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United States v. New El Rey Sausage Company 1 OCAHO 78 (1989)

United States v. Paula Schwartz d/b/a Metroplex Maid and Placement Service 5 OCAHO 760 (1995)

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United States v. Mario Saikhon, Inc. 1 OCAHO 279 (1990)

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United States v. Big Bear Market 1 OCAHO 48 (1989)

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United States v. The Body Shop	1	OCAHO	149	(1990)
United States v. Walia's, Inc. d/b/a Walia's Restaurant	1	OCAHO	122	(1990)
United States v. Widow Brown's Inn, Inc. t/a Widow Brown's Inn Main & Bushkill Streets	3	OCAHO	399	(1992)
Standard for Issuing a Citation (Reason to believe)				
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United States v. Natural Environmental, Inc.	10	OCAHO	1197	(2013)
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United States v. New China Buffet Restaurant	10	OCAHO	1132	(2010)
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United States v. Snack Attack Deli, Inc. 10 OCAHO 1137 (2010)

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Government Must Prove Existence of Aggravation Factor by Preponderance of Evidence

United States v. Natural Environmental, Inc. 10 OCAHO 1197 (2013)

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Aggravation Based on Employer's Size of Business

United States v. Modern Disposal Incorporated 10 OCAHO 1175 (2013)

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United States v. Siwan & Sons, Inc. d/b/a Subway #35029 and Subway #23095 10 OCAHO 1179 (2013)

ALJ Can Consider Public Policy of Leniency to Small Entities

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United States v. Speedy Gonzalez Construction, Inc. 11 OCAHO 1243 (2015)

ALJ Can Consider Small Business Act's Policy of Leniency for Businesses Supporting War Effort

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ALJ Erred in Reducing Fine to Minimum Bases on Erroneous Assumption of Government Overreach

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ALJ has Discretion to Adopt ICE's Proposed Penalty Where it is Proportionate and Suitable

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United States v. Durable, Inc. 11 OCAHO 1221 (2014)
ALJ Not Bound by ICE's Method of Calculating Penalties

United States v. Durable, Inc. 11 OCAHO 1221 (2014)
ALJ Not Required to Make Individualized Findings Regarding Each Violation

Ketchikan Drywall Services, Inc. v. Immigration and Customs Enforcement; Office of the Chief Administrative Hearing Officer 10 OCAHO 1201 (2013)
An Employer Demonstrates Bad Faith by Paying Unauthorized Workers in Cash Under the Table

United States v. Symmetric Solutions, Incorporated d/b/a Minerva Indian Cuisine 10 OCAHO 1209 (2014)
Assessment of Penalty Greater Than Requested

United States v. Aid Maintenance Company, Inc. 8 OCAHO 1023 (1999)
Bad Faith Requires a Showing of Culpable Conduct Beyond Respondent's Verification Failures

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United States v. Dr. Robert Schaus, D.D.S. 11 OCAHO 1239 (2014)
United States v. Horno MSJ, Ltd., Company 11 OCAHO 1247 (2015)
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United States v. Two For Seven, LLC d/b/a Black & Blue Restaurant 10 OCAHO 1208 (2014)
Certain Statutory Factors May Be More Compelling Than Others in the Context of a Specific Case

United States v. Durable, Inc. 11 OCAHO 1221 (2014)
United States v. Romans Racing Stables, Inc. 11 OCAHO 1230 (2014)
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United States v. Durable, Inc. 11 OCAHO 1229 (2014)
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United States v. Liberty Packaging, Inc. 11 OCAHO 1245 (2015)
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United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc. 4 OCAHO 637 (1994)

Employer Knowledge of Employee's Unauthorized Status Not Necessary to Enhance Fine

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Enhancement Factor Based on Whether Specific Individual was Unauthorized

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Evidence of Backdating Does Not Alone Warrant a Finding of Bad Faith

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Excessive Fines Clause of Eighth Amendment Applies to Fines That Are Punitive

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Excessiveness Determined Relative to Characteristics of Offense, Not Offender

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United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park 7 OCAHO 958 (1997)
United States v. Snack Attack Deli, Inc. 10 OCAHO 1137 (2010)

Failure to Conform Practices to Law After Previous Violations May Constitute Lack of Good Faith

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Failure to Cooperate With ICE's Investigation Can Constitute Culpable Conduct

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Failure to Prepare I-9 Among Most Serious Paperwork Violations

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Failure to Prepare I-9 More Serious Than Paperwork Violations

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Failure to Present I-9 Forms Due to Loss Is Still a Serious Violation

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Failure to Show That Certain Individuals Were Unauthorized Does Not Require Mitigation

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United States v. Busy Corner Sportswear, Inc.	3	OCAHO	511	(1993)
United States v. Camidor Properties, Inc.	1	OCAHO	299	(1991)
United States v. Carlos Cruz d/b/a La Rosa Bakery	3	OCAHO	453	(1992)
United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana	5	OCAHO	794	(1995)
United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana	5	OCAHO	803	(1995)
United States v. Chuy's Paint & Body Shop	1	OCAHO	19	(1988)
United States v. Citizen's Utilities Company, Inc., Telephone Division	1	OCAHO	109	(1989)
United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant	1	OCAHO	67	(1989)
United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant	1	OCAHO	123	(1990)
United States v. Continental Sports Corporation	5	OCAHO	799	(1995)
United States v. Cristina Galeas	5	OCAHO	790	(1995)
United States v. Danny Mathis d/b/a Mathis Maspory	5	OCAHO	752	(1995)
United States v. David Day d/b/a David Day Masonry	3	OCAHO	575	(1993)
United States v. Davis Nursery, Inc.	4	OCAHO	694	(1994)
United States v. Diamond Construction, Inc.	3	OCAHO	451	(1992)
United States v. Dodge Printing Centers, Inc.	1	OCAHO	125	(1990)
United States v. Dr. Merrill Cahn, D.P.M.	1	OCAHO	127	(1990)
United States v. Ed Valencia & Sons, Inc. d/b/a Valladares	2	OCAHO	316	(1992)
United States v. El Azteca Dunkirk, Inc.	10	OCAHO	1172	(2013)
United States v. Elder Jerez d/b/a Green Scaping	3	OCAHO	420	(1992)
United States v. Felipe, Inc.	1	OCAHO	93	(1989)
United States v. Felipe, Inc.	1	OCAHO	108	(1989)
United States v. Galilee Fashions, Inc.	4	OCAHO	697	(1994)
United States v. Gerald Hollendorfer	1	OCAHO	175	(1990)
United States v. Giamblis Enterprises	5	OCAHO	817	(1995)
United States v. Gloria Fashions, Inc.	6	OCAHO	887	(1996)

United States v. Guillermo Perales d/b/a Mexican Bakery	2	OCAHO	315	(1991)
United States v. Hardeep Singh	3	OCAHO	520	(1993)
United States v. Honeybake Farms, Inc.	2	OCAHO	311	(1991)
United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service	7	OCAHO	945	(1997)
United States v. Hugh Jeffrey Fox d/b/a Frank & Stein	5	OCAHO	756	(1995)
United States v. Ice Castles Daycare Too, Inc.	10	OCAHO	1142	(2011)
United States v. Jesus Satarain, Individually	3	OCAHO	557	(1993)
United States v. Jimmy Bai Huang d/b/a Great Wall Chinese Restaurant	1	OCAHO	300	(1991)
United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient	3	OCAHO	499	(1993)
United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient	3	OCAHO	512	(1993)
United States v. Kangaroo Express of Pueblo	3	OCAHO	581	(1993)
United States v. Ketchikan Drywall Services, Inc.	10	OCAHO	1139	(2011)
United States v. Kim Dong Hui t/a Chestnut Gourmet Restaurant	3	OCAHO	479	(1992)
United States v. La Casona d/b/a La Casona Mexican Restaurant	4	OCAHO	712	(1994)
United States v. Landscapes By Susanna	3	OCAHO	556	(1993)
United States v. Landscapes By Susanna	3	OCAHO	556	(1993)
United States v. Leo Yruegas d/b/a Chito's Mexican Restaurant	1	OCAHO	45	(1989)
United States v. M.T.S. Service Corporation d/b/a Maggie's Catering Mexico Tipico Restaurant	3	OCAHO	448	(1992)
United States v. Mester Manufacturing Company	1	OCAHO	18	(1988)
United States v. Minaco Fashions, Inc.	3	OCAHO	552	(1993)
United States v. Monfort, Inc.	4	OCAHO	597	(1994)
United States v. Nancy Mubarki	5	OCAHO	816	(1995)
United States v. Neighbors of Hawaii d/b/a Tower of Power	1	OCAHO	262	(1990)
United States v. New China Buffet Restaurant	10	OCAHO	1132	(2010)
United States v. Nicolas Tinoco-Medina	6	OCAHO	890	(1996)
United States v. Noel Plastering & Stucco, Inc.	2	OCAHO	319	(1991)
United States v. Noel Plastering & Stucco, Inc.	2	OCAHO	377	(1991)
United States v. Noel Plastering & Stucco, Inc.	3	OCAHO	427	(1992)

United States v. Onion River Sports, Inc.	4	OCAHO	673	(1994)
United States v. Orlando Diaz-Rosas	4	OCAHO	702	(1994)
United States v. Oscar Chacon, Sr.	3	OCAHO	578	(1993)
United States v. Pedro Dominguez	7	OCAHO	972	(1997)
United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management	3	OCAHO	559	(1993)
United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management	3	OCAHO	559	(1993)
United States v. Ricardo Calderon, Inc.	6	OCAHO	832	(1996)
United States v. Riverboat Delta King, Inc.	5	OCAHO	738	(1995)
United States v. Robert Griffin d/b/a Griff's Landscape	1	OCAHO	50	(1989)
United States v. Robison Fruit Ranch, Inc.	6	OCAHO	855	(1996)
United States v. Rosario Strano and Vito Strano d/b/a Strano Farms	5	OCAHO	748	(1995)
United States v. San Ysidro Ranch	1	OCAHO	183	(1990)
United States v. Satarain, Individually	3	OCAHO	557	(1993)
United States v. SDI Industries, Inc.	3	OCAHO	465	(1992)
United States v. Sea Pine Inn, Inc. t/a Sea Pine Inn	1	OCAHO	87	(1989)
United States v. Sergio Alaniz d/b/a Sagunada	1	OCAHO	297	(1991)
United States v. Snack Attack Deli, Inc.	10	OCAHO	1137	(2010)
United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	3	OCAHO	563	(1993)
United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	4	OCAHO	625	(1994)
United States v. The Beverly Center	5	OCAHO	762	(1995)
United States v. The Wrangler's Country Café, Inc. and Henry D. Stieben	1	OCAHO	191	(1990)
United States v. Tom & Yu, Inc. t/a Peking Garden Restaurant	3	OCAHO	445	(1992)
United States v. Tuttle's Design Build, Inc.	3	OCAHO	422	(1992)
United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.	3	OCAHO	449	(1992)
United States v. Visit USA Bureau - San Francisco, Inc.	1	OCAHO	155	(1990)
United States v. Widow Brown's Inn, Inc. t/a Widow Brown's Inn Main & Bushkill Streets	3	OCAHO	399	(1992)
United States v. Wood 'N Stuff	3	OCAHO	574	(1993)

Good Faith Compliance

United States v. Alyn Industries, Inc. d/b/a Electronic Source Company	10	OCAHO	1141	(2011)
United States v. Four Seasons Earthworks, Inc.	10	OCAHO	1150	(2012)
United States v. Ketchikan Drywall Services, Inc.	10	OCAHO	1139	(2011)

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United States v. Danny Mathis d/b/a Mathis Maspory	4	OCAHO	717	(1994)
United States v. Danny Mathis d/b/a Mathis Maspory	5	OCAHO	752	(1995)
United States v. David Jenkins	5	OCAHO	743	(1995)
United States v. Draper-King Cole, Inc.	7	OCAHO	933	(1997)
United States v. Four Star Knitting, Inc.	6	OCAHO	868	(1996)
United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service	7	OCAHO	945	(1997)
United States v. Ice Castles Daycare Too, Inc.	10	OCAHO	1142	(2011)
United States v. Karnival Fashion, Inc.	5	OCAHO	783	(1995)
United States v. Kerry J. Vicker d/b/a SNB Cleaning	5	OCAHO	819	(1995)
United States v. LFW Dairy Corporation	10	OCAHO	1129	(2009)
United States v. Mark Steven Carter d/b/a Dixie industrial Service Company	6	OCAHO	865	(1996)
United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company	7	OCAHO	931	(1997)
United States v. Mesabi Bituminous, Inc.	5	OCAHO	801	(1995)
United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation	7	OCAHO	986	(1998)
United States v. Pegasus Restaurant, Inc.	10	OCAHO	1143	(2012)
United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge	4	OCAHO	692	(1994)
United States v. Ricky Catalano d/b/a Papa Joe's Pizza	7	OCAHO	974	(1997)
United States v. Riverboat Delta King, Inc.	5	OCAHO	738	(1995)
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United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii	6	OCAHO	848	(1996)

United States v. Sunshine Building Maintenance, Inc.	7	OCAHO	997	(1998)
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United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	4	OCAHO	625	(1994)
United States v. Tri-Component Product Corporation	6	OCAHO	853	(1996)
United States v. Vogue Pleating, Stitching & Embroidery Corporation	5	OCAHO	782	(1995)
United States v. Williams Produce, Inc.	5	OCAHO	730	(1995)

Government Bears Burden of Proving Penalty and Aggravating Factor by Preponderance of Evidence

United States v. Homestead Metal Recycling Corp.	11	OCAHO	1251	(2015)
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Government Bears the Burden of Proof on Penalty and Aggravating Factors

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United States v. Golf International d/b/a Desert Canyon Golf	11	OCAHO	1222	(2014)
United States v. Liberty Packaging, Inc.	11	OCAHO	1245	(2015)
United States v. Speedy Gonzalez Construction, Inc.	11	OCAHO	1243	(2015)

Government Must Prove Aggravating Factor by Preponderance of Evidence

Margarita Garcia Ocana v. El Dorado Stone, LLC	11	OCAHO	1244	(2015)
United States v. Dr. Robert Schaus, D.D.S.	11	OCAHO	1239	(2014)
United States v. Employer Solutions Staffing Group II, LLC	11	OCAHO	1242	(2015)
United States v. Kobe Sakura Japanese, Inc.	10	OCAHO	1205	(2013)
United States v. Kobe Sapporo Japanese, Inc.	10	OCAHO	1204	(2013)
United States v. Liberty Packaging, Inc.	11	OCAHO	1245	(2015)
United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro	10	OCAHO	1206	(2013)
United States v. Speedy Gonzalez Construction, Inc.	11	OCAHO	1243	(2015)

United States v. Two For Seven, LLC d/b/a Black & Blue Restaurant 10 OCAHO 1208 (2014)

Government Has Burden of Proof by Preponderance of Evidence

United States v. Platinum Builders of Central Florida, Inc. 10 OCAHO 1199 (2013)

ICE Fine Guidelines Have No Binding Effect on OCAHO

United States v. Keegan Varitey, LLC 11 OCAHO 1238 (2014)

United States v. Niche, Inc. 11 OCAHO 1250 (2015)

United States v. Senox Corporation 11 OCAHO 1219 (2014)

United States v. Speedy Gonzalez Construction, Inc. 11 OCAHO 1243 (2015)

ICE Guidelines

United States v. Super 8 Motel & Villella Italian Restaurant 10 OCAHO 1191 (2013)

If 5 Factors Considered, Statute Neither Mandates Nor Precludes Mathematical Formula to Set Fine

United States v. Senox Corporation 11 OCAHO 1219 (2014)

Illegal Alien(s)

United States v. Alberta Sosa, Inc. 6 OCAHO 831 (1996)

United States v. Alyn Industries, Inc. d/b/a Electronic Source Company 10 OCAHO 1141 (2011)

United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana 5 OCAHO 794 (1995)

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United States v. Fortune East Fashion, Inc. 7 OCAHO 992 (1998)

United States v. Four Star Knitting, Inc. 6 OCAHO 868 (1996)

United States v. Giamblis Enterprises 6 OCAHO 834 (1996)

United States v. Great Bend Packing Company 6 OCAHO 835 (1996)

United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service 7 OCAHO 945 (1997)

United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc. 4 OCAHO 637 (1994)

United States v. Ricardo Calderon, Inc. 6 OCAHO 832 (1996)

United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii 6 OCAHO 848 (1996)
United States v. Sunshine Building Maintenance, Inc. 7 OCAHO 997 (1998)
United States v. Tri-Component Product Corporation 6 OCAHO 853 (1996)
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United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation 7 OCAHO 986 (1998)
United States v. Pedro Dominguez 8 OCAHO 1000 (1998)
United States v. Sunshine Building Maintenance, Inc. 7 OCAHO 997 (1998)
United States v. Williams Produce, Inc. 5 OCAHO 730 (1995)
Instruction Given to Respondent to Refrain from Backdating Put Respondent on Notice of Prohibition

United States v. Kobe Sapporo Japanese, Inc. 10 OCAHO 1204 (2013)
Knowing Hire

United States v. Occupational Resource Management, Inc. 10 OCAHO 1166 (2013)
United States v. Sunshine Building Maintenance, Inc. 7 OCAHO 997 (1998)
Knowing Hire Violations Are Far More Serious Than Any Paperwork Violations

United States v. Foothill Packing, Inc. 11 OCAHO 1240 (2015)
United States v. Jalisco's Bar and Grill, Inc. 11 OCAHO 1224 (2014)
Lack of History of Previous Violations Does Not Require the ALJ to Mitigate Civil Penalty

United States v. Romans Racing Stables, Inc. 11 OCAHO 1230 (2014)
United States v. The Red Coach Restaurant, Inc. 10 OCAHO 1200 (2013)
Leniency Toward Small Entities

United States v. Clean Sweep Janitor Service 11 OCAHO 1226 (2014)
United States v. Crescent City Meat Company, Inc. 11 OCAHO 1223 (2014)
United States v. Kenneth McPeek Racing Stables, Inc. 11 OCAHO 1249 (2015)

United States v. Mr. Mike's Pizza, Inc.	10	OCAHO	1196	(2013)
United States v. New Outlook Homecare, LLC	10	OCAHO	1210	(2014)

Mitigation

United States v. 4431, Inc. t/a Candlelight Inn	4	OCAHO	611	(1994)
United States v. Adolfo Martinez, Jr., Individually d/b/a AAAA Roofing	3	OCAHO	494	(1993)
United States v. Alberta Sosa, Inc.	6	OCAHO	831	(1996)
United States v. Alyn Industries, Inc. d/b/a Electronic Source Company	10	OCAHO	1141	(2011)
United States v. American McNair, Inc.	1	OCAHO	285	(1991)
United States v. Anchor Seafood Distributors, Inc. d/b/a Anchor Fish Company	5	OCAHO	758	(1995)
United States v. Anders Kampe d/b/a Kampe Motors, Ltd.	3	OCAHO	462	(1992)
United States v. Applied Computer Technology	2	OCAHO	367	(1991)
United States v. Basim Aziz Hanna d/b/a Ferris & Ferris Pizza	1	OCAHO	200	(1990)
United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant	5	OCAHO	729	(1995)
United States v. Big Bear Market	1	OCAHO	48	(1989)
United States v. Boo Bears Den	1	OCAHO	71	(1989)
United States v. Broadway Tire, Inc.	1	OCAHO	226	(1990)
United States v. Broadway Tire, Inc.	2	OCAHO	310	(1991)
United States v. Business Teleconsultants, Ltd.	3	OCAHO	536	(1993)
United States v. Business Teleconsultants, Ltd.	3	OCAHO	565	(1993)
United States v. Busy Corner Sportswear, Inc.	3	OCAHO	511	(1993)
United States v. Cafe Camino Real, Inc.	2	OCAHO	307	(1991)
United States v. Camidor Properties, Inc.	1	OCAHO	299	(1991)
United States v. Carlos Cruz d/b/a La Rosa Bakery	3	OCAHO	453	(1992)
United States v. Central Nebraska Packing, Inc.	4	OCAHO	714	(1994)
United States v. Charles C. W. Wu d/b/a Airport Budget Hotel	3	OCAHO	434	(1992)
United States v. Charo's Corporation d/b/a Charo's Restaurant	2	OCAHO	369	(1991)
United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana	5	OCAHO	803	(1995)

United States v. China Wok Restaurant, Inc., a Nebraska Corporation	4	OCAHO	608	(1994)
United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant	1	OCAHO	67	(1989)
United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant	1	OCAHO	123	(1990)
United States v. Continental Sports Corporation	5	OCAHO	799	(1995)
United States v. Danny Mathis d/b/a Mathis Maspory	4	OCAHO	717	(1994)
United States v. David Day d/b/a David Day Masonry	3	OCAHO	575	(1993)
United States v. David Jenkins	5	OCAHO	743	(1995)
United States v. Davis Nursery, Inc.	4	OCAHO	694	(1994)
United States v. Dodge Printing Centers, Inc.	1	OCAHO	125	(1990)
United States v. Draper-King Cole, Inc.	7	OCAHO	933	(1997)
United States v. Eagles Groups, Inc. d/b/a Golden Eagle Services	2	OCAHO	342	(1991)
United States v. Ed Valencia & Sons, Inc. d/b/a Valladares	2	OCAHO	316	(1992)
United States v. El Centenario, Inc. d/b/a Las Margaritas III	1	OCAHO	24	(1988)
United States v. Enrique Martinez and Herlinda Martinez d/b/a Enrique's Restaurant	2	OCAHO	360	(1991)
United States v. Enrique Reyes d/b/a King's Produce	4	OCAHO	592	(1994)
United States v. Exim, Inc. and Jaime Monardes, Individually	3	OCAHO	591	(1993)
United States v. Exim, Inc. and Jaime Monardes, Individually	4	OCAHO	604	(1994)
United States v. Felipe, Inc.	1	OCAHO	93	(1989)
United States v. Four Seasons Earthworks, Inc.	10	OCAHO	1150	(2012)
United States v. Four Star Knitting, Inc.	6	OCAHO	868	(1996)
United States v. Gerald Hollendorfer	1	OCAHO	175	(1990)
United States v. Giamblis Enterprises	6	OCAHO	834	(1996)
United States v. Giannini Landscaping, Inc.	3	OCAHO	573	(1993)
United States v. Great Bend Packing Company	6	OCAHO	835	(1996)
United States v. GRS, Inc. d/b/a Gasket Engineering	4	OCAHO	627	(1994)
United States v. Guillermo Perales d/b/a Mexican Bakery	2	OCAHO	315	(1991)
United States v. H&H Saguaro Specialists	10	OCAHO	1147	(2012)
United States v. Hilario Rodriguez, Jr.	1	OCAHO	276	(1990)

United States v. Honeybake Farms, Inc.	2	OCAHO	311	(1991)
United States v. Hugh Jeffrey Fox d/b/a Frank & Stein	5	OCAHO	756	(1995)
United States v. Ice Castles Daycare Too, Inc.	10	OCAHO	1142	(2011)
United States v. James Q. Carlson d/b/a Jimmy On The Spot	1	OCAHO	260	(1990)
United States v. James Q. Carlson d/b/a Jimmy On The Spot	1	OCAHO	264	(1990)
United States v. Jennifer Dittman d/b/a Ready Room Restaurant	1	OCAHO	195	(1990)
United States v. Jimmy Bai Huang d/b/a Great Wall Chinese Restaurant	1	OCAHO	300	(1991)
United States v. John Gasper, Individually and d/b/a John Gasper Labor Contractor	2	OCAHO	394	(1990)
United States v. John W. Guewell & Alfred P. Cooper d/b/a Wagco Security Services	3	OCAHO	478	(1992)
United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient	3	OCAHO	499	(1993)
United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient	3	OCAHO	512	(1993)
United States v. Joo Hyun Y and Hyung Jin Cho d/b/a LA Connection	3	OCAHO	403	(1992)
United States v. Juan V. Acevedo	1	OCAHO	95	(1989)
United States v. Kerry J. Vicker d/b/a SNB Cleaning	5	OCAHO	819	(1995)
United States v. Kim Dong Hui t/a Chestnut Gourmet Restaurant	3	OCAHO	479	(1992)
United States v. La Fiesta, Inc. d/b/a Las Margaritas	1	OCAHO	24	(1988)
United States v. Land Coast Insulation, Inc.	2	OCAHO	379	(1991)
United States v. LeMerengo/Rumors Restaurant	1	OCAHO	157	(1990)
United States v. Local Building & Remodeling of International Falls	3	OCAHO	567	(1993)
United States v. Lola O'Brien Oil d/b/a O'Brien Oil Company	1	OCAHO	166	(1990)
United States v. Lorenzo Robles d/b/a Lorenzo Robles Roofing and Construction	2	OCAHO	309	(1991)
United States v. M.T.S. Service Corporation d/b/a Maggie's Catering Mexico Tipico Restaurant	3	OCAHO	448	(1992)
United States v. Masoud Pour d/b/a La Plaza Restaurant	1	OCAHO	164	(1990)
United States v. Min Goldblatt & Sons, Inc. t/a Richfield Caterers	1	OCAHO	154	(1990)
United States v. Minaco Fashions, Inc.	3	OCAHO	587	(1993)
United States v. Morgan's Mexican & Lebanese Foods, Inc.	8	OCAHO	1013	(1998)
United States v. Mourad Abu Remileh	6	OCAHO	825	(1995)
United States v. Multimatic Products, Inc.	1	OCAHO	221	(1990)

United States v. New China Buffet Restaurant	10	OCAHO	1132	(2010)
United States v. Nicolas Tinoco-Medina	6	OCAHO	890	(1996)
United States v. Noel Plastering & Stucco, Inc.	2	OCAHO	377	(1991)
United States v. Noel Plastering & Stucco, Inc.	3	OCAHO	427	(1992)
United States v. Orlando Diaz-Rosas	4	OCAHO	702	(1994)
United States v. Oscar Eduardo Villatoro-Guzman	4	OCAHO	652	(1994)
United States v. Park Sunset Hotel	3	OCAHO	525	(1993)
United States v. Pedro Dominguez	8	OCAHO	1000	(1998)
United States v. Pegasus Restaurant, Inc.	10	OCAHO	1143	(2012)
United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management	3	OCAHO	559	(1993)
United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge	4	OCAHO	692	(1994)
United States v. Ramon Yamamoto d/b/a Elvis Palace Restaurant	3	OCAHO	424	(1992)
United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.	3	OCAHO	583	(1993)
United States v. Randall Kurzon, Individually and Alonza Restaurant Ventures, inc.	4	OCAHO	637	(1994)
United States v. Ricardo Calderon, Inc.	6	OCAHO	832	(1996)
United States v. Richard Pizzuto Dimensions in Hair and Skin	3	OCAHO	447	(1992)
United States v. Ricky Catalano d/b/a Papa Joe's Pizza	7	OCAHO	974	(1997)
United States v. Riverboat Delta King, Inc.	5	OCAHO	738	(1995)
United States v. Robert Griffin d/b/a Griff's Landscape	1	OCAHO	50	(1989)
United States v. Robert Watson d/b/a North State Tile Company	1	OCAHO	253	(1990)
United States v. Roberto C. Davila	7	OCAHO	936	(1997)
United States v. Ron Eagley d/b/a Gwennie's Old Alaska Restaurant	3	OCAHO	435	(1992)
United States v. Rosario Cuevas d/b/a El Pollo Real	1	OCAHO	273	(1990)
United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park	7	OCAHO	958	(1997)
United States v. Saeed Rahimzadeh Corporation	3	OCAHO	551	(1993)
United States v. Sergio Alaniz d/b/a Sagunada	1	OCAHO	297	(1991)
United States v. Silver Cloud Investments, Inc. d/b/a Silver Clouds Restaurant	3	OCAHO	509	(1993)
United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii	6	OCAHO	848	(1996)

United States v. Sunshine Building Maintenance, Inc.	7	OCAHO	997	(1998)
United States v. Taco Plus, Inc. d/b/a Taco Loco	5	OCAHO	775	(1995)
United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	4	OCAHO	625	(1994)
United States v. The Body Shop	1	OCAHO	185	(1990)
United States v. Thomas R. Heisler, Individually and d/b/a The Playground Bar	1	OCAHO	150	(1990)
United States v. Tri-Component Product Corporation	6	OCAHO	853	(1996)
United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.	3	OCAHO	449	(1992)
United States v. USA Café	1	OCAHO	42	(1989)
United States v. Williams Produce, Inc.	5	OCAHO	730	(1995)
United States v. Wood 'N Stuff	3	OCAHO	574	(1993)

No Deterrent Effect When Employer Is No Longer in Business

United States v. Leed Construction, Megan Burkholder	11	OCAHO	1237	(2014)

Notice of Suspect Documents Does Not Alone Establish That Employee is Unauthorized

Margarita Garcia Ocana v. El Dorado Stone, LLC	11	OCAHO	1244	(2015)
United States v. Liberty Packaging, Inc.	11	OCAHO	1245	(2015)
United States v. Natural Environmental, Inc.	10	OCAHO	1197	(2013)

Notices of Discrepancies or Suspect Documents Do Not Alone Prove Employee Is Unauthorized

United States v. Romans Racing Stables, Inc.	11	OCAHO	1230	(2014)

OCAHO Has No Authority to Dictate Methods Other Agency Uses to Assess Fine

United States v. Senox Corporation	11	OCAHO	1219	(2014)

OCAHO May Examine ICE Fine de novo

United States v. Senox Corporation	11	OCAHO	1219	(2014)

OCAHO Reviews Penalty Question De Novo

United States v. Keegan Varitey, LLC 11 OCAHO 1238 (2014)

Offender's Resources Not Required Consideration In Assessing Penalty

United States v. Durable, Inc. 11 OCAHO 1221 (2014)

Paperwork Violation Penalties Are Prophylactic and Corrective, Not Punitive

United States v. Employer Solutions Staffing Group II, LLC 11 OCAHO 1242 (2015)

Party Seeking Consideration of Non-Statutory Factor Bears Burden of Proof

United States v. Keegan Varitey, LLC 11 OCAHO 1238 (2014)

United States v. Niche, Inc. 11 OCAHO 1250 (2015)

Pattern or Practice

United States v. Pancho's Mexican Buffet, Inc. 4 OCAHO 632 (1994)

Penalties Near Maximum Should Be Reserved for Most Egregious Violations

United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites 11 OCAHO 1218 (2014)

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

United States v. Crescent City Meat Company, Inc. 11 OCAHO 1223 (2014)

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

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

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

United States v. Jalisco's Bar and Grill, Inc. 11 OCAHO 1224 (2014)

United States v. M & D Masonry, Inc. 10 OCAHO 1211 (2014)

United States v. Mott Thoroughbred Stables, Inc. 11 OCAHO 1233 (2014)

United States v. Mr. Mike's Pizza, Inc. 10 OCAHO 1196 (2013)

United States v. Natural Environmental, Inc. 10 OCAHO 1197 (2013)

United States v. New Outlook Homecare, LLC 10 OCAHO 1210 (2014)

United States v. New Sun Transit, Inc. d/b/a La Tolteca Mexican Restaurant 10 OCAHO 1194 (2013)

United States v. Niche, Inc. 11 OCAHO 1250 (2015)

United States v. Romans Racing Stables, Inc. 11 OCAHO 1230 (2014)

United States v. Speedy Gonzalez Construction, Inc. 11 OCAHO 1243 (2015)

United States v. Symmetric Solutions, Incorporated d/b/a Minerva Indian Cuisine 10 OCAHO 1209 (2014)

Penalties Should Deter Future Violations Without Being Unduly Punitive

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

United States v. Crescent City Meat Company, Inc. 11 OCAHO 1223 (2014)

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

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

United States v. Kenneth McPeek Racing Stables, Inc. 11 OCAHO 1249 (2015)

United States v. Niche, Inc. 11 OCAHO 1250 (2015)

United States v. Speedy Gonzalez Construction, Inc. 11 OCAHO 1243 (2015)

Penalties Should Not Be Disproportionate to Employer's Revenue

United States v. Crescent City Meat Company, Inc. 11 OCAHO 1223 (2014)

Penalty is Excessive When it is Disproportionate to the Gravity of the Offense

United States v. M & D Masonry, Inc. 10 OCAHO 1211 (2014)

Penalty Within Statutory Range Presumed Valid Under Eighth Amendment Excessive Fines Clause

United States v. Employer Solutions Staffing Group II, LLC 11 OCAHO 1242 (2015)

Person or Entity

Definition

United States v. Furr's/Bishop's Cafeterias d/b/a Furr's Cafeterias 2 OCAHO 330 (1991)

Poor Rate of Compliance Without Showing Culpable Conduct Insufficient to Prove Lack of Good Faith

United States v. Super 8 Motel & Villella Italian Restaurant 10 OCAHO 1191 (2013)

Previous Violation(s)

United States v. Draper-King Cole, Inc.	7	OCAHO	933	(1997)

Principal Goal Is To Enhance Probability of Future Compliance

United States v. Durable, Inc.	11	OCAHO	1229	(2014)

Prophylactic Purpose Best Served When Penalty Is Significant Enough to Prompt Change of Behavior

United States v. Employer Solutions Staffing Group II, LLC	11	OCAHO	1242	(2015)

Proportionality is Critical in Setting Penalties

United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites	11	OCAHO	1218	(2014)
United States v. M & D Masonry, Inc.	10	OCAHO	1211	(2014)
United States v. Metropolitan Warehouse, Inc.	10	OCAHO	1207	(2013)
United States v. New Star at Niagara Fall, Inc., d/b/a New Star Buffet	10	OCAHO	1192	(2013)
United States v. Niche, Inc.	11	OCAHO	1250	(2015)

Proportionality of Fine Judged Relative to Gravity of Violations and Size of Business

United States v. Jalisco's Bar and Grill, Inc.	11	OCAHO	1224	(2014)

Purpose is to Deter Repeat Violations and Encourage Others to Comply

United States v. Employer Solutions Staffing Group II, LLC	11	OCAHO	1242	(2015)

Reasonable

United States v. Silverado Stages, Inc.	10	OCAHO	1182	(2013)

Reasonableness Based On Record As Whole and Statutory Factors in Particular

United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites	11	OCAHO	1218	(2014)
United States v. Dr. Robert Schaus, D.D.S.	11	OCAHO	1239	(2014)

United States v. Leed Construction, Megan Burkholder 11 OCAHO 1237 (2014)

Seriousness of Violation Evaluated on Continuum Because Not All Violations Are Equally Serious

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

United States v. Mott Thoroughbred Stables, Inc. 11 OCAHO 1233 (2014)

United States v. Niche, Inc. 11 OCAHO 1250 (2015)

United States v. Romans Racing Stables, Inc. 11 OCAHO 1230 (2014)

United States v. Senox Corporation 11 OCAHO 1219 (2014)

United States v. Speedy Gonzalez Construction, Inc. 11 OCAHO 1243 (2015)

Seriousness of Violation(s)

United States v. Alyn Industries, Inc. d/b/a Electronic Source Company 10 OCAHO 1141 (2011)

United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana 5 OCAHO 794 (1995)

United States v. Draper-King Cole, Inc. 7 OCAHO 933 (1997)

United States v. El Paso Hospitality, Inc. 5 OCAHO 737 (1995)

United States v. Fortune East Fashion, Inc. 7 OCAHO 992 (1998)

United States v. Four Seasons Earthworks, Inc. 10 OCAHO 1150 (2012)

United States v. Four Star Knitting, Inc. 6 OCAHO 868 (1996)

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

United States v. Hudson Delivery Service, Inc. d/b/a Home Delivery Service 7 OCAHO 945 (1997)

United States v. Ketchikan Drywall Services, Inc. 10 OCAHO 1139 (2011)

United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company 7 OCAHO 931 (1997)

United States v. Monadnock Mountain Spring Water, Inc. 10 OCAHO 1193 (2013)

United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation 7 OCAHO 986 (1998)

United States v. Occupational Resource Management, Inc. 10 OCAHO 1166 (2013)

United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park 7 OCAHO 958 (1997)

United States v. Snack Attack Deli, Inc. 10 OCAHO 1137 (2010)

United States v. Sunshine Building Maintenance, Inc. 7 OCAHO 997 (1998)

United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations 4 OCAHO 625 (1994)

Failure to Complete I-9 prior to Notice of Inspection

Siam Thai Sushi Restaurant, d/b/a Four Siamese Company, Inc. 10 OCAHO 1174 (2013)

Should Deter Future Violations Without Being Unduly Punitive

United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites 11 OCAHO 1218 (2014)

United States v. Mr. Mike's Pizza, Inc. 10 OCAHO 1196 (2013)

United States v. New Outlook Homecare, LLC 10 OCAHO 1210 (2014)

Size of Business

United States v. Alyn Industries, Inc. d/b/a Electronic Source Company 10 OCAHO 1141 (2011)

United States v. Draper-King Cole, Inc. 7 OCAHO 933 (1997)

United States v. Four Seasons Earthworks, Inc. 10 OCAHO 1150 (2012)

United States v. Four Star Knitting, Inc. 6 OCAHO 868 (1996)

United States v. Fowler Equipment Company, Inc. 10 OCAHO 1169 (2013)

United States v. Ice Castles Daycare Too, Inc. 10 OCAHO 1142 (2011)

United States v. Ketchikan Drywall Services, Inc. 10 OCAHO 1139 (2011)

United States v. MEMF, LLC d/b/a Black & Blue Steak & Crab - Buffalo 10 OCAHO 1170 (2013)

United States v. Modern Disposal Incorporated 10 OCAHO 1175 (2013)

United States v. Monroe Novelty Co., Inc. d/b/a Monroe Novelties Corporation 7 OCAHO 986 (1998)

United States v. Pegasus Restaurant, Inc. 10 OCAHO 1143 (2012)

United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge 4 OCAHO 692 (1994)

United States v. Ricky Catalano d/b/a Papa Joe's Pizza 7 OCAHO 974 (1997)

United States v. Roberto C. Davila 7 OCAHO 936 (1997)

United States v. Rupson of Hyde Park, Inc. d/b/a Super 8 Motel, Hyde Park 7 OCAHO 958 (1997)

United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii 6 OCAHO 848 (1996)

United States v. Snack Attack Deli, Inc. 10 OCAHO 1137 (2010)

United States v. Sunshine Building Maintenance, Inc. 7 OCAHO 997 (1998)

United States v. Taco Plus, Inc. d/b/a Taco Loco 5 OCAHO 775 (1995)

United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations 4 OCAHO 625 (1994)

United States v. Tri-Component Product Corporation 6 OCAHO 853 (1996)

United States v. Williams Produce, Inc. 5 OCAHO 730 (1995)

Size of Business Did Not Necessitate Further Mitigation of Civil Penalty

United States v. M & D Masonry 10 OCAHO 1215 (2014)

Statute Does Not Prohibit Consideration of Unenumerated Factors

United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites 11 OCAHO 1218 (2014)

United States v. Crescent City Meat Company, Inc. 11 OCAHO 1223 (2014)

Statute Does Not Require Equal Weight Be Given Each of the Five Statutory Factors

United States v. Durable, Inc. 11 OCAHO 1221 (2014)

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

United States v. Liberty Packaging, Inc. 11 OCAHO 1245 (2015)

United States v. Mott Thoroughbred Stables, Inc. 11 OCAHO 1233 (2014)

United States v. Romans Racing Stables, Inc. 11 OCAHO 1230 (2014)

United States v. Senox Corporation 11 OCAHO 1219 (2014)

Statute Does Not Require Equal Weight Be Given Enumerated Factors Nor Rule Out Other Factors

United States v. Dr. Robert Schaus, D.D.S. 11 OCAHO 1239 (2014)

United States v. Kenneth McPeek Racing Stables, Inc. 11 OCAHO 1249 (2015)

Statute Does Not Require Equal Weight Be Given to Each Required Penalty Factor

Margarita Garcia Ocana v. El Dorado Stone, LLC 11 OCAHO 1244 (2015)

United States v. Century Hotels Corporation, d/b/a Scottsdale Thunderbird Suites 11 OCAHO 1218 (2014)

United States v. Crescent City Meat Company, Inc. 11 OCAHO 1223 (2014)

United States v. Romans Racing Stables, Inc. 11 OCAHO 1230 (2014)

United States v. Speedy Gonzalez Construction, Inc. 11 OCAHO 1243 (2015)

Statute Does Not Rule Out Consideration of Unenumerated Factors

Margarita Garcia Ocana v. El Dorado Stone, LLC 11 OCAHO 1244 (2015)

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

United States v. Liberty Packaging, Inc. 11 OCAHO 1245 (2015)

United States v. Mott Thoroughbred Stables, Inc. 11 OCAHO 1233 (2014)

United States v. Speedy Gonzalez Construction, Inc. 11 OCAHO 1243 (2015)

Statutory

United States v. Red Lobster 4 OCAHO 631 (1994)

United States v. Robison Fruit Ranch, Inc. 6 OCAHO 855 (1996)

Statutory Fine Factors Only for Paperwork Violations Not Knowing Hire or Continuing to Employ

United States v. Foothill Packing, Inc. 11 OCAHO 1240 (2015)

United States v. Jalisco's Bar and Grill, Inc. 11 OCAHO 1224 (2014)

United States v. Split Rail Fence Company, Inc. 11 OCAHO 1216 a (2015)

Summary Decision

United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant 5 OCAHO 729 (1995)

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

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There Must Be Rational Relationship Between Magnitude of Offense and Penalty

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Employer Chargeable With Such Knowledge As Reasonable Inquiry Would Have Revealed

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United States v. Split Rail Fence Company, Inc. 11 OCAHO 1216 a (2015)

Employer Must Take Adequate Steps to Verify Eligibility Where Specific Information Casts Doubt

United States v. Foothill Packing, Inc. 11 OCAHO 1240 (2015)

Employer Not Entitled to Cultivate Deliberate Ignorance or Avoid Acquiring Knowledge

United States v. Foothill Packing, Inc. 11 OCAHO 1240 (2015)

Expired Authorization Document Sufficient To Put Employer on Notice of Unauthorized Status

United States v. Foothill Packing, Inc. 11 OCAHO 1240 (2015)

Failure to Prepare I-9 Form Alone Insufficient to Find Constructive Knowledge

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Continued Employment of Known Unauthorized Individuals is a Continuing Violation

United States v. Split Rail Fence Company, Inc. 11 OCAHO 1216 (2014)

Continuing Violation for Knowing Hire Exists For As Long as the Individual Remains Employed

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Piercing Corporate Veil Is A Tool Used Only in Extreme Circumstances

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Piercing Corporate Veil Unjustified in Absence of Demonstrated Misuse of Corporate Form

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United States v. Alberta Sosa, Inc.	4 OCAHO	720	(1994)

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United States v. Buckingham Limited Partnership d/b/a Mr. Wash	1	OCAHO	151	(1990)
United States v. Central Nebraska Packing, Inc.	4	OCAHO	714	(1994)
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United States v. Chicken By Chickadee Farms, Inc.	3	OCAHO	423	(1992)
United States v. China Wok Restaurant, Inc., a Nebraska Corporation	4	OCAHO	608	(1994)
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United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant	1	OCAHO	123	(1990)
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United States v. David Segura-Sataray	4	OCAHO	703	(1994)
United States v. Davis Nursery, Inc.	4	OCAHO	694	(1994)
United States v. Diamond Construction, Inc.	3	OCAHO	456	(1992)
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United States v. Gerald Hollendorfer	1	OCAHO	175	(1990)
United States v. Goldenfield Corporation d/b/a Rodeway Inn	2	OCAHO	321	(1991)
United States v. Gregorio Alabada Makilan	4	OCAHO	610	(1994)
United States v. Harris Ranch Beef Company	2	OCAHO	331	(1991)
United States v. Harris Ranch Beef Company	2	OCAHO	333	(1991)
United States v. Harris Ranch Beef Company	2	OCAHO	338	(1991)
United States v. Hilario Rodriguez, Jr.	1	OCAHO	276	(1990)
United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner	4	OCAHO	670	(1994)
United States v. Hotel Martha Washington Corporation	5	OCAHO	786	(1995)
United States v. Interdynamics, Inc.	3	OCAHO	433	(1992)
United States v. Israel Velasquez-Tabir	6	OCAHO	872	(1996)
United States v. James Q. Carlson d/b/a Jimmy On The Spot	1	OCAHO	260	(1990)
United States v. James Q. Carlson d/b/a Jimmy On The Spot	1	OCAHO	298	(1991)
United States v. John Gasper, Individually and d/b/a John Gasper Labor Contractor	1	OCAHO	218	(1990)
United States v. Julio Carpio-Lingan	6	OCAHO	871	(1996)
United States v. Kaday Musu Thoronka	5	OCAHO	772	(1995)
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United States v. Lorenzo Robles d/b/a Lorenzo Robles Roofing and Construction	2	OCAHO	309	(1991)
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United States v. Marisol Chavez-Ramirez	5	OCAHO	774	(1995)
United States v. Martin Palominos-Talavera	6	OCAHO	896	(1996)
United States v. Martina Limon-Perez	5	OCAHO	796	(1995)
United States v. Mourad Abu Remileh	4	OCAHO	706	(1994)

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United States v. Multimatic Products, Inc.	1	OCAHO	221	(1990)
United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners	3	OCAHO	463	(1992)
United States v. Noel Plastering & Stucco, Inc.	2	OCAHO	396	(1991)
United States v. Noel Plastering & Stucco, Inc.	3	OCAHO	427	(1992)
United States v. Northern Michigan Fruit Company	4	OCAHO	667	(1994)
United States v. Oscar Eduardo Villatoro-Guzman	3	OCAHO	540	(1993)
United States v. Patrol & Guard Enterprises, Inc.	8	OCAHO	1040	(2000)
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United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	3	OCAHO	533	(1993)
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United States v. The Grower's Company, Inc. d/b/a Harvest Management, Inc.	2	OCAHO	346	(1991)
United States v. Thomas R. Heisler, Individually and d/b/a The Playground Bar	1	OCAHO	150	(1990)
United States v. Tuttle's Design Build, Inc.	2	OCAHO	370	(1991)
United States v. U.S. Style, Inc.	5	OCAHO	793	(1995)
United States v. Widow Brown's Inn, Inc. t/a Widow Brown's Inn Main & Bushkill Streets	3	OCAHO	399	(1992)
United States v. William and Maria Sievert	1	OCAHO	294	(1991)
United States v. Williams Produce, Inc.	4	OCAHO	671	(1994)
United States v. WSC Plumbing, Inc.	9	OCAHO	1062	(2000)
United States v. Zip City Partner, L.P. d/b/a Zip City Brewing	7	OCAHO	965	(1997)

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United States v. Alberta Sosa, Inc. 6 OCAHO 831 (1996)

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United States v. Robison Fruit Ranch, Inc. 6 OCAHO 855 (1996)

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United States v. Spring & Soon Fashion, Inc. 7 OCAHO 982 (1997)

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United States v. ABC Roofing & Waterproofing, Inc. 2 OCAHO 397 (1991)

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Josh Kupferberg v. University of Oklahoma Health Sciences Center 4 OCAHO 689 (1994)
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United States v. Felipe De Leon-Valenzuela	6	OCAHO	899	(1996)
United States v. LFW Dairy Corporation	10	OCAHO	1129	(2009)
United States v. Louis Padnos Iron & Metal Co., a Corporation	3	OCAHO	414	(1992)
United States v. Scotto Brothers Woodbury Restaurant d/b/a Fox Hollow Inn	3	OCAHO	584	(1993)
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United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant	1	OCAHO	123	(1990)
United States v. Leo Yruegas d/b/a Chito's Mexican Restaurant	1	OCAHO	45	(1989)
United States v. Manos & Associates, Inc. d/b/a The Bread Basket Restaurant	1	OCAHO	130	(1989)
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United States v. David Jenkins 5 OCAHO 743 (1995)

United States v. Israel Velasquez-Tabir 6 OCAHO 872 (1996)

United States v. Julio Carpio-Lingan 6 OCAHO 871 (1996)

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Kasathsko v. Internal Revenue Service 6 OCAHO 840 (1996)

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Tyrone Robinson v. New York State Family Court 5 OCAHO 814 (1995)

United States v. 4431, Inc. t/a Candlelight Inn 4 OCAHO 611 (1994)

United States v. A & A Maintenance Enterprise, Inc. 6 OCAHO 852 (1996)

United States v. Ana Maria Villegas-Valenzuela 5 OCAHO 784 (1995)

United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant 5 OCAHO 729 (1995)

United States v. David Jenkins 5 OCAHO 743 (1995)

United States v. David Segura-Sataray 4 OCAHO 703 (1994)

United States v. Diamond Construction, Inc. 3 OCAHO 456 (1992)

United States v. Dubois Farms, Inc. 2 OCAHO 376 (1991)

United States v. Exim, Inc. and Jaime Monardes, Individually 3 OCAHO 591 (1993)

United States v. Exim, Inc. and Jaime Monardes, Individually	4	OCAHO	604	(1994)
United States v. Giannini Landscaping, Inc.	3	OCAHO	573	(1993)
United States v. John W. Guewell & Alfred P. Cooper d/b/a Wagco Security Services	3	OCAHO	478	(1992)
United States v. Kerry J. Vicker d/b/a SNB Cleaning	5	OCAHO	819	(1995)
United States v. Land Coast Insulation, Inc.	2	OCAHO	379	(1991)
United States v. Martin Palominos-Talavera	6	OCAHO	896	(1996)
United States v. Monica Zapata-Cosio	5	OCAHO	822	(1995)
United States v. Nevada Lifestyles, Inc. d/b/a Commercial Drapery Cleaners	3	OCAHO	463	(1992)
United States v. Northern Michigan Fruit Company	4	OCAHO	667	(1994)
United States v. Pedro Dominguez	6	OCAHO	876	(1996)
United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management	3	OCAHO	541	(1993)
United States v. Power Operating Company	3	OCAHO	580	(1993)
United States v. R&M Fashion, Inc.	6	OCAHO	826	(1995)
United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	4	OCAHO	625	(1994)
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United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant	5	OCAHO	729	(1995)
United States v. Big Bear Market	1	OCAHO	48	(1989)
United States v. Boo Bears Den	1	OCAHO	71	(1989)
United States v. Broadway Tire, Inc.	1	OCAHO	226	(1990)

United States v. Broadway Tire, Inc.	2	OCAHO	310	(1991)
United States v. Buckingham Limited Partnership d/b/a Mr. Wash	1	OCAHO	151	(1990)
United States v. Busy Corner Sportswear, Inc.	3	OCAHO	511	(1993)
United States v. Carlos Cruz d/b/a La Rosa Bakery	3	OCAHO	453	(1992)
United States v. Chi Ling, Inc. d/b/a Chi Ling Chinese Restaurant	5	OCAHO	723	(1995)
United States v. Chicken By Chickadee Farms, Inc.	3	OCAHO	423	(1992)
United States v. China Wok Restaurant, Inc., a Nebraska Corporation	4	OCAHO	608	(1994)
United States v. Collins Food International, Inc. d/b/a Sizzler Restaurant	1	OCAHO	123	(1990)
United States v. Danny Mathis d/b/a Mathis Maspory	5	OCAHO	752	(1995)
United States v. David Jenkins	5	OCAHO	743	(1995)
United States v. Diamond Construction, Inc.	3	OCAHO	456	(1992)
United States v. Dodge Printing Centers, Inc.	1	OCAHO	125	(1990)
United States v. Dr. Merrill Cahn, D.P.M.	1	OCAHO	127	(1990)
United States v. Dubois Farms, Inc.	1	OCAHO	242	(1990)
United States v. Ed Valencia & Sons, Inc. d/b/a Valladares	2	OCAHO	316	(1992)
United States v. El Centenario, Inc. d/b/a Las Margaritas III	1	OCAHO	24	(1988)
United States v. Exim, Inc. and Jaime Monardes, Individually	4	OCAHO	604	(1994)
United States v. Fairfield Jersey, Inc.	9	OCAHO	1072	(2001)
United States v. Felipe, Inc.	1	OCAHO	93	(1989)
United States v. Four Star Knitting, Inc.	6	OCAHO	868	(1996)
United States v. Gerald Hollendorfer	1	OCAHO	175	(1990)
United States v. Giannini Landscaping, Inc.	3	OCAHO	573	(1993)
United States v. Goldenfield Corporation d/b/a Rodeway Inn	2	OCAHO	321	(1991)
United States v. Honeybake Farms, Inc.	2	OCAHO	311	(1991)
United States v. Interdynamics, Inc.	3	OCAHO	433	(1992)
United States v. Jennifer Dittman d/b/a Ready Room Restaurant	1	OCAHO	195	(1990)
United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient	3	OCAHO	499	(1993)
United States v. Karnival Fashion, Inc.	5	OCAHO	783	(1995)

United States v. Kerry J. Vicker d/b/a SNB Cleaning	5	OCAHO	819	(1995)
United States v. La Fiesta, Inc. d/b/a Las Margaritas	1	OCAHO	24	(1988)
United States v. Land Coast Insulation, Inc.	2	OCAHO	379	(1991)
United States v. Lee Moyle, Owner d/b/a Moyle Mink Farm	1	OCAHO	85	(1989)
United States v. LeMerengo/Rumors Restaurant	1	OCAHO	157	(1990)
United States v. LFW Dairy Corporation	10	OCAHO	1129	(2009)
United States v. Lola O'Brien Oil d/b/a O'Brien Oil Company	1	OCAHO	166	(1990)
United States v. M.T.S. Service Corporation d/b/a Maggie's Catering Mexico Tipico Restaurant	3	OCAHO	448	(1992)
United States v. Mark Steven Carter d/b/a Dixie industrial Service Company	6	OCAHO	865	(1996)
United States v. Mark Steven Carter d/b/a Dixie Industrial Service Company	7	OCAHO	931	(1997)
United States v. Mester Manufacturing Company	1	OCAHO	18	(1988)
United States v. Multimatic Products, Inc.	1	OCAHO	221	(1990)
United States v. Noel Plastering & Stucco, Inc.	2	OCAHO	377	(1991)
United States v. Noel Plastering & Stucco, Inc.	2	OCAHO	396	(1991)
United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge	4	OCAHO	692	(1994)
United States v. Richard Pizzuto Dimensions in Hair and Skin	3	OCAHO	447	(1992)
United States v. Riverboat Delta King, Inc.	5	OCAHO	738	(1995)
United States v. Sergio Alaniz d/b/a Sagunada	1	OCAHO	297	(1991)
United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii	6	OCAHO	848	(1996)
United States v. Sunshine Building Maintenance, Inc.	7	OCAHO	997	(1998)
United States v. Taco Plus, Inc. d/b/a Taco Loco	5	OCAHO	775	(1995)
United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	3	OCAHO	533	(1993)
United States v. The Body Shop	1	OCAHO	185	(1990)
United States v. Tom & Yu, Inc. t/a Peking Garden Restaurant	3	OCAHO	445	(1992)
United States v. Tuttle's Design Build, Inc.	2	OCAHO	370	(1991)
United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.	3	OCAHO	449	(1992)
United States v. USA Café	1	OCAHO	42	(1989)
United States v. Williams Produce, Inc.	5	OCAHO	730	(1995)

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Good Faith Defense provided by 8 U.S.C. Section 1324a(b)(6)

Inapplicable to Substantive Violations

United States v. Anodizing Industries, Inc. 10 OCAHO 1184 (2013)

Ignorance of Law is Not An Affirmative Defense

United States v. Keegan Varitey, LLC 11 OCAHO 1238 (2014)

Ignorance of Statutory Requirements

United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant 5 OCAHO 729 (1995)

United States v. Onion River Sports, Inc. 4 OCAHO 673 (1994)

United States v. Red Bowl of Cary, LLC, Inc. d/b/a Red Bowl Asian Bistro 10 OCAHO 1206 (2013)

Ignorance of Statutory Requirements Does Not Amount to Showing of Good Faith

United States v. Keegan Varitey, LLC 11 OCAHO 1238 (2014)

Impossibility Defense is Recognized in OCAHO Case Law

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Jurisdiction

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Martin Flores v. Logan Foods Company 6 OCAHO 874 (1995)

Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos 10 OCAHO 1126 (2008)

Knowledge

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Celia Simon v. Ingram Micro, Inc.	9	OCAHO	1088	(2003)
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United States v. Marcel Watch Corporation	1	OCAHO	143	(1990)
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United States v. San Diego Semiconductors, Inc.	2	OCAHO	314	(1991)
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Grzegirz Pioterek v. Scott Worldwide Food Service 3 OCAHO 530 (1993)

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Kenneth Wade Parker, Jr. v. Wild Goose Storage, Inc. 9 OCAHO 1081 (2002)

Krzysztof Zarazinski v. Anglo Fabrics, Company 4 OCAHO 661 (1994)

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Leonid Naginsky v. Department of Defense and EG&G Dynatrend 6 OCAHO 891 (1996)

Lydia Annella Anderson v. Newark Public Schools 8 OCAHO 1035 (1999)

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United States v. General Dynamics 3 OCAHO 517 (1993)
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Intentional Discrimination If Employer Treats Some People Less Favorably Due to Prohibited Factor

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Cecilia Araceli Basua v. Walmart #1554 3 OCAHO 535 (1993)
Christopher Winkler v. West Capital Financial Services 7 OCAHO 928 (1997)
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In re Investigation of University of South Florida, Subpoena	8	OCAHO	1056	(2000)
Jamal Y. Elhaj-Chehade v. University of Texas Southwestern Medical School	8	OCAHO	1022	(1999)
Jay S. Manning v. The City of Jacksonville	7	OCAHO	956	(1997)
Jesus Morales v. Cromwell's Tavern Restaurant	3	OCAHO	524	(1993)
Jose N. Hernandez v. City of Santa Ana	4	OCAHO	663	(1994)
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Robert Y. Chu v. Fujitsu Network Transmission System, Inc.	5	OCAHO	778	(1995)
Travis John Guth v. Kaiser Permanente Hawaii	10	OCAHO	1190	(2013)
United States v. Diversified Technology and Services of Virginia, Inc.	9	OCAHO	1095	(2003)

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Frederick John Harris v. Mr. Bob Marbut, Chairman & CEO, Argyle Television Operations, Inc.	7	OCAHO	943	(1997)
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Crecencio Cabrera Mendez v. Jim Daniels	2	OCAHO	392	(1991)
Ghaffar Sepahpour v. Unisys, Inc.	3	OCAHO	500	(1993)
Gloria Ondina-Mendez v. Sugar Creek Packing Company	9	OCAHO	1085	(2002)
Jack Huang v. Queens Motel	2	OCAHO	364	(1991)
Jose Jasso v. Danbury Hilton & Towers	3	OCAHO	522	(1993)
Krzysztof Zarazinski v. Anglo Fabrics, Company	4	OCAHO	626	(1994)
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Guy Santiglia v. Sun Microsystems, Inc. 9 OCAHO 1097 (2003)

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United States v. Fairfield Jersey, Inc. 9 OCAHO 1069 (2001)

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United States v. Volvo Trucks North America, Inc. 7 OCAHO 994 (1998)

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Jose Danilo Cruz v. Able Service Contractors, Inc.	6	OCAHO	837	(1996)
Jose N. Hernandez v. City of Santa Ana	4	OCAHO	663	(1994)
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Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company	4	OCAHO	675	(1994)
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Seidou Diarrassouba v. Medallion Financial Corporation	9	OCAHO	1076	(2001)
United States v. Guardsmark	3	OCAHO	572	(1993)
United States v. Hotel Martha Washington Corporation	5	OCAHO	786	(1995)
United States v. Shirley Fuimoto, Hawaii Government Employees Association	7	OCAHO	937	(1997)
United States v. Zabala Vineyards	6	OCAHO	844	(1996)

Similarly Situated Comparators

Jose Pablo Martinez v. Superior Linen	10	OCAHO	1180	(2013)
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United States v. Horno MSJ, Ltd., Company 11 OCAHO 1247 (2015)

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Employee's Failure to Check Box Attesting to Status or Sign Section 1 is a Substantive Violation

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Employer Must Attest to Examination of Section 2 Documents

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Employer Must Ensure Employee Completed and Signs Section 1 On Date of Hire

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Employer's Completion of Section 3 In Lieu of Section 2 Constitutes Substantive Violation

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Must Include Nature of Request, Objections, Arguments, and Good Faith Attempt to Resolve

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United States v. Employer Solutions Staffing Group II, LLC 11 OCAHO 1234 (2014)

Objections & Reasons Must Be Stated in Discovery Response, Not Only in Opposing Motion to Compel

United States v. Autobuses Ejecutivos, LLC d/b/a Omnibus Express 11 OCAHO 1220 (2014)

United States v. Employer Solutions Staffing Group II, LLC 11 OCAHO 1234 (2014)

Opposing Party Bears Burden of Persuasion

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Opposing Party Must Specify Objections and Demonstrate That Objections Are Justified

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Employee's Failure to Check a Box in Section 1 Attesting to Status is a Serious Violation

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Employee's Failure to Complete Citizenship Attestation Constitutes Serious Substantive Violation

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

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Employer is Liable for Only One Violation Per Form I-9

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United States v. Chef Rayko, Inc. d/b/a Chef Rayko's Cucina Italiana	5	OCAHO	794	(1995)
United States v. China Wok Restaurant, Inc., a Nebraska Corporation	4	OCAHO	608	(1994)
United States v. Corporate Loss Prevention Associates, Ltd.	6	OCAHO	908	(1997)
United States v. David Jenkins	5	OCAHO	743	(1995)
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United States v. GRS, Inc. d/b/a Gasket Engineering	4	OCAHO	627	(1994)
United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner	4	OCAHO	670	(1994)
United States v. Karnival Fashion, Inc.	5	OCAHO	769	(1995)
United States v. Manuel Orozco-Minjares	4	OCAHO	606	(1994)
United States v. R&M Fashion, Inc.	6	OCAHO	826	(1995)
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Employer's Failure to Ensure Employee Attests to Status in Section 1 is a Substantive Violation				
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Failure to Complete and Sign Section 2 of Form I-9 Is Both Substantive and Serious Violation

United States v. Durable, Inc. 11 OCAHO 1221 (2014)

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

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Failure to Ensure Employee Signs Section 1 is a Substantive Failure

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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)

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

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United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations	4	OCAHO	625	(1994)
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Systematically Executing False Attestations in Section 2 Is Very Serious Violation

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Untimely Produced Documents Don't Excuse Substantive Errors in I-9s Presented During Inspection

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Variety of Violations May Be Sufficiently Egregious to Merit Penalties Near Statutory Maximum

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Ability to Pay May Be Appropriate Factor to Consider

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ALJ Can Consider Small Business Act's Policy of Leniency for Businesses Supporting War Effort

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United States v. Keegan Varitey, LLC 11 OCAHO 1238 (2014)
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United States v. Exim, Inc. and Jaime Monardes, Individually	4	OCAHO	604	(1994)
United States v. Giamblis Enterprises	5	OCAHO	817	(1995)
United States v. Great Bend Packing Company	6	OCAHO	835	(1996)
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Proportionality is Critical in Setting Penalties

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Proportionality of Fine Judged Relative to Gravity of Violations and Size of Business

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Referring to Discrepancies or Suspect Documents Does Not Alone Prove Employee is Unauthorized

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Seriousness of Violation Evaluated on Continuum Because Not All Violations Are Equally Serious

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Size of Business Did Not Necessitate Further Mitigation of Civil Penalty

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Statute Does Not Prohibit Consideration of Unenumerated Factors

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Statute Does Not Require Equal Weight Be Given Each of the Five Statutory Factors

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Statute Does Not Require Equal Weight Be Given Enumerated Factors Nor Rule Out Other Factors

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Statutory Fine Factors Only for Paperwork Violations Not Knowing Hire or Continuing to Employ

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Where A Violation is Found, The Act Does Not Provide for Waiver of Penalty

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Leonid Naginsky v. Department of Defense and EG&G Dynatrend 5 OCAHO 726 (1995)

Wartan Bozoghlanian v. Hughes Radar Systems Group 5 OCAHO 741 (1995)

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Eden Harrison Adatsi v. Citizens & Southern National Bank of Georgia 1 OCAHO 203 (1990)

Esther Din Brooks v. KNK Textile 3 OCAHO 545 (1993)

Ironsi C. Ndusorouwa v. Prepared Foods, Inc. 1 OCAHO 192 (1990)

Marian Ryba v. Temple Steel Company 1 OCAHO 289 (1991)

Noemi Barragan-Mandujano Romo v. Todd Corporation 1 OCAHO 25 (1988)

Sargon Bethishou v. Ohmite Manufacturing Company 1 OCAHO 77 (1989)

United States v. Harris Ranch Beef Company 2 OCAHO 335 (1991)

United States v. Mesa Airlines 1 OCAHO 74 (1989)

United States v. Southwest Marine Corporation, a California Corporation 2 OCAHO 400 (1989)

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United States v. Marcel Watch Corporation 1 OCAHO 143 (1990)

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Jesse Charles Jones v. DeWitt Nursing Home 1 OCAHO 189 (1990)

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Arnulfo Medina v. Bend-Pack, Inc. 5 OCAHO 791 (1995)

Barbara Eva Labombarbe v. United States Air Force d/b/a Child Development Center 3 OCAHO 515 (1993)

Boris Gerardo Salazar-Castro v. Cincinnati Public Schools 3 OCAHO 406 (1992)

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Cecilia Araceli Basua v. Walmart #1554 3 OCAHO 549 (1993)

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Dr. Mahmoud M. Hammoudah v. Rush-Presbyterian St. Luke's Medical Center 8 OCAHO 1047 (2000)

United States v. Alberto Noriega-Perez 6 OCAHO 859 (1996)

United States v. Armando Alvarez-Suarez 4 OCAHO 655 (1994)

Res Judicata Inapplicable to Claims Not Adjudicated on Merits

United States v. Split Rail Fence Company, Inc. 11 OCAHO 1216 (2014)

RETALIATION

Adverse Employment Action Occurs When Employment Decision Made and Communicated to Employee

Rael A. Odongo v. Crossmark, Inc. 11 OCAHO 1236 (2014)

Based on Filing a Charge With OSC

John A. Breda v. Kindred Braintree Hospital, LLC 10 OCAHO 1202 (2013)

Causation Requires a Showing that the Decisionmaker Knew of the Employee's Protected Activity

Rael A. Odongo v. Crossmark, Inc. 11 OCAHO 1236 (2014)

Cause of Action

Kevin Raffay v. Western Digital 10 OCAHO 1159 (2012)

Cease and Desist

United States v. Hotel Martha Washington Corporation 5 OCAHO 786 (1995)

Counterclaim May Be Considered Retaliatory if it is Objectively Baseless

John A. Breda v. Kindred Braintree Hospital, LLC 10 OCAHO 1202 (2013)

Employer Has Burden of Production in Stating Non-Discriminatory Reason for Employment Action

Rael A. Odongo v. Crossmark, Inc. 11 OCAHO 1236 (2014)

Evidence of Pretext Must Be Specific and Substantial

Rael A. Odongo v. Crossmark, Inc. 11 OCAHO 1236 (2014)

Filing EEOC Religious Discrimination Complaint is not Protected Activity Under Section 1324b(a)(5)

Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee 10 OCAHO 1212 (2014)

Generalized Complaints About Employing Undocumented Workers Isn't Protected Under Section 1324b

Rael A. Odongo v. Crossmark, Inc. 11 OCAHO 1236 (2014)

Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee 10 OCAHO 1212 (2014)

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Chand Wije v. Barton Springs/Edwards Aquifier C.D. 4 OCAHO 668 (1994)

Eric Robin Cholerton v. Robert M. Hadley Company, Inc. 7 OCAHO 934 (1997)

Gurpreet Sodhi v. Maricopa County Special Health Care District 9 OCAHO 1124 (2007)

Gurpreet Sodhi v. Maricopa Medical Center 10 OCAHO 1127 (2008)

Guy Santiglia v. Sun Microsystems, Inc. 9 OCAHO 1110 (2004)

Howard Eugene McNier v. Arthur Wallace in his capacity as Dean, College of Business, San Francisco State University, et al 9 OCAHO 1074 (2001)

Jimmy Jack Jackai v. Dallas County Data Services 3 OCAHO 569 (1993)

Joan A. Lardy v. United Airlines, Inc. 4 OCAHO 595 (1994)

Jose Danilo Cruz v. Able Service Contractors, Inc.	6	OCAHO	837	(1996)
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Jose N. Hernandez v. City of Santa Ana	4	OCAHO	674	(1994)
Josh Kupferberg v. Oklahoma City Veterans Affairs Medical Center	4	OCAHO	709	(1994)
Josh Kupferberg v. University of Oklahoma Health Sciences Center	4	OCAHO	709	(1994)
Krzysztof Zarazinski v. Anglo Fabrics, Company	4	OCAHO	661	(1994)
Lonnie W. Hogenmiller v. Lincare, Inc.	7	OCAHO	953	(1997)
Martin John Shortt v. Dick Clark's American Bandstand Grill	10	OCAHO	1130	(2009)
Robert Y. Chu v. Fujitsu Network Transmission System, Inc.	5	OCAHO	778	(1995)
United States v. Great Earth Companies, Inc.	9	OCAHO	1070	(2001)

Jurisdiction

Benjamin A. K. Yohan v. Central State Hospital	4	OCAHO	593	(1994)
Brenda Bent v. Brotman Medical Center Pulse Health Services	5	OCAHO	764	(1995)
Drahomira Adame v. Dunkin Donuts	4	OCAHO	691	(1994)
Drahomira Adame v. Dunkin Donuts	5	OCAHO	722	(1995)
Howard Eugene McNier v. Arthur Wallace in his capacity as Dean, College of Business, San Francisco State University, et al	9	OCAHO	1074	(2001)
Howard Eugene McNier v. San Francisco State University College of Business	7	OCAHO	947	(1997)
Jose Danilo Cruz v. Able Service Contractors, Inc.	6	OCAHO	837	(1996)
Krzysztof Zarazinski v. Anglo Fabrics, Company	4	OCAHO	626	(1994)
Marlene Singh Palacio v. Seaside Custom Harvesting/Zinn Packing Company	4	OCAHO	675	(1994)
United States v. Hotel Martha Washington Corporation	5	OCAHO	786	(1995)
United States v. Zabala Vineyards	6	OCAHO	844	(1996)

Must Show Adverse Employment Action Would Not Have Occurred But For Employee's Protected Activity

Rael A. Odongo v. Crossmark, Inc.	11	OCAHO	1236	(2014)

Prima Facie Case

Dinko Sefic v. Marconi Wireless 9 OCAHO 1123 (2007)

Frederick John Harris v. State of Hawaii, Department of Education 6 OCAHO 922 (1997)

Gurpreet Sodhi v. Maricopa Medical Center 10 OCAHO 1127 (2008)

Jorge Mario Ipina v. Michigan Jobs Commission 8 OCAHO 1036 (1999)

Martin John Shortt v. Dick Clark's American Bandstand Grill 10 OCAHO 1130 (2009)

Rael A. Odongo v. Crossmark, Inc. 11 OCAHO 1236 (2014)

United States v. Shirley Fuimoto, Hawaii Government Employees Association 7 OCAHO 937 (1997)

Prima Facie Case May Be Established by Direct or Circumstantial Evidence

John A. Breda v. Kindred Braintree Hospital, LLC 10 OCAHO 1202 (2013)

Protected Activity

Jose Pablo Martinez v. Superior Linen 10 OCAHO 1180 (2013)

Rael A. Odongo v. Crossmark, Inc. 11 OCAHO 1236 (2014)

Complaining About Illegal Hiring Under § 1324a Does Not Constitute Protected Activity Under § 1324b(a)(5)

Jose Carlos De Araujo v. Joan Smith Enterprises, Inc., aka California Pools and Spas and or California Pools and Landscape 10 OCAHO 1187 (2013)

Retaliation Claim Must Be Based on Conduct that is Protected Under Section 1324b

Salim J. Hajiani v. ESHA USA, Inc. and Sameer Ramjee 10 OCAHO 1212 (2014)

Retaliation May Consist of Actions Not Directly Related to an Individual's Employment

John A. Breda v. Kindred Braintree Hospital, LLC 10 OCAHO 1202 (2013)

Retaliation Provision of Section 1324b Applies to any Individual, Not Just Protected Individuals

Rael A. Odongo v. Crossmark, Inc. 11 OCAHO 1236 (2014)

To Rebut Prima Facie Case, Employer Must State Non-Retaliatory Reason for Employment Action

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REVERIFICATION

Employer's Duty

United States v. 4431, Inc. t/a Candlelight Inn 4 OCAHO 611 (1994)

United States v. China Wok Restaurant, Inc., a Nebraska Corporation 4 OCAHO 608 (1994)

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Zelleka Getahun v. DuPont Merck Pharmaceutical Company 8 OCAHO 1029 (1999)

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United States v. American Terrazzo Corporation d/b/a John Delallo Foods 6 OCAHO 829 (1995)

United States v. Eduardo Gutierrez, Individually and d/b/a Diamond Tires and Wheels 3 OCAHO 554 (1993)

United States v. Hosung Cleaning Corporation d/b/a Sun Cleaner 4 OCAHO 696 (1994)

United States v. Kaday Musu Thoronka 5 OCAHO 772 (1995)

United States v. Karnival Fashion, Inc. 5 OCAHO 783 (1995)

United States v. Landscapes By Susanna 3 OCAHO 556 (1993)

United States v. Oscar Eduardo Villatoro-Guzman 4 OCAHO 652 (1994)

United States v. Park Sunset Hotel 3 OCAHO 525 (1993)

United States v. Penrod National Enterprises, Inc. d/b/a Floral Bionomics Landscape Management 3 OCAHO 559 (1993)

United States v. Satarain, Individually 3 OCAHO 557 (1993)

Issues Not Properly Raised Below Cannot Be Raised for the First Time on Review

United States v. M & D Masonry 10 OCAHO 1215 (2014)

Review Limited to Issues Contained in the Request for Review

United States v. M & D Masonry 10 OCAHO 1215 (2014)

SANCTIONS

Abandonment

United States v. Mushtaq Ahmed Chaudhry 4 OCAHO 666 (1994)

Admission(s)

United States v. Alberto Noriega-Perez 5 OCAHO 811 (1995)

United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge 4 OCAHO 615 (1994)

Attorney Fees

Daniel Ojeda-Ojeda v. Booth Farms, L.P. 9 OCAHO 1121 (2006)

Jack N. Toussaint v. Tekwood Data Processing Consulting 6 OCAHO 892 (1996)

Jenlih John Hsieh v. PMC - Sierra, Inc. 9 OCAHO 1091 (2003)

Michael K. Lee v. Airtouch Communications 7 OCAHO 926 (1997)

Ramnik M. Trivedi v. Northrop Corporation and Department of Defense 4 OCAHO 600 (1994)

Attorney Fees Not Permitted As Sanction for Failure to Comply With Discovery Order

Victor B. Palma v. Alufase USA, LLC 10 OCAHO 1213 (2014)

Civil Money Penalty

United States v. New China Buffet Restaurant 10 OCAHO 1133 (2010)

United States v. The Beverly Center 5 OCAHO 762 (1995)

Discovery Sanctions Usually Imposed Only After Order Compelling Discovered is Issued

Rael A. Odongo v. Crossmark, Inc. 11 OCAHO 1236 (2014)

Discovery Violation(s)

Iron Workers Local 455 v. Lake Construction & Development Corporation 7 OCAHO 964 (1997)

Jenlih John Hsieh v. PMC - Sierra, Inc. 9 OCAHO 1091 (2003)

Jose Proto Alcaraz v. General Motors Corporation 7 OCAHO 962 (1997)

United States v. Rosario Strano and Vito Strano d/b/a Strano Farms 4 OCAHO 636 (1994)

United States v. Westin Galleria & Westin Oaks Hotel 4 OCAHO 701 (1994)

Ex Parte Communication(s)

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Exclusion of Representative

Alberto Izquierdo v. Victoria Nursing & Rehabilitation Center	10	OCAHO	1131	(2009)
Lee v. AT&T	7	OCAHO	924	(1997)

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Aranka M. Palancz v. Cedars Medical Center	3	OCAHO	443	(1992)
Jacob Roginsky v. Department of Defense, Center for Naval Analyses, EPL Analysis	2	OCAHO	341	(1991)
Jenlih John Hsieh v. PMC - Sierra, Inc.	9	OCAHO	1091	(2003)
Joan A. Lardy v. United Airlines, Inc.	3	OCAHO	493	(1993)
Omar Egal v. Sears Roebuck & Company	3	OCAHO	442	(1992)
United States v. Alberto Noriega-Perez	5	OCAHO	798	(1995)
United States v. Alberto Noriega-Perez	5	OCAHO	811	(1995)
United States v. Armando Alvarez-Suarez	4	OCAHO	699	(1994)
United States v. Buckingham Limited Partnership d/b/a Mr. Wash	1	OCAHO	151	(1990)
United States v. David Day d/b/a David Day Masonry	3	OCAHO	553	(1993)
United States v. Diamond Construction, Inc.	3	OCAHO	451	(1992)
United States v. Enrique Martinez and Herlinda Martinez d/b/a Enrique's Restaurant	2	OCAHO	360	(1991)
United States v. James Arnold, Individually and d/b/a Fiesta/Bonanza Motors	1	OCAHO	119	(1989)
United States v. Kim Dong Hui t/a Chestnut Gourmet Restaurant	3	OCAHO	479	(1992)
United States v. Manca Imports, Inc.	1	OCAHO	268	(1990)
United States v. McDonnell Douglas Corporation	2	OCAHO	351	(1991)
United States v. Mushtaq Ahmed Chaudhry	4	OCAHO	666	(1994)
United States v. Nu Look Cleaners of Pembroke Pines, Inc.	1	OCAHO	202	(1990)
United States v. Nu Look Cleaners of Pembroke Pines, Inc.	1	OCAHO	274	(1990)

United States v. Park Sunset Hotel	3	OCAHO	525	(1993)
United States v. Primera Enterprises, Inc. d/b/a J.B.'s Lounge	3	OCAHO	560	(1993)
United States v. Roberto C. Davila	6	OCAHO	895	(1996)
United States v. Scandia Interiors, Inc.	1	OCAHO	290	(1991)
United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.	2	OCAHO	390	(1991)
United States v. Ulysses, Inc. and Ulysses Restaurant Group, Inc.	3	OCAHO	409	(1992)
United States v. Weldco, Inc. and Weldco Components, Inc. d/b/a Weldco Products	3	OCAHO	483	(1993)
United States v. YES Industries d/b/a Soft Touch Carwash	1	OCAHO	35	(1988)

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United States v. Enrique Reyes d/b/a King's Produce	4	OCAHO	592	(1994)
United States v. New China Buffet Restaurant	10	OCAHO	1133	(2010)

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United States v. David Jenkins	5	OCAHO	743	(1995)
United States v. Israel Velasquez-Tabir	6	OCAHO	872	(1996)
United States v. Julio Carpio-Lingan	6	OCAHO	871	(1996)

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United States v. Charo's Corporation d/b/a Charo's Restaurant	3	OCAHO	467	(1992)
United States v. Israel Velasquez-Tabir	6	OCAHO	872	(1996)
United States v. Julio Carpio-Lingan	6	OCAHO	871	(1996)
United States v. Kuo Liu	1	OCAHO	235	(1990)

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United States v. Martin Palominos-Talavera 6 OCAHO 896 (1996)

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United States v. Erlina Fashions, Inc. d/b/a Song Designs, Inc. 4 OCAHO 656 (1994)

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United States v. Silverado Stages, Inc. 10 OCAHO 1185 (2013)

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United States v. Mayfly Fashion, Inc. 6 OCAHO 894 (1996)

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Chand Wije v. Barton Springs/Edwards Aquifier C.D. 4 OCAHO 645 (1994)

United States v. Hyatt Regency Lake Tahoe 6 OCAHO 854 (1996)

United States v. Red Lobster 4 OCAHO 631 (1994)

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Esther Din Brooks v. Watts Window World 3 OCAHO 570 (1993)

Haddon Speakman v. The Rehabilitation Hospital of South Texas 3 OCAHO 469 (1992)

Jaime Banuelos v. Transportation Leasing Company 1 OCAHO 136 (1990)

Jaime Banuelos v. Transportation Leasing Company 1 OCAHO 214 (1990)

Martin A. Holguin v. Dona Ana Fashions 4 OCAHO 605 (1994)

Sanford J. Strauss v. Rite Aid Corporation 4 OCAHO 721 (1994)

Sellaro v. Elektra Records 3 OCAHO 461 (1992)

Stephen A. Lewis v. Ogden Services 2 OCAHO 384 (1991)

United States v. Ambrocio Morales-Guzman	5	OCAHO	776	(1995)
United States v. Big Bear Market	1	OCAHO	48	(1989)
United States v. David Day d/b/a David Day Masonry	3	OCAHO	514	(1993)
United States v. Dennis M. Dolan d/b/a Old Ocean Beach Café	2	OCAHO	388	(1991)
United States v. Elena Finishing, Inc.	1	OCAHO	132	(1990)
United States v. Fancy That, Inc. and New Fancy That, Inc. d/b/a The Great Alaskan Bush Company	3	OCAHO	446	(1992)
United States v. Flat Knitting Mills Company, Inc.	2	OCAHO	317	(1991)
United States v. Gus and Candy Kirk d/b/a Kirk Enterprises	1	OCAHO	72	(1989)
United States v. Honorio Carmona-Anica	5	OCAHO	770	(1995)
United States v. Koamerican Trading Corporation	1	OCAHO	63	(1989)
United States v. Land Coast Insulation, Inc.	2	OCAHO	379	(1991)
United States v. Leo Yruegas d/b/a Chito's Mexican Restaurant	1	OCAHO	45	(1989)
United States v. Marcos Iniguez-Casillas	6	OCAHO	870	(1996)
United States v. Mario Saikhon, Inc.	1	OCAHO	279	(1990)
United States v. Nicolas Tinoco-Medina	5	OCAHO	806	(1995)
United States v. Prime Landscape Management, Inc.	1	OCAHO	204	(1990)
United States v. Sea Dart Trading Corporation	2	OCAHO	336	(1991)
United States v. Victor Hugo Baches-Corado	3	OCAHO	571	(1993)
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United States v. Silverado Stages, Inc.	10	OCAHO	1185	(2013)
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United States v. La Luna Azul 1 OCAHO 14 (1988)

United States v. Marcos Iniguez-Casillas 8 OCAHO 1001 (1998)

United States v. Old Town Mexican Café 1 OCAHO 15 (1988)

United States v. Rainbow Steel Company 1 OCAHO 17 (1988)

United States v. Torres Mexican Food, Inc. 4 OCAHO 596 (1994)

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United States v. Pancho's Mexican Buffet, Inc. 4 OCAHO 632 (1994)

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United States v. IBP, Inc. 5 OCAHO 766 (1995)

United States v. Redi-Cut Foods, Inc. 4 OCAHO 659 (1994)

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United States v. Westin Galleria & Westin Oaks Hotel 4 OCAHO 701 (1994)

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United States v. Cathy Hyeon Yi d/b/a Ace Manufacturing Company 8 OCAHO 1011 (1998)

United States v. Moses Sportswear, Inc. 6 OCAHO 841 (1996)

United States v. William D. Boatright and Hanie Boatright d/b/a BNB Kennels	4	OCAHO	634	(1994)

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Salvador Chavarin-Lopez v. Nichols Farms	2	OCAHO	371	(1991)
United States v. A & B Carpet Steam Cleaning & General Services, Corporation	1	OCAHO	244	(1990)
United States v. ABC Roofing & Waterproofing, Inc.	2	OCAHO	391	(1991)
United States v. Casa Orozco, Inc.	1	OCAHO	92	(1989)
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United States v. James L. Baber and Jeff Baber d/b/a Baber Brothers Farm	2	OCAHO	350	(1991)
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United States v. Lectro Tek Services, Inc.	1	OCAHO	172	(1990)
United States v. Lighthouse Restaurant	1	OCAHO	7	(1988)
United States v. Manca Imports, Inc.	2	OCAHO	347	(1991)
United States v. Old Town Mexican Café	1	OCAHO	10	(1988)
United States v. Prestige Landscapes	1	OCAHO	11	(1988)
United States v. Sizzler Restaurants International, Inc.	1	OCAHO	263	(1990)
United States v. Springs Wash One d/b/a Austin Nevada Car Wash, a California Limited Partnership	2	OCAHO	349	(1991)
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ALJ Can Consider Public Policy of Leniency to Small Entities

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Business Size Is Determined Based on Size At Time of ALJ Adjudication and Penalty Assessment

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Business Size Not Based on Former Period in Business' History

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Howard Eugene McNier v. San Francisco State University College of Business	8	OCAHO	1030	(1999)
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Massala Prince Reffell v. Prairie View A&M University	9	OCAHO	1057	(2000)
McNier v. San Francisco State University College of Business	7	OCAHO	998	(1998)
Michael C. Smiley v. City of Philadelphia Department of Licenses & Inspection	7	OCAHO	925	(1997)
Paul C. Iwuchukwu v. City of Grand Prairie	6	OCAHO	869	(1996)
Qais Ibrahim Alhameed v. Grand Traverse Resort and Casinos	10	OCAHO	1126	(2008)
United States v. New Mexico State Fair	6	OCAHO	898	(1996)
Uthaiwan Wong-Opasi v. State of Tennessee, Governor Don Sundquist, et al	8	OCAHO	1042	(2000)

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