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Merely Pre-Printing or Typing Company Name in Section 2 Is Not the Equivalent of a Signature

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Examining Copies of Employee Documents Insufficient Where Law Requires Examination of Originals

<i>United States v. Employer Solutions Staffing Group II, LLC</i>	11	OCAHO	1242	2015
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United States v. DJ Drywall, Inc.

10 OCAHO 1136 2010

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

Failure to Complete and Sign Section 2 of Form I-9 Is Both Substantive and Serious Violation

United States v. Durable, Inc.

11 OCAHO 1231 2014

United States v. Hartmann Studios, Inc.

11 OCAHO 1255 2015

United States v. Horno MSJ, Ltd., Company

11 OCAHO 1247 2015

11 OCAHO 1247 2015

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

United States v. Crescent City Meat Company, Inc.

11 OCAHO 1223 2014

United States v. Super 8 Motel & Vilella Italian Restaurant

10 OCAHO 1191 2013

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

United States v. Modern Disposal Incorporated 10 OCAHO 1175 2013

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

United States v. New Star at Niagara Fall, Inc., d/b/a New Star Buffet 10 OCAHO 1192 2013

United States v. Pharaoh's Gentleman's Club, Inc. 10 OCAHO 1189 2013

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

United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167) 11 OCAHO 1258 2015

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

United States v. Intelli Transport Services, Inc. 13 OCAHO 1319 2019

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<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

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(S)/VIOLATION(S)**

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

<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

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

<i>United States v. Hartmann Studios, Inc.</i>	11	OCAHO	1255	2015
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	2015
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Failure to Ensure Employee Signs Form I-9 Section 1 Is A Serious Violation

<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
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	2016

Failure to Ensure Employee Signs Form I-9 Section 1 is a Substantive Failure

<i>United States v. Golf International d/b/a Desert Canyon Golf</i>	10	OCAHO	1214	2014
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Failure to Ensure Employee Signs, Lists Immigration Status and A Number on I-9 Are Serious Violations

<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1228	2014
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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

Failure to Prepare

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

United States v. LFW Dairy Corporation 10 OCAHO 1129 2009

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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<i>United States v. Homestead Metal Recycling Corp.</i>	11	OCAHO	1251	2015
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	2015
	11	OCAHO	1247	2015
<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. Keegan Varitey, LLC</i>	11	OCAHO	1238	2014
<i>United States v. Muniz Concrete & Contracting, Inc.</i>	12	OCAHO	1278	2016
<i>United States v. Pegasus Family Restaurant, Inc.</i>	12	OCAHO	1293	2016
<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
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Failure to Prepare Form I-9 Subverts the Purpose of the Employment Verification Requirements

<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

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<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

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

Failure to Prepare Forms I-9

<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

Failure to Prepare I-9 Among Most Serious Paperwork Violations

<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

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

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Failure to Prepare I-9 More Serious Than Paperwork Violations

United States v. Psychosomatic Fitness LLC 14 OCAHO 1387a 2021

Failure to Present a Form I-9 Is A Substantive Violation

United States v. Eriksmoen Cottages, Ltd. 14 OCAHO 1355 2020

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

United States v. ABCO Solar, Inc. 17 OCAHO 1465a 2023

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

<i>United States v. A&J Kyoto Japanese Restaurant, Inc.</i>	10	OCAHO	1186	2013
<i>United States v. Eriksmoen Cottages, Ltd.</i>	14	OCAHO	1355	2020
<i>United States v. Golden Employment Group, Inc.</i>	12	OCAHO	1274	2016
<i>United States v. The Red Coach Restaurant, Inc.</i>	10	OCAHO	1195	2013

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

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

<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

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

<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

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

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

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

<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	2016
<i>United States v. Horno MSJ, Ltd., Company</i>	11	OCAHO	1247	2015
	11	OCAHO	1247	2015
<i>United States v. Psychosomatic Fitness LLC</i>	14	OCAHO	1387a	2021
<i>United States v. Speedy Gonzalez Construction, Inc.</i>	11	OCAHO	1243	2015

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

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

United States v. Kenneth McPeck Racing Stables, Inc. 11 OCAHO 1249 2015

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

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

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

Failure to Properly Verify Documents in Form I-9 Section 2 Is Serious and Substantive Violation

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

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Failure to Reverify Employment Authorization Document Before Expiration Date Constitutes Violation

United States v. Eriksmoen Cottages, Ltd. 14 OCAHO 1355 2020

United States v. Hartmann Studios, Inc. 11 OCAHO 1255 2015

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

<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

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

<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	2014
<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

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

United States v. Eriksmoen Cottages, Ltd. 14 OCAHO 1355 2020

Form I-9

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

United States v. LFW Dairy Corporation 10 OCAHO 1129 2009

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

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

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

<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	2019
<i>United States v. St. Croix Personnel Services, Inc.</i>	12	OCAHO	1289	2016

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

<i>United States v. Cawoods Produce, Inc.</i>	12	OCAHO	1280	2016
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Generally

<i>Chand Wije v. Barton Springs/Edwards Aquifer C.D.</i>	5	OCAHO	785	1995
<i>United States v. Aegis Fashion, Inc.</i>	1	OCAHO	239	1990
<i>United States v. Anders Kampe d/b/a Kampe Motors, Ltd.</i>	3	OCAHO	462	1992
<i>United States v. Applied Computer Technology</i>	2	OCAHO	367	1991

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<i>United States v. Applied Computer Technology</i>	2	OCAHO 367	1991
<i>United States v. Bayley's Quality Seafoods, Inc.</i>	1	OCAHO 238	1990
<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
	3	OCAHO 536	1993
<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
	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
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO 1136	2010

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<i>United States v. Dubois Farms, Inc.</i>	2	OCAHO 376	1991
	1	OCAHO 242	1990
<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
	3	OCAHO 525	1993
	3	OCAHO 525	1993
	3	OCAHO 525	1993
	3	OCAHO 525	1993
<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
	3	OCAHO 554	1993
	3	OCAHO 554	1993
	3	OCAHO 554	1993
<i>United States v. Elder Jerez d/b/a Green Scaping</i>	3	OCAHO 420	1992
<i>United States v. Felipe, Inc.</i>	1	OCAHO 93	1989
<i>United States v. Four Seasons Earthworks, Inc.</i>	10	OCAHO 1150	2012
<i>United States v. Gerald Hollendorfer</i>	1	OCAHO 175	1990
<i>United States v. Giambli Enterprises</i>	5	OCAHO 817	1995

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<i>United States v. Giannini Landscaping, Inc.</i>	3	OCAHO	573	1993
<i>United States v. Goldenfield Corporation d/b/a Rodeway Inn</i>	2	OCAHO	321	1991
<i>United States v. Hilario Rodriguez, Jr.</i>	1	OCAHO	276	1990
<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
	1	OCAHO	264	1990
<i>United States v. Johnny Ng Lim and Christina Lim Go d/b/a The New Orient</i>	3	OCAHO	499	1993
<i>United States v. Juan V. Acevedo</i>	1	OCAHO	95	1989
<i>United States v. Kangaroo Express of Pueblo</i>	3	OCAHO	581	1993
<i>United States v. Land Coast Insulation, Inc.</i>	2	OCAHO	379	1991
<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

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<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
	2	OCAHO	337	1991
<i>United States v. Ricky Catalano d/b/a Papa Joe's Pizza</i>	7	OCAHO	974	1997
<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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<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO 848	1996
<i>United States v. South Masonry Fencing Company</i>	1	OCAHO 4	1988
<i>United States v. Task Force Security, Inc. d/b/a Task Force Security and Investigations</i>	3	OCAHO 563	1993
	3	OCAHO 533	1993
<i>United States v. Tom & Yu, Inc. t/a Peking Garden Restaurant</i>	3	OCAHO 412	1993
<i>United States v. Tuttle's Design Build, Inc.</i>	3	OCAHO 422	1992
	2	OCAHO 370	1991
<i>United States v. USA Café</i>	1	OCAHO 42	1989
<i>United States v. William and Maria Sievert</i>	1	OCAHO 294	1991
<i>United States v. Wood 'N Stuff</i>	3	OCAHO 574	1993

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

Good Faith Compliance

Technical or Procedural Verification Failures

<i>United States v. Stanford Sign and Awning, Inc.</i>	10	OCAHO 1145	2012
<i>United States v. WSC Plumbing, Inc.</i>	9	OCAHO 1071	2001
	9	OCAHO 1062	2000

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Government Refusal of Documents Deprived Employer of Opportunity to Correct Technical Violations

United States v. Chen Wilmington, Inc. 11 OCAHO 1241 2015

I-9 Retention Required for 3 Years After Hire or 1 Year After Termination, Whichever Is Later

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

United States v. Edgemont Group, LLC 17 OCAHO 1470 2022

United States v. Intelli Transport Services, Inc. 13 OCAHO 1319 2019

United States v. Lazy Days South, Inc. 13 OCAHO 1322 2020

United States v. Metropolitan Enterprises, Inc. 12 OCAHO 1297 2017

United States v. R2M2 Rebar & Stressing, Inc. 14 OCAHO 1357 2020

United States v. SKZ Harvesting, Inc. 11 OCAHO 1266 2016

United States v. Visiontron Corp. 13 OCAHO 1348 2020

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<i>United States v. Dr. Robert Schaus, D.D.S.</i>	11	OCAHO	1239	2014
<i>United States v. Leed Construction, Megan Burkholder</i>	11	OCAHO	1237	2014
<i>United States v. March Construction, Inc.</i>	10	OCAHO	1158	2012
<i>United States v. R2M2 Rebar & Stressing, Inc.</i>	14	OCAHO	1357	2020
<i>United States v. Two For Seven, LLC d/b/a Black & Blue Restaurant</i>	10	OCAHO	1208	2014

PAPERWORK REQUIREMENT (S)/VIOLATION(S)

I-9s To Be Examined Are Those Presented in Response to NOI, Not I-9s Produced Thereafter

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

Ignorance of Statutory Requirements

<i>United States v. Benjamin P. Raygoza d/b/a Cielito Lindo Restaurant</i>	5	OCAHO	729	1995
<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO	1136	2010

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<i>United States v. LFW Dairy Corporation</i>	10	OCAHO 1129	2009
<i>United States v. Onion River Sports, Inc.</i>	4	OCAHO 673	1994

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

Impossibility Not Available As Defense When Destruction of I-9s Is Due To Employer's Own Actions

<i>United States v. Ideal Transportation Co., Inc.</i>	12	OCAHO 1290	2016
<i>United States v. SKZ Harvesting, Inc.</i>	11	OCAHO 1266	2016

Lack of Issuing Authority for a Driver's License in Section 2 is a Substantive Violation

<i>Ketchikan Drywall Services, Inc. v. Immigration and Customs Enforcement; Office of the Chief Administrative Hearing Officer</i>	10	OCAHO 1201	2013
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Liability

<i>United States v. DJ Drywall, Inc.</i>	10	OCAHO 1136	2010
<i>United States v. Exim, Inc. and Jaime Monardes, Individually</i>	4	OCAHO 604	1994

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<i>United States v. Intelli Transport Services, Inc.</i>	13	OCAHO	1319	2019
<i>United States v. LFW Dairy Corporation</i>	10	OCAHO	1129	2009
<i>United States v. March Construction, Inc.</i>	10	OCAHO	1158	2012
<i>United States v. New China Buffet Restaurant</i>	10	OCAHO	1133	2010
<i>United States v. Onion River Sports, Inc.</i>	4	OCAHO	673	1994
<i>United States v. Skydive Academy of Hawaii Corporation d/b/a Skydive Hawaii</i>	6	OCAHO	848	1996

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

Location

<i>United States v. Dubois Farms, Inc.</i>	2	OCAHO	376	1991
<i>United States v. Land Coast Insulation, Inc.</i>	2	OCAHO	379	1991

Mere Failure to Date I-9 Employer Attestation is Technical or Procedural

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Most Paperwork Violations are Continuous Violations Until Cured or Until Retention Period Expires

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<i>United States v. Holtsville 811 Inc. d/b/a 7-Eleven (Store #39167)</i>	11	OCAHO	1258	2015
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