

Criminal and Civil Penalties
H.R. 98 vs. Current Law (8 U.S.C. 1324a)

	H.R. 98	8 U.S.C. 1324a
Civil Penalties	Any Offense – Maximum \$50,000 fine per illegal immigrant hired.	First Offense – Not less than \$250 and not more than \$2,000 fine per illegal immigrant hired. Second Offense – Not less than \$2,000 and not more than \$5,000 fine per illegal immigrant hired. Further Offenses – Not less than \$3,000 and not more than \$10,000 fine per illegal immigrant hired.
Criminal Penalties	Any offense – Felony with up to 5 year prison sentence per illegal immigrant hired.	Any offense – Fine of not more than \$3,000 per illegal immigrant hired and/or up to 6 months in prison for the entire “pattern or practice” of hiring illegal immigrants.

In-Practice Example
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	H.R. 98	8 U.S.C. 1324a
1 Illegal Immigrant Hired First Offense	Up to \$50,000 fine; Up to 5 years in prison.	Up to \$5,000 fine; Up to 6 months in prison.
10 Illegal Immigrants Hired First Offense	Up to \$500,000 fine; Up to 50 years in prison.	Up to \$50,000 fine; Up to 6 months in prison.
50 Illegal Immigrants Hired First Offense	Up to \$2.5 million fine; Up to 250 years in prison.	Up to \$250,000 fine; Up to 6 months in prison.