



State of Washington
PUBLIC DISCLOSURE COMMISSION

711 Capitol Way Rm. 206, PO Box 40908 • Olympia, Washington 98504-0908
(360) 753-1111 • FAX (360) 753-1112

Toll Free 1-877-601-2828 • E-mail: pdcc@pdcc.wa.gov • Website: www.pdca.wa.gov

March 9, 2020

Zenefits
303 Second St.
San Francisco, CA 94107

And delivered electronically to “dtilley@zenefits.com”

Subject: PDC Order, Case 64914

Dear Zenefits,

Enclosed is a copy of the Public Disclosure Commission’s Order Imposing Fine that was entered in the above-referenced case. At the February 28, 2020, Brief Enforcement hearing, the Presiding Officer assessed a total civil penalty of \$250 in accordance with WAC 390-37-143. The \$250 penalty is payable within 30 days of the date of this Order.

The \$250 penalty is payable no later than **April 8, 2020**. Please make the check or money order payable to the “WA State Treasurer”, and mail the payment to the following:

Public Disclosure Commission
PO Box 40908
Olympia, WA 98504-0908

Please do not send the payment to the PDC offices.

Please file the missing L-3 report referenced in the attached Order. Thank you for your prompt attention to this matter.

If you have questions, please contact us by email at pdcc@pdcc.wa.gov.

Sincerely,

/s

Tabitha Townsend
Compliance Coordinator

Enclosure: Initial Order



State of Washington
PUBLIC DISCLOSURE COMMISSION

711 Capitol Way Rm. 206, PO Box 40908 • Olympia, Washington 98504-0908
(360) 753-1111 • FAX (360) 753-1112

Toll Free 1-877-601-2828 • E-mail: pdc@pdc.wa.gov • Website: www.pdc.wa.gov

BEFORE THE PUBLIC DISCLOSURE COMMISSION
OF THE STATE OF WASHINGTON

In Re: Compliance with RCW 42.17A

PDC Case 64914

ZENEFITS,

Findings of Fact,
Conclusions of Law, and
Order Imposing Fine

Respondent.

Pursuant to the brief enforcement hearing (brief adjudicative proceeding) notice sent to Zenefits on February 13, 2020, a brief adjudicative proceeding was held on February 28, 2020, in Room 206, Evergreen Plaza Building, 711 Capitol Way, Olympia, Washington, to consider whether the Respondent violated RCW 42.17A.630 by failing to file Annual Lobbyist Employer Reports (L-3 Reports) as a lobbyist employer for the 2018 calendar year. The L-3 report was due to be filed no later than February 28, 2019.

The hearing was held in accordance with Chapters 34.05 RCW and 42.17A RCW and Chapter 390-37 WAC. Commission Chair Dave Ammons was the Presiding Officer. The Commission staff was represented by Tabitha Townsend, Compliance Coordinator. The Respondent did not participate in the hearing or submit any written materials.

Having considered the evidence, the Presiding Officer finds as follows:

FINDINGS OF FACT

1. The Respondent was a lobbyist employer of a registered lobbyist in the State of Washington during calendar year 2018.
2. As a lobbyist employer, the Respondent was required to file the L-3 report by the last day of February in 2019 disclosing the annual amount of lobbying expenses in the prior calendar year, such as lobbyist compensation, contributions and independent expenditures made, lobbying expenditures made, and compensation for professional services to entities held by state officials, successful state candidates, or their immediate families.
3. The Respondent did not file the missing L-3 report for 2018 prior to the date of the hearing.
4. The Respondent has no prior violations.

CONCLUSIONS OF LAW

Based on the above facts, as a matter of law, the Presiding Officer concludes as follows:

1. This matter was duly and properly convened and all jurisdictional, substantive, and procedural requirements have been satisfied.
2. The Respondent violated RCW 42.17A.630 by failing to file the L-3 reports by the last day of February, February 28, 2019, as required.

ORDER

On the basis of the foregoing Findings of Fact and Conclusions of Law,

IT IS HEREBY ORDERED that the Respondent is assessed a civil penalty of \$250 in accordance with the L-2 penalty schedule set forth in WAC 390-37-143. The \$250 penalty is due within 30 days from the date of this Order.

In the event the Respondent fails to pay the assessed civil penalty within 90 days of the date of the Order, PDC staff is directed to refer the matter to outside collections for the amount owed.

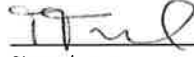
This is an **Initial Order** of the Public Disclosure Commission.

Entered this 9th day of March.

Public Disclosure Commission


Peter Lavallee
Executive Director

I, Tabitha Townsend, certify that I mailed a copy of this order to the Respondent at their respective address postage pre-paid on the date stated herein.


Signed

March 9, 2020

Date

APPEALS OF INITIAL ORDER

REVIEW OF INITIAL ORDER - BY THE COMMISSION

You may request that the full Commission review this initial order. To seek review, you must:

- Make the request by email, stating the reason for review, and identifying what alleged errors are contained in the initial order. *See* WAC 390-37-144(1).
- All requests for review must be submitted electronically to pdcc@pdc.wa.gov.
REQUESTS FOR REVIEW MUST BE RECEIVED BY THE COMMISSION WITHIN TWENTY-ONE (21) CALENDAR DAYS AFTER THE THIS INITIAL ORDER WAS ELECTRONICALLY DISTRIBUTED TO YOU.

If review of this initial order is timely requested, the full Commission will hear the matter. If the Commission is unable to schedule a meeting to consider the request within twenty (20) calendar days, this initial order becomes a final order, and any request for Review will automatically be considered a request for reconsideration of a final order. *See* WAC 390-37-144(4). The matter would then be scheduled for consideration and disposition at the next Commission meeting at which it is practicable to do so.

A Respondent does not need to pay a penalty until after the Commission rules on a request for review of an initial order.

FURTHER APPEAL RIGHTS – SUPERIOR COURT

If the Commission does not receive a request for review of this initial order within twenty-one (21) calendar days, the initial order shall be the FINAL ORDER. *See* WAC 390-37-142(7).

YOU HAVE THE RIGHT TO APPEAL A FINAL ORDER TO SUPERIOR COURT, PURSUANT TO THE PETITION FOR JUDICIAL REVIEW PROVISIONS OF RCW 34.05.514 *et seq.*

