

December 16, 2022

Upperline Health, Inc.  
102 Woodmont Blvd.  
Suite 450  
Nashville, TN 37205

RE: E-Verify Non-Compliance

Dear Upperline Health, Inc.:

You are receiving this letter due to your company's repeat non-responsiveness to the Florida Department of Law Enforcement (FDLE). If you persist and fail to respond to the Department of Economic Opportunity (DEO), there will be significant consequences. In other words, this letter serves as your final opportunity to respond before consequences are initiated. Furthermore, only your full and timely response will be considered. DEO will not grant any extensions and not consider any mitigating factors that you might present regarding your non-responsiveness to FDLE. Govern yourself accordingly.

The Facts:

- Effective January 1, 2021, private employers are required, after making an offer of employment, to verify the person's employment eligibility. Employment eligibility can be determined by using the E-Verify system or by requiring the person to provide the same documentation that is required by the United States Citizenship and Immigration Services on its Employment Eligibility Verification form (Form I-9).
- Pursuant to section 448.095(3)(e), Florida Statutes, certain persons or entities may request, and a private employer must provide, copies of any documentation relied upon by the private employer for the verification of a person's employment eligibility. These entities include the Department of Law Enforcement, the Attorney General, the state attorney, and the statewide prosecutor.
- In accordance with the authority provided in section 448.095(3)(e), Florida Statutes, FDLE requested information from your company to ensure your company was complying with the requirements of section 448.095(3)(b), Florida Statutes. Specifically, FDLE sent you notice requesting production of all documentation relied upon by your company for verification of a person's employment with your company. Your company was not responsive to this notice. FDLE sent a second notice, requesting the same documentation, and your company was not responsive to FDLE's requests.

This letter is in response to your company's failure to respond to FDLE's notices. Since your company has failed to respond to FDLE's requests to provide documentation showing your company's compliance with section 448.095(3)(b), Florida Statutes, you must provide DEO with an affidavit stating that: (1) your

Florida Department of Economic Opportunity | Caldwell Building | 107 E. Madison Street | Tallahassee, FL 32399  
(850) 245.7105 | [www.FloridaJobs.org](http://www.FloridaJobs.org) | [www.Twitter.com/FLDEO](https://www.Twitter.com/FLDEO) | [www.Facebook.com/FLDEO](https://www.Facebook.com/FLDEO)

An equal opportunity employer/program. Auxiliary aids and service are available upon request to individuals with disabilities. All voice telephone numbers on this document may be reached by persons using TTY/TTD equipment via the Florida Relay Service at 711.

company will comply with section 448.095(3)(b), Florida Statutes; (2) your company has terminated the employment of all unauthorized aliens employed by the company in the state of Florida; and (3) your company will not intentionally or knowingly employ an unauthorized alien in the state of Florida. This affidavit must be provided to DEO within 30 days of the date of receipt of this letter. Failure to provide the affidavit to DEO within the time specified will result in the suspension of all licenses held by your company specific to the business location where the unauthorized alien(s) performed work, or if your company does not hold a license specific to the business location where the unauthorized alien(s) performed work, all licenses that are held by your company at its primary place of business. The suspension of the applicable licenses will continue until your company provides the requested affidavit to DEO.

The affidavit must be filed with DEO's Agency Clerk within 30 days of the date of receipt of this letter. The affidavit is filed when it is received by:

AGENCY CLERK  
DEPARTMENT OF ECONOMIC OPPORTUNITY  
OFFICE OF THE GENERAL COUNSEL  
107 EAST MADISON ST., MSC 110  
TALLAHASSEE, FLORIDA 32399-4128  
FAX 850-921-3230  
AGENCY.CLERK@DEO.MYFLORIDA.COM

Thank you for your prompt attention to this matter.

Sincerely,



Karen Gates  
General Counsel