

E-VERIFY: AT A GLANCE

What is E-Verify?

E-Verify is an Internet-based system that uses information from an employee's I-9 form and Employment Eligibility Verification, as well as the Department of Homeland Security (DHS) and Department of State (DOS) records to confirm if an employee is authorized to work in the U.S.

The system is administered by the DHS, U.S. Citizenship and Immigration Services (USCIS) Verification Division, and the Social Security Administration.

How Does E-Verify Work?

Employers create a case in E-Verify, which checks the employee's information against available DHS records. The system then provides the employer a result in 3 to 5 seconds. The case results state one of the following:



Employment Authorized

The information entered by the employer matches with DHS or SSA records



DHS or SSA Tentative Nonconfirmation (TNC)

The information entered by the employer does not match DHS, SSA or DOS records. Employers must inform the employee of the TNC and give him/her the opportunity to contest the result by correcting the DHS or SSA records (on their own).

Why Do Employers Use E-Verify?

E-Verify helps employers maintain a legal workforce and reduce the use of fraudulent work documents. Also, E-Verify improves the accuracy of wage and tax reporting by reducing identity mismatches.

What Employers are Required to Use E-Verify?

E-Verify is a voluntary program for most employers, but mandatory for some, including:

- **Required for ALL Federal Contractors**
- **Required for ALL Employers in:** Alabama, Arizona, Mississippi, South Carolina, and Fremont, NA
- **Required for MOST Employers in:** Florida (25+ Employees), Georgia (11+ Employees), North Carolina, (25+ Employees), Tennessee (35+ Employees), and Utah (15+ Employees)
- **Required for State Agencies and Public Contractors in:** Florida, Georgia, Idaho, Indiana, Michigan, Minnesota, Nebraska, North Carolina, Oklahoma, Pennsylvania, Utah, Virginia, and West Virginia

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