

Out with the Old, In with the New: What Employers Need to Know About the New Form I-9

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OVERVIEW



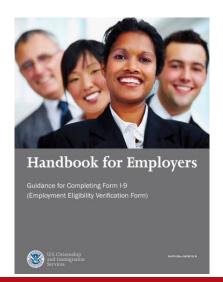
- I-9 Form Revisions (11/14/2016 Version)
- I-9 Basics and Common Questions/Issues
- I-9 Self Audits
- ICE Audits and Penalties
- E-Verify Top Ten
- Predictions for Compliance Under the New Administration

Changes to the I-9 Form



- New version (11/14/2016) effective 1/22/2017.
- All prior versions no longer valid after 1/21/2017.
- Instructions for new form 15 pages.
- Instructions must be available for employee to review.
- I-9 Handbook for Employers will be updated soon.





Where to find the I-9 Form



- www.uscis.gov
- Paper version
- Smart form

Either form must printed and signed.

I-9, Employment Eligibility Verification

- Form I-9 (PDF, 535 KB)
- Form I-9 Paper Version (This version is unfillable and must be printed for completion on paper only.) (PDF, 73 KB)
- Form I-9 Supplement, Section 1 Preparer and/or Translator Certification (PDF, 816 KB) (PDF, 816 KB)
- Instructions for Form I-9 (PDF, 565 KB) (PDF, 565 KB)
- Form I-9 in Spanish (May be filled out by employers and employees in Puerto Rico ONLY) (PDF, 421 KB)
- Instructions for Form I-9 in Spanish (PDF, 322 KB)
- M-274, Handbook for Employers, Guidance for Completing Form I-9 (This handbook will be updated soon; refer to the Form Instructions for the most upto-date information.) (PDF, 2.14 MB)

Section 1

Fisher Phillips

- Other LAST Names Used
- Employee's signature date: Today's Date
- Alien authorized to work: Option to list 1, 2 or 3

	First Name (Give	en Name)	Middle Initial	Other I	er Last Names Used (if any)		
ddress (Street Number and Name)	Apt. Nu	ımber	City or Town			State	ZIP Code	
ate of Birth (mm/dd/yyyy) U.S. Social Se	curity Number	Employ	ee's E-mail Addr	ess	E	imployee's	 	
m aware that federal law provides fo	form.				r use of	false do	ocuments in	
ittest, under penalty of perjury, that I	am (cneck one	or the r	ollowing boxe	s):				
1. A citizen of the United States								
2. A noncitizen national of the United State	es (See instructions	s) 						
3. A lawful permanent resident (Alien Re	egistration Number	/USCIS I	Number):					
4. An alien authorized to work until (expi	ration date, if appli	cable, m	m/dd/yyyy):					
Some aliens may write "N/A" in the expi	ration date field. (S	See instru	uctions)		_			
Aliens authorized to work must provide only o An Alien Registration Number/USCIS Numbe						Di	QR Code - Section 1 o Not Write In This Space	
Alien Registration Number/USCIS Number OR	r:			_				
2. Form I-94 Admission Number: OR				_				
3. Foreign Passport Number:				_				
Country of Issuance:								

Preparer/Translator

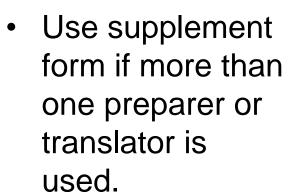


Preparer and/or Translator Certification (check of I did not use a preparer or translator. A preparer(s) and/or translator. A preparer(s) and/or translator. Fields below must be completed and signed when preparers and I attest, under penalty of perjury, that I have assisted in the	nslator(s	nslators assist an emple	oyee in co	ompleting	Section 1.)
knowledge the information is true and correct.	comple	ation of Section 1 of the	is ioiiii a	nu mat t	o the best of my
Signature of Preparer or Translator			Today's D	ate (mm/de	d/yyyy)
Last Name (Family Name)		First Name (Given Name)			
Address (Street Number and Name)	City or	Town		State	ZIP Code

Must check box if a Preparer and/or Translator was used.

Preparer/Translator Supplement





Put employee's name at top.



Employee Name:

Form I-9 Supplement, Section 1 Preparer and/or Translator Certification

USCIS Form I-9 Supplement

Department of Homeland Security U.S. Citizenship and Immigration Services

Instructions: This supplement may be used if extra spaces are required to document more than one preparer and/or translator

Last Name (Family Name)

First Name (Given Name)

OMB No. 1615-0047 Expires 08/31/2019

Middle Initial

knowledge the information is true and corre		etion of Section 1 of t		ia tiiat	to the best of my
Signature of Preparer or Translator			Today's Da	ate (mm/	dd/yyyy)
Last Name (Family Name)		First Name (Given Name	e)		
Address (Street Number and Name)	City or	or Town Si			ZIP Code
I attest, under penalty of perjury, that I have knowledge the information is true and corre		etion of Section 1 of t	his form ar	nd that	to the best of my
Signature of Preparer or Translator			Today's Da	ate (mm/	dd/yyyy)
Last Name (Family Name)		First Name (Given Name	e)		
Address (Street Number and Name)	0.7	r Town			1
	City or	Town		State	ZIP Code
I attest, under penalty of perjury, that I have knowledge the information is true and corre	assisted in the compl				
	assisted in the compl			nd that	to the best of my
knowledge the information is true and corre	assisted in the compl		his form ar Today's Da	nd that	to the best of my
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knowledge the information is true and corresponding to the second	assisted in the complete. City or	etion of Section 1 of t First Name (Given Name Town	his form ar Today's Da e) his form ar Today's Da	nd that ate (mm/	to the best of my

Section 2 – Employee Name/Status



Section 2. Employer or I	Authorized Representative Re	eview and Verification		
	esentative must complete and sign Section nent from List A OR a combination of one	,		, , , , , , , , , , , , , , , , , , , ,
Employee Info from Section 1	Last Name (Family Name)	First Name (Given Name)	M.I.	Citizenship/Immigration Status

 Insert the number corresponding to employee's status from Section 1.

1. A citizen of the United States	
2. A noncitizen national of the United States (See instructions)	
3. A lawful permanent resident (Alien Registration Number/USCIS Number):	
4. An alien authorized to work until (expiration date, if applicable, mm/dd/yyyy):	
Some aliens may write "N/A" in the expiration date field. (See instructions)	

Smart Form

Instructions

Start Over

Print

USCIS Form I-9

Employment Eligibility Verification Department of Homeland Security U.S. Citizenship and Immigration Services

OMB No. 1615-0047 Expires 08/31/2019

START HERE: Read instructions carefully before completing this form. The instructions must be available, either in paper or electronically, during completion of this form. Employers are liable for errors in the completion of this form.

ANTI-DISCRIMINATION NOTICE: It is illegal to discriminate against work-authorized individuals. Employers CANNOT specify which document(s) an employee may present to establish employment authorization and identity. The refusal to hire or continue to employ

efore accepting First Name (Given Apt. Num	a job off	fer.)	of complete and			Form I-9 no later Used (if any) ②
Apt. Num			Middle Initial 🕙	Other L	ast Names	Used (if any) 🕑
	nber 🕐 C	·				
ity Number 🕖 E	- 1	and or Lown			State 🕝	ZIP Code 🕖
	mployee'	's E-mail Addr	ess ③	Eı	mployee's	Telephone Number 💿
	nd/or fin	nes for false	statements or	use of	false doo	cuments in
n (check one of	f the foll	owing boxe	s):			
(See instructions)	(Z)					
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				ıber.		QR Code - Section 1 Not Write in This Space
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			_			
			Today's Date	(mm/dd/	(איציצי)	
A preparer(s) and/ d when preparer	or translat rs and/or	tor(s) assisted r translators a	assist an employ	vee in c	ompleting	Section 1.)
rrect.						
				oday's L)ate (mm/d	αγγγγ) (3 1
		First Nam	e (Given Name) 🛚	9		
	City	or Town ③			State 🕙	ZIP Code 🕙
					•	
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Form I-9 11/14/2016 N Page 1 of 4

Smart Form



Instructions Start Over Print **Employment Eligibility Verification**

USCIS Form I-9

Department of Homeland Security OMB No. 1615-0047 U.S. Citizenship and Immigration Services Expires 08/31/2019

(Employers or their authorized representative must must physically examine one document from List A	t complete and sign Sectio	n 2 within 3 business days	s of the employe	
of Acceptable Documents.") Employee Info from Section 1 Last Name (Fa	amily Name) 🔮	First Name (Given Name	e) ③ M.I.③	Citizenship/Immigration Status
List A O Identity and Employment Authorization	R List Iden		ND	List C Employment Authorization
Document Title (2)	Document Title 3		Document Title	e (2)
Issuing Authority®	Issuing Authority®		Issuing Author	ity 🕙
Document Number®	Document Number		Document Nur	mber 🕙
Expiration Date (if any)(mm/dd/yyyy)	Expiration Date (if any)(i	mm/dd/yyyy)®	Expiration Dat	e (if any)(mm/dd/yyyy) 🕐
Document Title 🗗				
Issuing Authority ③	Additional Information	on ③		QR Code - Sections 2 & 3 Do Not Write in This Space
Document Number®	ll .			
Expiration Date (if any)(mm/dd/yyyy)	ll .			
Document Title ③	ll .			
Issuing Authority®	ll .			
Document Number®	ll .			
Expiration Date (if any)(mm/dd/yyyy)®				
Certification: I attest, under penalty of perju (2) the above-listed document(s) appear to be employee is authorized to work in the United	e genuine and to relate			
The employee's first day of employment	(mm/dd/yyyy): []	(See in	structions fo	r exemptions)
Signature of Employer or Authorized Representati	ive 🕐 Today's Da	te(mm/dd/yyyy) 💿 Title (of Employer or A	Authorized Representative 🕑
Last Name of Employer or Authorized Representative	First Name of Employer or	Authorized Representative @	Employer's Bu	usiness or Organization Name 😨
Employer's Business or Organization Address (Str	reet Number and Name)	City or Town 🕑	St	ate ③ ZIP Code ③
	Click to	Finish	•	

I-9 Basic Requirements



- All employees hired after November 6, 1986 must have a I-9 form on file.
- Section 1 completed by employee no later than start date of employment.
- Section 2 completed by employer by end of third business day after employee starts work.
- May complete form prior to start date if offer of employment is made and accepted.
- Insert N/A in all fields where no information is available.

Properly Completed Section 1



Section 1. Employee Information than the first day of employment, but not			st complete and	d sign Section	of Form I-9 no later
Last Name (Family Name)	First Name (Given Name) Patricia		Middle Initial	Other Last Nar	nes Used (if any)
Address (Street Number and Name)	Apt. Number	City or Town	le	State G A	ZIP Code 30309
Date of Birth (mm/dd/yyyy) U.S. Social Sec		oloyee's E-mail Addr Jones 3 y a h		1	e's Telephone Number
I am aware that federal law provides for connection with the completion of this i I attest, under penalty of perjury, that I a	form.			r use of false (documents in
1. A citizen of the United States	an (check one of th	e following boxe			
2. A noncitizen national of the United State	s (See Instructions)				
3. A lawful permanent resident (Alien Re	gistration Number/USC	IS Number):			
4. An alien authorized to work until (expir Some aliens may write "N/A" in the expir			6 201	7	
Aliens authorized to work must provide only of An Alien Registration Number/USCIS Number					QR Code - Section 1 Do Not Write In This Space
Alien Registration Number/USCIS Number OR			_		
2. Form I-94 Admission Number:					
	1234567		_		
Country of Issuance:	ted Kingdo	m			
Signature of Employee Patrua -	Jones		Today's Date	e (mm/dd/yyyy)	11/26/2016

Properly Completed P/T Section



Preparer and/or Translator Certification (check of I did not use a preparer or translator. A preparer(s) and/or to (Fields below must be completed and signed when preparers a	ranslator(
I attest, under penalty of perjury, that I have assisted in the knowledge the information is true and correct.	comple	tion of Section 1 of	this form a	and tha	at to the best of my
Signature of Preparer or Translator			Today's [Date (mi	m/dd/yyyy) 2016
Last Name (Family Name)		First Name (Given Name)	ne)	,	
Address (Street Number and Name) 1234 Maple Drive City or Town Jonestown				State GA	ZIP Code 3222

Properly Completed Section 2

Section 2. Employer or (Employers or their authorized reprinust physically examine one docur of Acceptable Documents.")	esentative must c	omplete and sign Secti	on 2 within 3 busine.	ss days of the		
Employee Info from Section 1	Last Name (Fam.		First Name (Giver		M.I. Citi	zenship/Immigration Status New Authorized
List A Identity and Employment Auti	OR norization		st B ntity	AND	Em	List C ployment Authorization
Document Title Forcian Passport		Document Title		Docun	nent Title	
Issuing Authority United Kingdom		Issuing Authority		Issuin	g Authority	
Document Number UK 1234567		Document Number		Docum	nent Number	
Expiration Date (if any)(mm/dd/yyy	וע	Expiration Date (if any)	(mm/dd/yyyy)	Expira	tion Date (if	any)(mm/dd/yyyy)
Document Title T-94 Card						
Issuing Authority USCBP		Additional Informati	on			R Code - Sections 2 & 3 o Not Write In This Space
Document Number 01234567891						
Expiration Date (if any)(mm/dd/yyy	y)					
Document Title						
Issuing Authority						
Document Number						
Expiration Date (if any)(mm/dd/yyy	y)					
Certification: I attest, under pe (2) the above-listed document(semployee is authorized to work	s) appear to be	genuine and to relat				
The employee's first day of e	mployment (m	m/dd/yyyy): 11/	26/2016 (S	See instructi	ons for exe	emptions)
Signature of Employer or Authorize	,	Today's D	ate(<i>mm/dd/yyyy</i>) 3/2016	l	oyer or Autho	rized Representative
Last Name of Employer or Authorized F	Representative I	First Name of Employer or			yer's Busine	ss or Organization Name
Employer's Business or Organization			City or Town		State GA	ZIP Code 33333



- If employee's work authorization will expire you need to re-verify no later than the date of expiration.
- If rehire employee within 3 years of original hire date may use Section 3 on current version of Form I-9 – or complete new I-9 form.
- New name use Section 3.



Properly Completed Section 3



Section 3. Reverification a	and Rehires (To be co	mpleted and signe	ed by employer	or authorized representative.)	
A. New Name (if applicable)			200	B. Date of Rehire (if applicable)	
Last Name (Family Name)	First Name (Giver	n Name)	Middle Initial	Date (mm/dd/yyyy)	
C. If the employee's previous grant continuing employment authorization		THE RESERVE OF A STREET OF THE PARTY OF THE	le the information	n for the document or receipt that establis	
Document Title Employment Av	Horization Docu	Document Nur ABC-1	^{nber} 2-345-6	Expiration Date (if any) (mm/	/dd/yyyy)
				horized to work in the United States, enuine and to relate to the individual	
Signature of Employer or Authorized		's Date (mm/dd/yyy)		Employer or Authorized Representative	

List of Acceptable Documents



List A – Documents that Establish both Identity and Employment Authorization

- 1. U.S. Passport or Passport Card
- 2. Permanent Resident Card or Alien Registration Receipt Card (Form I-551)
- 3. Foreign passport that contains a temporary **I-551 stamp** or temporary **I-551** printed notation on a machine-readable immigrant visa (MRIV)
- **4. Employment Authorization Document (Card)** that contains a photograph (Form I-766)
- 5. In the case of a nonimmigrant alien authorized to work for a specific employer incident to status, a foreign passport with Form I-94 or Form I-94A bearing the same name as the passport and containing an endorsement of the alien's nonimmigrant status, as long as the period of endorsement has not yet expired and the proposed employment is not in conflict with any restrictions or limitations identified on the form
- 6. Passport from the Federated States of Micronesia (FSM) or the Republic of the Marshall Islands (RMI) with Form I-94 or Form I-94A indicating nonimmigrant admission under the Compact of Free Association Between the United States and the FSM or RMI

List of Acceptable Documents

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List B Identification & List C Work Authorization

LIST B: Documents That Establish Identity For individuals 18 years of age or older:

- Driver's license or ID card issued by a state or outlying possession of the United States, provided it contains a photograph or information such as name, date of birth, gender, height, eye color, and address
- 2. ID card issued by federal, state, or local government agencies or entities, provided it contains a photograph or information such as name, date of birth, gender, height, eye color, and address
- 3. School ID card with a photograph
- 4. Voter's registration card
- 5. U.S. military card or draft record
- 6. Military dependent's ID card
- 7. U.S. Coast Guard Merchant Mariner Card
- 8. Native American tribal document
- 9. Driver's license issued by a **Canadian** government authority

For persons under age 18 who are unable to present a document listed above:

- 1. School record or report card
- 2. Clinic, doctor or hospital record
- 3. Day-care or nursery school record

LIST C: Documents That Establish Employment Authorization

- U.S. Social Security account number card, unless the card included one of the following restrictions:
 - (1) Not valid for Employment
 - (2) Valid for work only with INS Authorization
 - (3) Valid for Work only with DHS Authorization.
- Certification of Birth Abroad issued by the U.S. Department of State (Form FS-545)
- Certification of Report of Birth issued by the U.S. Department of State (Form DS-1350)
- 4. Original or certified copy of a birth certificate issued by a state, county, municipal authority, or outlying possession of the United States bearing an official seal
- 5. Native American tribal document
- 6. U.S. Citizen Identification Card (Form I-197)
- 7. Identification Card for Use of **Resident Citizen** in the United States (Form I-179)
- 8. Employment authorization document issued by DHS

Document Acceptance Standards

The I-9 states that you must review the original documents presented to determine if they are "genuine" and "relate" to the person presenting them to you.



Document Acceptance Standards





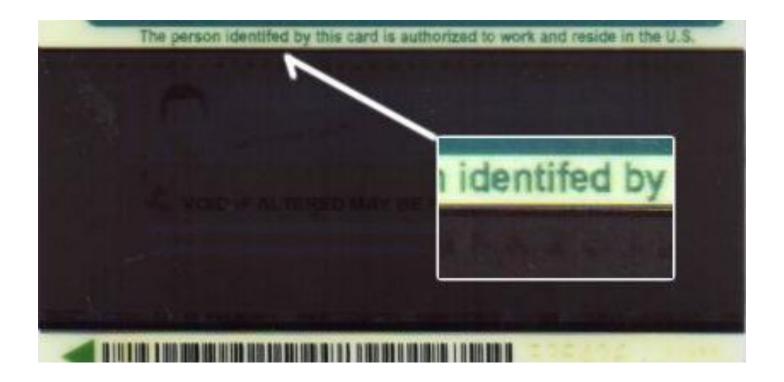
Outdated LPR/Green Card



No longer resembles person, not acceptable

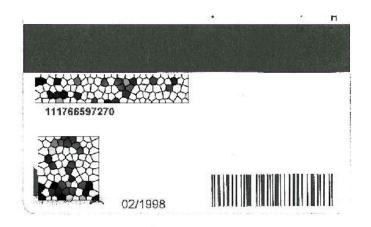






Example: Unacceptable List B Document





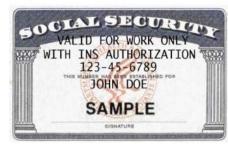


Social Security Number Card

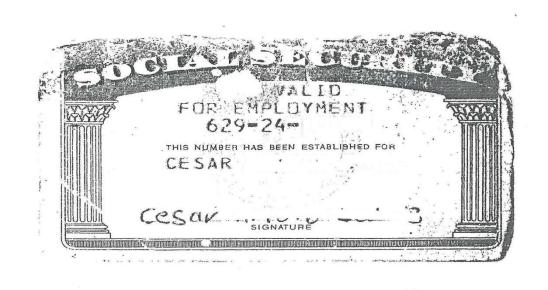


- There are at least 50 valid versions of the Social Security Number Card:
 - Example 1: UNRESTRICTED SS cards: "Valid for Work Authorization".
 - Example 2: RESTRICTED SS cards: "Not valid for Employment"; "Valid for work only with INS Authorization" and "Valid for Work only with DHS Authorization".





Unacceptable List C Document



List A Identification and Work Authorization– Must Re-verify Prior to Expiration Date



 Unexpired Foreign Passport with I-551 Stamp



 Employment Authorization Document (Form I 766)





Common Questions



- What do I do if an employee comes forward with new documents for a new name or SSN?
- How do I complete I-9 forms for remote employees?
- Do I re-verify expiring permanent resident cards?
- Is it okay to pre-populate Section1 using our HR/Onboarding system?
- When a new version of the I-9 form is issued by the government, am I required to prepare new forms for existing employees?

Retention Requirements



- Once employee terminated, you must retain I-9 form for:
 - At least three years from date of hire; and
 - At least one year from date of termination;
 - Whichever is later.
- Once retention requirements met, purge/shred form.



Self-Audit – Getting Started

- Generate a list of all current employees.
- Include name, date of hire, and distinguishing fact (SSN or DOB).
- Pull I-9 forms for all current employees.
- Make sure that you have an I-9 form for each employee on the list.
- Make a note on the list if an I-9 form is missing for a particular employee.



Section 1 – Common Errors



- Employee completed Section 1 after commencing work – Not Correctable.
- Employee did not check box regarding authorization to work in the U.S. – Correctable.
- Missing Social Security number Not required (unless using E-Verify at time of hire).
- Employee failed to check or fully complete Citizenship Status Box - Correctable.
- Employee did not sign/date Correctable w/ current date.

Section 2 – Common Errors



- No Start Date Listed in Certification Box Correctable.
- Issuing Authority, Document Number, and/or Expiration Date missing for identity and work authorization document(s) - Correctable.
- Too many or too few documents listed Correctable.
- Employer signature box incomplete Correctable.



Making Corrections



- Correct errors, as allowed, on each form.
- Section 1 Employee makes corrections.
- Section 2 Employer makes corrections.
- Strike through errors do not use White Out or Liquid Paper.
- All corrections should be initialed, dated, and include the words "Per Self Audit".

Missing Form I-9



- If you determine that an I-9 form is missing for a current employee – complete a form immediately.
- Ask employee to complete Section 1, sign and date (with current date).
- Complete Section 2 (insert original start date) and sign and date (with current date).



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Missing I-9 – Terminated Employee

- If you discover that you are missing an I-9 form for a terminated employee, you may contact terminated employee and complete I-9 form now.
- Good practice to review I-9 form at termination/exit interview.



Immigration Enforcement 2015



- ICE made 452 criminal arrests tied to worksite enforcement investigations -179 were owners, managers, supervisors or human resources employees.
- Charges include harboring or knowingly hiring illegal aliens.

Employees arrested for aggravated identity theft and

POLICE ICE

Social Security fraud.

POLICE

Record-Breaking Immigration - 2015



- 3,127 Notices of Inspection and 637 Final Orders, totaling \$15,808,365.00 in administrative fines.
- ICE debarred 277 business and individuals for administrative and criminal violations.
- ICE believes utilizing enforcement, compliance and outreach is an effective approach to deter illegal employment and create a culture of compliance.
- HSI prioritizes investigations involving critical infrastructure and key resources. No industry, regardless of size, type or location is exempt from complying with the law or being the subject of an ICE investigation.

Largest Immigration Fine in History



- \$34 Million Dollar Fine Texas software company fined for, among other immigration violations:
 - Failing to maintain I-9 records for many of its foreign nationals; and
 - Widespread failure to update and re-verify the employment authorization status of a large percentage of its foreign national employees.



Protect Your Business

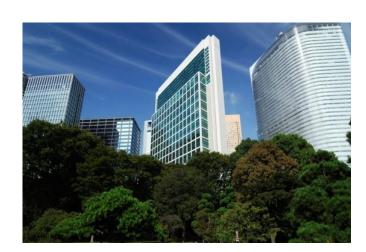


- I-9 audit may be foundation for raid, civil money penalties and criminal sanctions.
- Ensure I-9 compliance programs are in place, up-todate, and followed.
- Conduct regular internal I-9 audits and remedy identified errors.
- Have outside counsel conduct periodic I-9 audits.

ICE Arrives - Notice of Inspection



- Three days notice prior to ICE review of I-9 Forms allowed (may waive but not recommended).
- Original, microfilm, microfiche or electronic I-9 forms acceptable for inspection.
- Personal appearance to give testimony and turn over documents may be required.
- Subpoena/warrant not required for I-9 inspection.



- I-9 Forms for current employees hired after Nov. 6, 1986.
- I-9 Forms for terminated employees within the required retention period.
- Electronic employee listing.
- Quarterly wage and hour reports.
- Payroll data.
- SSA Mismatch correspondence.
- E-Verify and/or SSNVS documents.
- Business information (Employer ID number, owner's SSN/address, business licenses, etc.)

After ICE Inspection



- ICE issues Notice of Inspection Results if found in compliance.
- If not in compliance, may receive:
 - Notice of Technical or Procedural Failures
 - Notice of Suspect Documents
 - Notice of Discrepancies
 - Warning Notice
 - Notice of Intent to Fine
- Notice of Intent to Fine employer has opportunity to negotiate settlement or request hearing.

IRCA Prohibited Acts



CANNOT:

- Knowingly hire an alien who is not authorized to work.
- Hire any individual without verifying identity and work authorization.
- Continue employing person if you know or should know person is not authorized to work.



Unfair Documentary Practices

- Do not require specific documents or combination of documents.
- Do not require more or different documents than minimally required.
- Do not refuse to accept documents that reasonably appear to be genuine.
- Employee's choice which of the acceptable Form I-9 documents to present.



Monetary Penalties



- I-9 substantive/uncorrected technical violations (e.g., missing I-9) range from \$216 to \$2,156 per violation.
- Knowing hire/continuing to employ violations range from:
 - -\$539-\$4,313 (1st violation)
 - -\$4,313-\$10,781 (2nd violation)
 - -\$6,469-\$21,563 (Subsequent violation)



Determining Penalty Amounts

- Factors considered for enhancement of fine or mitigation:
 - Good faith effort to comply;
 - Seriousness of violation;
 - Whether the violation involved unauthorized workers;
 - Size of business; and
 - History of previous violations.
- Violation percentage calculated to determine amount of fine for first, second, subsequent violations.



Criminal Penalties



- 10 years and/or \$250,000 fine for harboring, smuggling, concealing, or transporting illegal aliens for financial gain.
- Criminal sanctions for conspiracy to harbor, smuggle, conceal, or transport.



E-Verify — Top Ten List



- E-Verify only new hires or re-hires (unless you are a federal contractor required to run existing employees).
- Submit E-Verify query no later than the third business day after the employee starts working.
- Prepare E-Verify query using the information listed on the Form I-9.
- Take no adverse action against the employee if you receive a Tentative Non-Confirmation & employee contests.

E-Verify Top Ten Continued



- Close your E-Verify cases once you receive a final result.
- Maintain copies of E-Verify case results with employee's I-9 form.
- Display the required posters in English & Spanish.
- Photo Match must keep copies of List A documents.
- USCIS Monitoring and Compliance Unit if they contact you for a compliance audit, contact us!



Fisher Phillips

Predictions for Immigration Under New Administration

- Mandatory E-Verify nationwide.
- Tightening up/securing the border.
- Increased enforcement actions with focus on employers (e.g., I-9 audits, inspections, and raids).
- Increased deportations.
- Cancellation of DACA.
- Changes in the H-1B Professional Worker Category.







THANK YOU FOR THIS OPPORTUNITY