

**91E.4 Penalties for violation of recruitment practice requirements.**

1. An employer who violates [section 91E.3](#) is subject to a civil penalty of up to one thousand dollars.
2. A corporate officer of an employer who, through repeated violation of [section 91E.3](#), demonstrates a pattern of abusive recruitment practices commits a serious misdemeanor.
3. An employer who, through repeated violation of [section 91E.3](#), demonstrates a pattern of abusive recruitment practices may be ordered to pay punitive damages.  
[90 Acts, ch 1134, §5](#)