

**CITATION FOR VIOLATION OF MASSACHUSETTS WAGE AND HOUR LAWS**



**The Commonwealth of Massachusetts  
Office of the Attorney General  
Fair Labor Division  
One Ashburton Place, Rm. 1813  
Boston, MA 02108**

Glenn Focht, MD, Individually  
Anna Jaques Hospital  
25 Highland Avenue  
Newburyport, MA 01950

Michael.Birch@bilh.org

**Restitution:**

**Paid Direct:**

**Civil Penalty:** \$7,500.00

**# of Employees:**

**Total Citation:** \$7,500.00

**Balance Due: \$7,500.00**

**You are hereby ordered to rectify all infractions immediately and to comply with all provisions of M.G.L. ch. 149 and 151.**

After an investigation by the Fair Labor Division, you are hereby cited for the following violation(s) of the Massachusetts General Laws:

**M.G.L. ch. 151 §§ 15, 19(3): Failure to keep true and accurate payroll records from 8/14/2022 to 11/3/2023, without specific intent.**

Pursuant to M.G.L. ch. 149, § 27C(b)(2), in determining the amount of the civil penalty (if any), the following factors have been taken into consideration where the information was available and where applicable: previous violations (if any), the employer's intent, the number of employees affected, the monetary extent of the violation(s), and the total monetary amount of the public contract or payroll involved.

**Order to Comply with the Law**

This citation contains an order for you to immediately rectify all infractions and to comply with all provisions of M.G.L. ch. 149 and 151. In order to fully comply with this order, you must familiarize yourself with your legal obligations as an employer in Massachusetts. A subsequent violation of Massachusetts wage and hour law may result in your being cited or charged as an intentional or willful subsequent offender.

**Citation # 22-09-50446-001**

Investigator: Lili Wu

Date Issued 11/03/2023

# CITATION FOR VIOLATION OF MASSACHUSETTS WAGE AND HOUR LAWS

## Payment Instructions for Civil Citation

There are two options for payment

1. Pay by credit card online at: [www.masspays.com/fld](http://www.masspays.com/fld), OR
2. Pay by money order, cashier's check or certified check payable to the Commonwealth of Massachusetts and send to:

*Post Office Remittance Address:*

**Massachusetts Attorney General's Office  
P. O. Box 412985  
Boston, MA 02241-2985**

*Overnight Mail:*

**Bank of America Lockbox Services  
Massachusetts Attorney General's Office 412985  
MA5-527-02-07  
2 Morrissey Blvd.  
Dorchester, MA 02125**

**No personal or business checks are accepted.** Please include a copy of the citation and write the citation number (located at the bottom center of the reverse side of these instructions) on your money order, cashier's or certified check. **All citations must be paid in full.**

## Failure to Comply With Civil Citation

In accordance with M.G.L. ch. 149 §§ 27C(b) (6), and (7), failure to pay the Balance Due **within 21 days** of the date of issuance of this citation will result in a lien for the amount of such Balance Due, plus 18% interest per year, upon the real estate and personal property of the party or parties who failed to pay and may result in a criminal prosecution unless a notice of appeal has been filed with the Attorney General and the Division of Administrative Law Appeals within 10 days of receipt of this citation.

## Right to Appeal This Citation

You have the right to appeal the issuance of this citation to the Division of Administrative Law Appeals ("DALA"). An employer appealing a citation will be granted a hearing before DALA in accordance with the provisions of M.G.L. ch. 30A. After the hearing, DALA may affirm, vacate or modify the citation. M.G.L. ch. 149 § 27C(b)(4).

To appeal this citation, you must file a notice of appeal **within 10 days to both of the following agencies**. You must state a reason for your appeal. In addition to notifying both agencies, **there is an appeal fee of \$200 per citation that must be sent to DALA**. For information on how to pay this fee, visit: [www.mass.gov/how-to/file-an-appeal-with-the-division-of-administrative-law-appeals-dala](http://www.mass.gov/how-to/file-an-appeal-with-the-division-of-administrative-law-appeals-dala). Please enclose a copy of the civil citation you are appealing.

**Office of the Attorney General  
Fair Labor Division, Civil Citation Unit AND  
One Ashburton Place, Rm. 1813  
Boston, MA 02108**

**Division of Administrative Law Appeals  
14 Summer Street, 4<sup>th</sup> Floor  
Malden, MA 02148**

This document contains important information. Please have it translated immediately.

В данном документе содержится важная информация. Вам необходимо срочно сделать перевод документа.

Este documento contiene información importante. Por favor, consiga una traducción inmediatamente.

تحتوي هذه الوثيقة على معلومات هامة. يرجى ترجمتها فوراً.

Docikman sa gen enfòmasyon enpòtan. Tanpri fè yon moun tradwi l touswit.

Questo documento contiene informazioni importanti. La preghiamo di tradurlo immediatamente.

Este documento contém informações importantes. Por favor, traduzi-lo imediatamente.

此文件含有重要信息。請立即找人翻譯。

본 문서에는 중요한 정보가 포함되어 있습니다. 본 문서를 즉시 번역하도록 하십시오.

Tài liệu này có chứa thông tin quan trọng. Vui lòng dịch tài liệu này ngay.

ខេត្តសាធារណៈសម័យនេះ ប័ណ្ណចុះខ្លះមួយទាំងស្រុង។  
ភាសាខ្មែរខេត្តសាធារណៈសម័យនេះ ប្រើប្រាស់  
ម៉ាស៊ីនបោះពុម្ព។

ឯកសារនេះមាននូវព័ត៌មានដ៏សំខាន់ ។

សូមបកប្រែវាជាបន្ទាន់ ។

Ce document contient des informations importantes. Veuillez le faire traduire au plus tôt.