



## Licence to Engage in Foreign Worker Recruitment

*Labour Standards Code* (R.S.N.S. 1989, c. 246)

Licence No. **FWRL-66**

### **Hemlata Punj**

carrying on foreign worker recruitment activities as a Director of

#### **Emigrance Consulting & Immigration Inc.**

1308 St. Margarets Bay Road, Suite 204, Lakeside, Nova Scotia, B3T 1A2

This certifies that Hemlata Punj is licensed to recruit foreign workers for employment in Nova Scotia.

**Issuance date: April 26, 2023**

**Expiry date: April 25, 2026**

This License cannot be transferred or assigned.

This licence is subject to cancellation or suspension at any time under section 89R of the *Labour Standards Code*.

It is illegal under the *Labour Standards Code* for any person to, directly or indirectly, charge or collect a fee from an individual for finding, or trying to find, employment for the individual or for providing the individual with information about any employer seeking employees for employment in Nova Scotia.

It is also illegal under the *Labour Standards Code* for employers to, directly or indirectly, recover, from an employee, recruitment costs incurred by the employer in recruiting the employee.

For the purpose of these Licence Conditions, the term Licensee includes the individual licence holder and the incorporated business under which the individual licence holder recruits foreign workers, which in this case is Emigrance Consulting & Immigration Inc.

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