



STATE OF WASHINGTON
DEPARTMENT OF LABOR AND INDUSTRIES

P.O. Box 44000 • Olympia, Washington 98504-4000

March 4, 2025

Via E-mail and U.S. Mail

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William Ritson
701 Zimmerman Rd
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Green Thumb Gardens, LLC dba Green
Thumb Gardens
Attn. Jordan Owens
495 Beverly Road
Venice, FL 34293

**RE: Green Thumb Gardens, LLC - OAH Docket No. 12-2023-LI-02024
Director No. 2025-007-WPA**

Dear Parties:

Please find the enclosed Director's Order, which is served on the date of mailing. A copy of the Initial Order is enclosed for your convenience.

Sincerely,

Joel Sacks
Director

Enclosures

cc: Haley Bobbitt, Tacoma OAH
Anastasia Sandstrom, AAG

**DIRECTOR OF THE DEPARTMENT OF LABOR & INDUSTRIES
STATE OF WASHINGTON**

In re:

GREEN THUMB GARDENS, LLC dba
GREEN THUMB GARDENS,

Appellant,

Citation and Notice of Assessment No.
W-162-23

OAH Docket No. 12-2023-LI-02024

No. 2025-007-WPA

DIRECTOR'S ORDER

RCW 49.48.084(4); RCW 34.05

Joel Sacks, Director of the Washington State Department of Labor & Industries, having considered the appeal filed by Green Thumb Gardens, LLC, (Appellant), briefing submitted to the Director's Office, and having reviewed the record, issues this Director's Order.

The Director makes the following Findings of Fact, Conclusions of Law, and Final Decision and Order.

I. FINDINGS OF FACT

1. The Office of Administrative Hearings issued and served the Initial Order on July 16, 2024.
2. The Director received a timely filed petition for review from the Appellant.
3. The Director adopts and incorporates the Initial Order's Findings of Fact No. 4.1 to 4.14.

NO. 2025-007-WPA

DIRECTOR'S ORDER

RCW 49.48.084(4); RCW 34.05

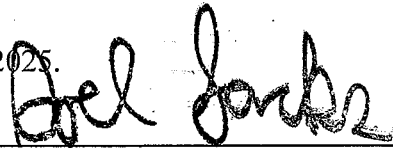
II. CONCLUSIONS OF LAW

1. Based on the Appellant's timely filed petition for review, there is authority to review and decide this matter under RCW 49.48.084 and RCW 34.05.
2. The Director adopts and incorporates the Initial Order's Conclusions of Law No. 5.1 to 5.23.
3. The Director adopts and incorporates the Initial Order Nos. 6.1 to 6.4, with the ongoing responsibility to pay interest.

III. DECISION AND ORDER

Consistent with the above Findings of Fact and Conclusion of Law, and the Citation and Notice of Assessment is affirmed as modified and the Initial Order of July 16, 2024, is incorporated by reference herein.

DATED at Tumwater this 4 day of March, 2025.



JOEL SACKS
Director

SERVICE

This Order was served on you the day it was deposited in the United States mail. RCW 34.05.010(19).

APPEAL RIGHTS

Reconsideration. Any party may file a petition for reconsideration. RCW 34.05.470. Any petition for reconsideration must be filed within 10 days of service of this Order and must state the specific grounds on which relief is requested. No matter will be reconsidered unless it clearly appears from the petition for reconsideration that (a) there is material clerical error in the order **or** (b) there is specific material error of fact or law. A petition for reconsideration, together with any argument in support thereof, should be filed by emailing it to directorappeal@lni.wa.gov or by mailing or delivering it directly to Joel Sacks, Director of the Department of Labor and Industries, P. O. Box 44001 Olympia, Washington 98504-4001, with a copy to all other parties of record and their representatives. Filing means actual receipt of the document at the Director's Office. RCW 34.05.010(6).

NOTE: A petition for reconsideration is not required before seeking judicial review. If a petition for reconsideration is filed, however, the 30-day period will begin to run upon the resolution of that petition. A timely filed petition for reconsideration is deemed to be denied if, within twenty (20) days from the date the petition is filed, the Director does not (a) dispose of the petition **or** (b) serve the parties with a written notice specifying the date by which it will act on the petition. RCW 34.05.470(3).

Judicial Review. Any petition for judicial review must be filed with the appropriate court and served within 30 days after service of this Order. RCW 34.05.542. RCW 49.48.084(5) provides: "Orders that are not appealed within the time period specified in this section and Chapter 34.05 RCW are final and binding, and not subject to further appeal." Proceedings for judicial review may be instituted by filing a petition in superior court according to the procedures specified in chapter 34.05 RCW, Part V, Judicial Review and Civil Enforcement.

DECLARATION OF MAILING

I, Lisa Deck, hereby declare under penalty of perjury under the laws of the State of Washington, that the DIRECTOR'S ORDER was mailed on date below to the following via regular, postage prepaid:

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William Ritson
701 Zimmerman Rd
Yakima, WA 98908

Green Thumb Gardens, LLC dba
Green Thumb Gardens
Attn. Jordan Owens
495 Beverly Road
Venice, FL 34293

DATED this 4 day of March, 2025, at Tumwater, Washington.



LISA DECK

**WASHINGTON STATE
OFFICE OF ADMINISTRATIVE HEARINGS**

In the matter of:

Green Thumb Gardens, LLC dba
Green Thumb Gardens,

Appellant/Employer.

Docket No. 12-2023-LI-02024

INITIAL ORDER

Agency: Labor and Industries
Program: Wage Payments
Agency No. W-162-23

1. ISSUES

- 1.1. Did Green Thumb Gardens, LLC dba Green Thumb Gardens violate chapter 49.52 RCW by failing to pay William Ritson for hours worked from April 15, 2021, through July 31, 2021, as set out in the Citation and Notice of Assessment issued September 21, 2023?
- 1.2. Did Green Thumb Gardens, LLC dba Green Thumb Gardens violate chapter 49.48 RCW by failing to pay William Ritson his final paycheck for hours worked from August 1-22, 2021, as set out in the Citation and Notice of Assessment issued September 21, 2023?
- 1.3. If so, what if any interest and/or penalty is due?

2. ORDER SUMMARY

- 2.1. Yes. Green Thumb Gardens owes Mr. Ritson wages in the amount of \$13,560.00 for 678 hours worked.
- 2.2. Yes. Green Thumb Gardens owes Mr. Ritson wages in the amount of \$3,230.00 for 161.5 hours worked.
- 2.3. The amount of interest due is remanded to the Department for calculation. Green Thumb Gardens, LLC dba Green Thumb Gardens owes a penalty in the amount of \$1,679.00.

3. HEARING

- 3.1. Hearing Date: May 17, 2024
- 3.2. Administrative Law Judge: Lisa Dublin
- 3.3. Appellant: Green Thumb Gardens, LLC dba Green Thumb Gardens
 - 3.3.1. Representative: John A. Maxwell, Jr.; Meyer, Fluegge & Tenney, P.S.
- 3.4. Agency: Department of Labor and Industries

3.4.1. Representative: Travis Alley, AAG

3.4.2. Witnesses:

3.4.2.1. Irene Davis

3.4.2.2. William Ritson

3.4.2.3. Paris Thorp

3.5. Exhibits: Exhibits 1-19 and 21-25 were admitted.

3.6. Court Reporter: Dani White

3.7. Observers:

3.7.1.1. Nicholas Frontin; Meyer, Fluegge & Tenney P.S.

3.7.1.2. Jennifer Chen; Law Clerk, WA Attorney General's Office

4. FINDINGS OF FACT

I find the following facts by a preponderance of the evidence:

Jurisdiction

4.1. On September 21, 2023, the Department of Labor and Industries ("Department") issued Citation No. W-162-23 and Notice of Assessment against Appellant Green Thumb Gardens, LLC for violation of the state Wage Payment Act and/or Minimum Wage Act. Ex. 1.

4.2. On October 3, 2023, the Department received Green Thumb Gardens, LLC's Notice of Appeal, appealing this Citation and Notice of Assessment. Ex. 2.

Green Thumb Gardens, LLC

4.3. Green Thumb Gardens, LLC ("Green Thumb Gardens") was a Washington limited liability company based in Ellensburg, Washington, and owned by Jordan Owens. Exs. 3, 5. At all times relevant hereto, Green Thumb Gardens was licensed with Washington's Liquor and Cannabis Board ("LCB"). Ex. 25.

4.4. In March 2021, LCB issued Green Thumb Gardens a Certificate of Location Compliance, approving its leased location in Moxee, Washington, for Green Thumb Gardens' cannabis farm. See Exs 24-25. Mr. Owens signed the lease earlier that month on behalf of Green Thumb Gardens. Ex. 25. Mr. Owens and two others -- Ben Grossman and Paris Thorp -- signed the lease as guarantors in their individual capacities. *Id.*

4.5. Mr. Owens and Mr. Grossman prepared a partnership agreement providing that they and Mr. Thorp would be 1/3 owners of the grow operation at the farm. Mr. Owens did not sign this agreement. Despite this, the three continued to work

together to develop the farm in Moxee, with Mr. Thorp in charge of overseeing day-to-day onsite operations.

William Ritson

- 4.6. When Mr. Thorp needed farming assistance, he reached out to his friend and former colleague William Ritson. At this point, the testimony and evidence on record conflict on material points. Mr. Thorp testified that he had many conversations with Mr. Owens and Mr. Grossman about bringing Mr. Ritson on to help him, and that they both agreed. Mr. Thorp and Mr. Ritson testified that Mr. Owens discussed making Mr. Ritson a partner as well in the enterprise, but this ultimately did not happen, and Mr. Owens agreed to pay Mr. Ritson \$20/hour. Later, at Mr. Owens' request, Mr. Ritson agreed to accept payment of wages following the harvest. Green Thumb Gardens, on the other hand, stated in the Department's employer questionnaire that Mr. Ritson was not an employee, that it never employed Mr. Ritson, and that consequently it did not owe Mr. Ritson wages. Ex. 18.
- 4.7. Based on the weight of evidence, I resolve this conflict in favor of Mr. Ritson. The above testimony of Mr. Ritson and Mr. Thorp is consistent with Mr. Ritson's claims in his wage complaint, and with L&I investigator Irene Davis' notes of her conversations with Mr. Ritson about his complaint. Neither Mr. Owens nor Mr. Grossman appeared at the hearing to testify. It is undisputed that Mr. Ritson met Mr. Owens when they were both at the grow operation, and that Mr. Owens was subsequently at the grow operation when Mr. Ritson worked there. Further, there is no evidence in the record that Mr. Ritson agreed to work for Green Thumb Gardens on a volunteer basis, and only speculation that he worked directly for Mr. Thorp.
- 4.8. Mr. Ritson began work for Green Thumb Gardens in April 2021. He initially worked on setting up the greenhouse. Once the plants were in, Mr. Ritson's job duties included opening the gate to the farm in the early morning, watering plants, checking clones, nursing diseased plants back to health, and communicating issues to Mr. Thorp, who oversaw his work. He also helped to eliminate gophers, repair irrigation lines, and fertilize. After several hours each day, Mr. Ritson left, and came back later to water plants and lock up for the night.
- 4.9. Mr. Ritson documented his work hours on timecards that were kept in a container at the farm. See Ex. 7. He worked several hours each morning, then left, sometimes to go to the Elks Club or to play golf. He often returned to work to complete his duties. Mr. Ritson documented his work hours between April 12, 2021, and August 22, 2021. Mr. Thorp signed each timecard. Approximately the end of June 2021, Mr. Thorp took the completed timecards to Mr. Owens,

asking for payment. Mr. Owens responded that he was short, but that he would pay. Approximately one week later, Mr. Owens brought the timecards back to the grow operation, at which time he stated he would pay after the harvest.

- 4.10. When the harvest came and went without payment, Mr. Ritson stopped work for Green Thumb Gardens. On August 12, 2022, the Department received Mr. Ritson's wage complaint. Ex. 6.

Department Investigation

- 4.11. Following receipt of the complaint, Industrial Relations Agent Irene Davis commenced an investigation. She spoke with Mr. Ritson about his complaint, left a voicemail for Mr. Owens with Green Thumb Gardens, and mailed Green Thumb Gardens a copy of the complaint along with a request for a response. Ex. 4, pp. 2-3.
- 4.12. Weeks later, after Agent Davis' additional attempts to reach Green Thumb Gardens, Agent Davis spoke with Green Thumb Gardens' attorney. She also reviewed Green Thumb Gardens' written response to the complaint, and spoke with Paris Thorp. Exs. 4, 17, 18.
- 4.13. During her investigation, Agent Davis reviewed the timecards Mr. Ritson submitted, and prepared an Hours Worked and Wage Computation Sheet. Ex. 11. On this sheet, Agent Davis inserted the total number of hours Mr. Ritson claimed he worked each day, added them for a total of 840.5 work hours, multiplied this by \$20/hour, and concluded total wages owing in the amount of \$16,810. Exs. 7, 11. I do not find these calculations entirely credible, as Mr. Ritson's daily work totals on his timecards do not always match the number of work hours within the timeframes he identified. I find that Mr. Ritson worked the hours currently identified in the Hours Worked and Wage Computation Sheet with the following exceptions:

April 16, 2021: 8.5 hours
May 15, 2021: 11.5 hours
May 28, 2021: 7.5 hours
May 29, 2021: 12 hours
June 1, 2021: 9.5 hours
June 20, 2021: 8 hours
July 5, 2021: 9 hours
July 7, 2021: 8.5 hours
July 15, 2021: 12.5 hours
July 27, 2021: 11 hours
July 30, 2021: 7 hours
August 2, 2021: 8 hours

August 6, 2021: 7.5 hours
August 14, 2021: 6.5 hours
August 16, 2021: 9 hours
August 17, 2021: 10 hours

This results in total hours worked of 839.5.

- 4.14. In addition to the unpaid wages noted above, the Department's Citation and Notice of Assessment charged Green Thumb Gardens interest in the amount of \$4,158.50 and a penalty of \$1,681.00. Ex. 1.

5. CONCLUSIONS OF LAW

Based upon the facts above, I make the following conclusions:

Jurisdiction

- 5.1. The Office of Administrative Hearings has jurisdiction over the persons and subject matter of this case under Chapters 34.05, 49.46, 49.48, and 49.52 RCW.

Wage Payment Law

- 5.2. Employers are liable for wage payment violations, including deductions, minimum wage, overtime, final wages, and agreed wages. RCW 49.48.038(2).
- 5.3. Wage payment requirements are those set forth in RCW 49.46.020, 49.46.130, 49.48.010, 49.52.050, or 49.52.060, and any related rules adopted by the department." RCW 49.48.082(10). These wage payment requirements include, but are not limited to, requirements to pay minimum wages, overtime wages, agreed wages, and wages for final pay periods. RCW 49.48.082(12).
- 5.4. "Employ" means to engage, suffer or permit to work. WAC 296-126-002.
- 5.5. When an employee ceases to work for an employer, whether by discharge or by a voluntary withdrawal, the employer must pay all wages due. RCW 49.48.010.
- 5.6. Hours worked means all hours which the worker is authorized or required by the business to be on the premises or at a prescribed workplace. WAC 296-126-002(8).
- 5.7. RCW 49.52.050(2) provides that it is unlawful to willfully withhold an agreed wage, which includes any wage an "employer is obligated to pay such employee by any statute, ordinance, or contract." The provisions of RCW 49.52.050(2) include oral or written agreements for hourly wages in excess of the minimum wage.

Burden of Proof

- 5.8. Under the FLSA, as well as the Washington Wage Payment Act, RCW 49.48 (WPA), the wage claimant has the initial burden of showing prima facie evidence

of a wage payment law violation. See *MacSuga v. County of Spokane*, 97 Wn.App. 435, 445-446, 983 P.2d 1167 (1999), citing *Anderson v. Mt. Clemens Pottery Co.*, 328 US. 680, 687-688, S.Ct. 1187, 90 L.Ed. 1515 (1946). This prima facie showing must be supported by a preponderance of the evidence.

- 5.9. A preponderance of the evidence is that evidence which produces the stronger impression, has the greater weight, and is more convincing as to its truth when weighed against the evidence in opposition to it. *Yamamoto v. Puget Sound Lumber Co.*, 84 Wash. 411, 146 P. 861 (1915).
- 5.10. If met, the burden then shifts to the employer to show the precise amount of work performed, or to negate the wage claimant's evidence of hours worked. *Anderson* at 687-688; *MacSuga* at 445.
- 5.11. It is the employer's responsibility to keep records regarding employee hours. Employers shall "make, keep, and preserve such records of the persons employed... and of the wages, hours, and other conditions and practices of employment." RCW 49.46.040(3).
- 5.12. The employee has carried out his/her burden if he proves that he has in fact performed work for which he was improperly compensated and if he produces sufficient evidence to show the amount and extent of that work as a matter of just and reasonable inference. *Anderson* at 687. The burden then shifts to the employer to come forward with evidence of the precise amount of work performed or with evidence to negate the reasonableness of the inference to be drawn from the employee's evidence. *Id.*, 687-688.
- 5.13. When an employer does not keep records, the employee need not prove the precise extent of uncompensated work. When the employee does not keep records, the Department allows for reasonable reconstruction of hours to shift the burden onto the employer to disprove the same. *MacSuga* at 445.

Green Thumb Gardens failed to pay Mr. Ritson wages.

- 5.14. The weight of evidence establishes that Green Thumb Gardens engaged, permitted, and authorized Mr. Ritson to work at the farm, and thus employed him, under the Wage Payment Act. Mr. Ritson met his burden of producing credible records establishing the amount of hours he worked. The burden then shifted to Green Thumb Gardens to produce negating evidence. However, the only evidence Green Thumb Gardens produced was the repetitive, conclusory statement that it did not employ Mr. Ritson along with speculation as to who may have employed him.
- 5.15. Green Thumb Gardens argued that it did not create the timecards that Mr. Ritson completed each week, and that they are somehow false. However,

Green Thumb Gardens need not generate the timecards to be responsible for their legitimate content.

- 5.16. Further, Green Thumb Gardens has produced no credible evidence to rebut the reasonable inference that Mr. Ritson worked the hours he recorded on the timecards. Green Thumb Gardens attempted to argue that Mr. Ritson was incapable of working at the farm due to a previous workplace shoulder injury. However, this argument is a red herring, given that Mr. Ritson performed work at Green Thumb Gardens' farm in Moxee, regardless of the state of his health and his previous injury.
- 5.17. Green Thumb Gardens failed to meet its burden of disproving Mr. Ritson's claim for wages, and is responsible for paying Mr. Ritson unpaid wages under Chapter 49.48 RCW in the amount of \$16,790, which is the total of 839.5 hours worked multiplied by the agreed wage rate of \$20/hour.

Interest on Unpaid Wages

- 5.18. Unpaid wages may accrue interest at the rate of 1% of the unpaid wage amount per month until payment is received by the Department, calculated from the first date wages were owed to the employee. RCW 49.48.083(2). The Department's interest calculation set out in the Citation and Notice of Assessment in this matter is currently based on an inaccurate wage assessment. The Department may calculate and assess interest based on the corrected wage payment calculation above up to the time it issued Citation and Notice of Assessment No. W-162-23. Interest will continue to accrue at the same rate until such time as Green Thumb Gardens pays the wages due.

Penalty for Willful Violation

- 5.19. If the Department determines that the violation of the wage payment requirement was a willful violation, the Department may order the employer to pay the Department a civil penalty of 10% of the total unpaid wages or \$1,000.00, whichever is greater, but not more than \$20,000.00. RCW 49.48.083(3)(a).
- 5.20. Here, Green Thumb Gardens violated wage payment laws by failing to pay all wages due to Mr. Ritson. At issue is whether that failure was willful.
- 5.21. "Willful" means a knowing and intentional action that is neither accidental nor the result of a bona fide dispute. RCW 49.48.082(13). See also *Schilling v. Radio Holdings, Inc.*, 136 Wn.2d 152, 159-60, 961 P.2d 371 (1998) (willful means the result of a knowing and intentional action); *Morgan v. Kingen*, 166 Wn.2d 526, 534, 210 P.3d 995 (2009) (willful means volitional, knowledgeable, intentional).
- 5.22. Green Thumb Gardens did not assert that its failure to pay wages was an error. Green Thumb Gardens' failure to pay wages was neither accidental nor the

result of a bona fide dispute. It knew Mr. Ritson worked at the grow operation, engaged and permitted him to do so, agreed to pay him \$20/hour in lieu of partnership, postponed payment until after the harvest, and then ultimately never paid him at all, claiming it never employed him. Green Thumb Gardens' failure to pay Mr. Ritson was willful.

- 5.23. While the Department may assess a penalty of 10% of total unpaid wages or \$20,000.00, whichever is less, under RCW 49.48.083(3), it must do so based on the recalculated wages due to Mr. Ritson. Based on these recalculated wages due, Green Thumb Gardens is responsible for a penalty in the amount of 10% of \$16,790.00, which is \$1,679.00.

6. INITIAL ORDER

IT IS HEREBY ORDERED THAT:

- 6.1. The Department's action is AFFIRMED in part, and REVERSED in part.
- 6.2. Green Thumb Gardens violated chapter 49.52 RCW by failing to pay William Ritson for hours worked from April 15, 2021, through July 31, 2021, as set out in the Citation and Notice of Assessment issued September 21, 2023. Green Thumb Gardens owes Mr. Ritson wages for this period in the amount of \$13,560.00 for 678 hours worked.
- 6.3. Green Thumb Gardens violated chapter 49.48 RCW by failing to pay William Ritson his final paycheck for hours worked from August 1-22, 2021, as set out in the Citation and Notice of Assessment issued September 21, 2023. Green Thumb Gardens owes Mr. Ritson wages for this period in the amount of \$3,230.00 for 161.5 hours worked.
- 6.4. Green Thumb Gardens is responsible for paying interest in the amount of 1% per month on all unpaid wages in this matter, and a penalty of 10% of the total unpaid wages or \$20,000.00, whichever is less, under Chapter 49.48 RCW. The amount of interest is REVERSED and REMANDED for recalculation as directed above in Conclusion of Law 5.18. Green Thumb Gardens is responsible for a penalty in the amount of \$1,679.00.

Issued from Olympia, Washington on the date of mailing.



Lisa Dublin
Administrative Law Judge
Office of Administrative Hearings

CERTIFICATE OF SERVICE ATTACHED

PETITION FOR REVIEW

Any party that disputes this Initial Order may file a Petition for Review with the Director of the Department of Labor and Industries.¹ You may e-mail your Petition for Review to the Director at directorappeal@lni.wa.gov. You may also mail or deliver your Petition for Review to the Director at the Department's physical address listed below.

Mailing Address:

Director
Department of Labor and Industries
PO Box 44001
Olympia, WA 98504-4001

Physical Address:

7273 Linderson Way SW
Tumwater, WA 98501

If you e-mail your Petition for Review, please do not mail or deliver a paper copy to the Director.

Whether you e-mail, mail or deliver the Petition for Review, the Director *must actually receive* the Petition for Review during office hours at the Director's office within 30 days of the date this Initial Order was mailed to the parties. You must also provide a copy of your Petition for Review to the other parties at the same time.

If the Director does not receive a Petition for Review within 30 days from the date of the Initial Order, the Initial Order shall become final with no further right to appeal.²

If you timely file a Petition for Review, the Director will conduct an administrative review under chapter 34.05 RCW.

¹ RCW 49.48.084 and RCW 34.05.464.

² RCW 49.48.084 and Chapter 34.05 RCW.

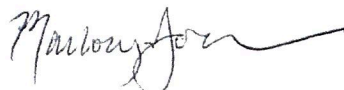
CERTIFICATE OF SERVICE FOR OAH DOCKET NO. 12-2023-LI-02024

I certify that true copies of this document were served on those listed below, from Olympia, Washington via Consolidated Mail Services by one of the following: First Class Mail, Certified Mail, Hand Delivery via Messenger, Campus Mail, Facsimile, or by email.

Green Thumb Gardens, LLC dba Green Thumb Gardens Attn: Jordan Owens 495 Beverly Road Venice, FL 34293 <i>Appellant/Employer</i>	<input checked="" type="checkbox"/> First Class Mail <input checked="" type="checkbox"/> Certified Mail, Return Receipt <input type="checkbox"/> Campus Mail <input type="checkbox"/> E-mail
John A. Maxwell, Jr. PO Box 22680 Yakima, WA 98907 <i>Appellant Representative</i>	<input checked="" type="checkbox"/> First Class Mail <input type="checkbox"/> Certified Mail, Return Receipt <input type="checkbox"/> Campus Mail <input type="checkbox"/> E-mail
Travis Alley, AAG Office of the Attorney General MS: TB-14 800 Fifth Avenue Suite 2000 Seattle, WA 98104-3188 <i>Agency Representative</i>	<input type="checkbox"/> First Class Mail <input type="checkbox"/> Certified Mail, Return Receipt <input type="checkbox"/> Campus Mail <input checked="" type="checkbox"/> E-mail Travis.Alley@atg.wa.gov Kirsten.Swan@atg.wa.gov lniseaeservice@atg.wa.gov
William Ritson 701 Zimmerman Rd Yakima, WA 98908 <i>Intervenor/Wage Claimant</i>	<input checked="" type="checkbox"/> First Class Mail <input type="checkbox"/> Certified Mail, Return Receipt <input type="checkbox"/> Campus Mail <input type="checkbox"/> E-mail

Date: Tuesday, July 16, 2024

OFFICE OF ADMINISTRATIVE HEARINGS



Mallory Jordan
Legal Assistant 2