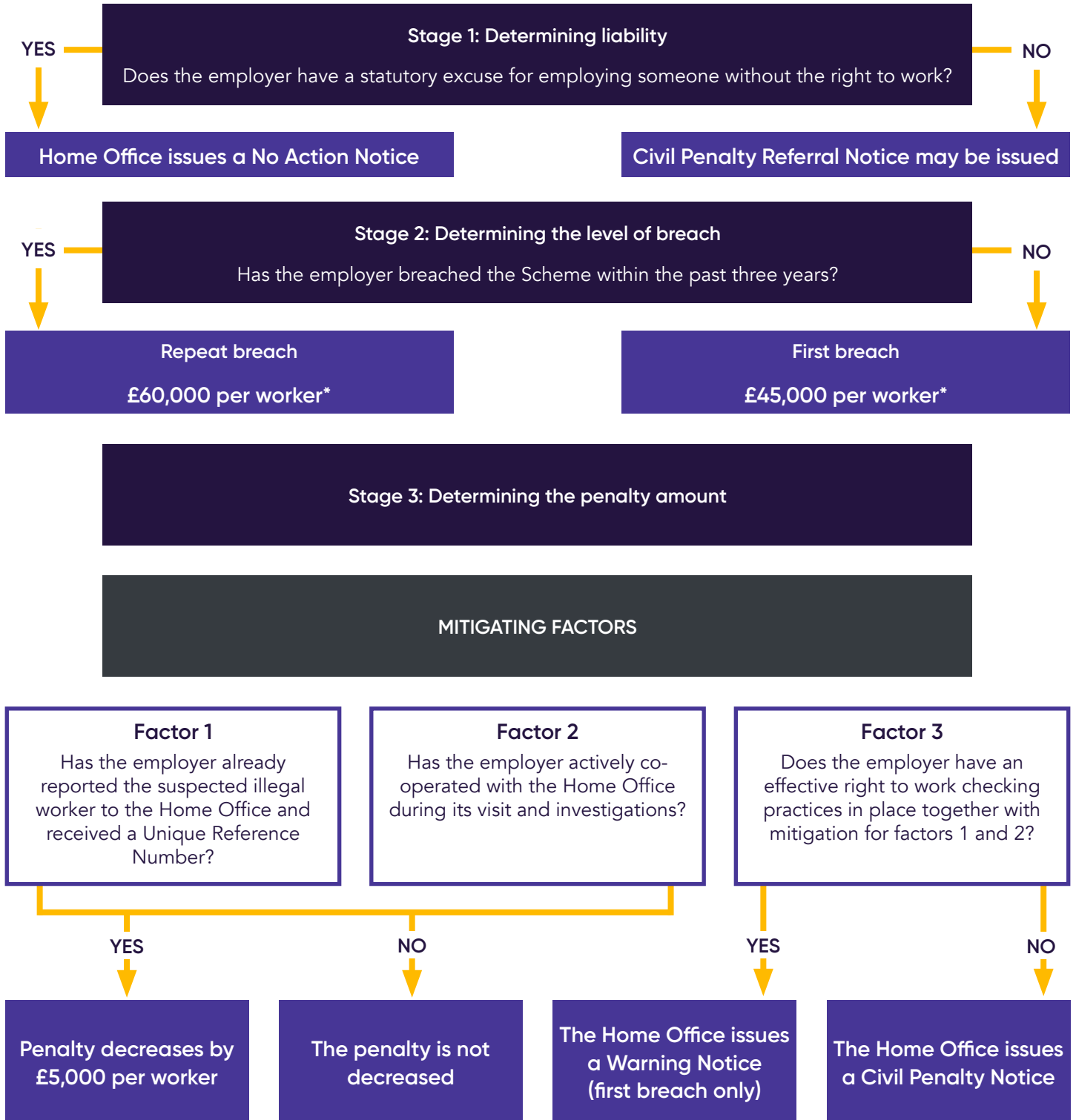


Civil Penalty Referral Notice issued and Information Request form received by employer



*The actual penalty amount will depend on the employer's history of compliance with right to work checks and any qualifying reductions demonstrating the employer has met mitigating factors based on the evidence available.

