States v. St. Croix Personnel Services, Inc.

12 OCAHO 1289 2016

Forms I-9 May Be So Deficient That Violations Are Tantamount to Total Failure to Prepare an I-9

United States v. Cawoods Produce, Inc.

12 OCAHO 1280 2016

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| <i>United States v. Big Bear Market</i> | 1 | OCAHO 48 | 1989 |
| <i>United States v. Broadway Tire, Inc.</i> | 2 | OCAHO 310 | 1991 |
| <i>United States v. Buckingham Limited Partnership d/b/a Mr. Wash</i> | 1 | OCAHO 151 | 1990 |
| <i>United States v. Burns and Intra-Continental Enterprises</i> | 4 | OCAHO 679 | 1994 |
| <i>United States v. Business Teleconsultants, Ltd.</i> | 3 | OCAHO 565 | 1993 |
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| <i>United States v. Cafe Camino Real, Inc.</i> | 2 | OCAHO 307 | 1991 |
| <i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i> | 2 | OCAHO 369 | 1991 |

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| <i>United States v. Charo's Corporation d/b/a Charo's Restaurant</i> | 3 | OCAHO 467 | 1992 |
| <i>United States v. Christie Automotive Products</i> | 2 | OCAHO 361 | 1991 |
| <i>United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant</i> | 1 | OCAHO 67 | 1989 |
| <i>United States v. Curran Engineering Company, Inc.</i> | 7 | OCAHO 975 | 1997 |
| <i>United States v. David Day d/b/a David Day Masonry</i> | 3 | OCAHO 575 | 1993 |
| <i>United States v. Diamond Construction, Inc.</i> | 3 | OCAHO 456 | 1992 |
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| <i>United States v. Dubois Farms, Inc.</i> | 2 | OCAHO 376 | 1991 |
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| <i>United States v. Eagles Groups, Inc. d/b/a Golden Eagle Services</i> | 2 | OCAHO 342 | 1991 |
| <i>United States v. Ebrahim Banafsheha</i> | 3 | OCAHO 525 | 1993 |
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| <i>United States v. Ed Valencia & Sons, Inc. d/b/a Valladares</i> | 2 | OCAHO 316 | 1992 |
| <i>United States v. Eduardo Gutierrez, Individually and d/b/a Diamond Tires and Wheels</i> | 3 | OCAHO 554 | 1993 |
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| <i>United States v. Gerald Hollendorfer</i> | 1 | OCAHO 175 | 1990 |
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| <i>United States v. Giannini Landscaping, Inc.</i> | 3 | OCAHO 573 | 1993 |
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| <i>United States v. Honeybake Farms, Inc.</i> | 2 | OCAHO 311 | 1991 |
| <i>United States v. Interdynamics, Inc.</i> | 3 | OCAHO 433 | 1992 |
| <i>United States v. James Q. Carlson d/b/a Jimmy On The Spot</i> | 1 | OCAHO 260 | 1990 |
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| <i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i> | 3 | OCAHO 499 | 1993 |
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| <i>United States v. Local Building & Remodeling of International Falls</i> | 3 | OCAHO 567 | 1993 |
| <i>United States v. Lola O'Brien Oil d/b/a O'Brien Oil Company</i> | 1 | OCAHO 166 | 1990 |
| <i>United States v. Lorenzo Robles d/b/a Lorenzo Robles Roofing and Construction</i> | 2 | OCAHO 309 | 1991 |
| <i>United States v. M.T.S. Service Corporation d/b/a Maggie's Catering Mexico Tipico Restaurant</i> | 3 | OCAHO 448 | 1992 |
| <i>United States v. Manos & Associates, Inc. d/b/a The Bread Basket Restaurant</i> | 1 | OCAHO 130 | 1989 |
| <i>United States v. Mario Saikhon, Inc.</i> | 1 | OCAHO 279 | 1990 |
| <i>United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company</i> | 7 | OCAHO 931 | 1997 |
| <i>United States v. Min Goldblatt & Sons, Inc. t/a Richfield Caterers</i> | 1 | OCAHO 154 | 1990 |
| <i>United States v. Minaco Fashions, Inc.</i> | 3 | OCAHO 587 | 1993 |
| <i>United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners</i> | 3 | OCAHO 518 | 1993 |
| <i>United States v. New China Buffet Restaurant</i> | 10 | OCAHO 1133 | 2010 |
| <i>United States v. Noel Plastering & Stucco, Inc.</i> | 3 | OCAHO 427 | 1992 |
| <i>United States v. Oscar Chacon, Sr.</i> | 3 | OCAHO 578 | 1993 |
| <i>United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management</i> | 3 | OCAHO 541 | 1993 |
| <i>United States v. PPJV, Inc. d/b/a Publishers Press</i> | 2 | OCAHO 354 | 1991 |
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| <i>United States v. Robert Marnul d/b/a Lamont Street Grill</i> | 3 | OCAHO 441 | 1992 |
| <i>United States v. Robert Watson d/b/a North State Tile Company</i> | 1 | OCAHO 253 | 1990 |
| <i>United States v. Ronning Landscaping, Inc.</i> | 10 | OCAHO 1149 | 2012 |
| <i>United States v. Rosario Strano d/b/a Strano Farms</i> | 3 | OCAHO 492 | 1993 |
| <i>United States v. SDI Industries, Inc.</i> | 3 | OCAHO 465 | 1992 |
| <i>United States v. Silver Cloud Investments, Inc. d/b/a Silver Clouds Restaurant</i> | 3 | OCAHO 509 | 1993 |
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11 OCAHO 1242 2015

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14 OCAHO 1355 2020

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12 OCAHO 1276 2016

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15 OCAHO 1405 2021

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7 OCAHO 970 1997

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14 OCAHO 1382 2020

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| <i>Zaji Obatala Zajradhara v. E-Supply Enterprises</i> | 16 | OCAHO | 1438 | 2022 |
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11 OCAHO 1216 2014

SUMMARY DECISION

Motion to Treat Motion for Summary Decision as Conceded

Maria E. Contreras v. Cavco Industries, Inc. d/b/a Fleetwood Homes

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