

The list below sets out the eight parties, their parent companies (which, although not directly involved in the infringement, have been found to be jointly and severally liable for it) and the fines imposed, after discounts for leniency.

Party (and parent company, where applicable)	Penalty payable (after discounts)
1. A Warwick Associates Ltd	£3,303
2. CDI AndersElite Ltd (Parent company CDI Corp) (30% leniency)	£7,602,789
3. Eden Brown Ltd (35% leniency)	£1,072,069
4. Fusion People Ltd (20% leniency)	£125,021
5. Hays Specialist Recruitment Ltd (Parent Company Hays Specialist Recruitment (Holdings) Ltd) (Ultimate Parent company Hays plc) (30% leniency)	£30,359,129
6. Henry Recruitment Ltd (25% leniency)	£108,043
7. Beresford Blake Thomas Ltd 8. Hill McGlynn & Associates Ltd (Parent Company Randstad UK Holding Ltd) (Ultimate Parent company Randstad Holding NV) (100% leniency)	£0