



Licence to Engage in Foreign Worker Recruitment

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

Licence No. **FWRL-35**

Pranav Kumar Shah

carrying on foreign worker recruitment activities as a Director of

Parry Immigration Solutions Inc.

28 Valour Way, St. Catharines, Ontario, L2P 0B2

This certifies that Pranav Kumar Shah is licensed to recruit foreign workers for employment in Nova Scotia.

Issuance date: March 7, 2024

Expiry date: March 6, 2027

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.

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