



Do your applicants have the right to work in the U.S.?



The Immigration Reform and Control Act (**IRCA**) legally mandates that U.S. employers verify the employment eligibility status of newly-hired employees.



WHAT YOU SHOULD KNOW:

The I-9 Form must be completed for every new employee, regardless of their national origin or whether or not the employee is a U.S. citizen. Under IRCA, if an employer fails to verify the identity and employment authorization of a new employee, by completing the [I-9 Form](#), the employer has violated federal immigration law.

Here are some additional employment screening services:

- Business Credit Reports
- Civil-Court Records
- County Criminal Search
- Education Verification
- Employment Credit Report
- Employment Verification
- Federal Criminal Records
- FirstChek *National Criminal Database*
- Motor Vehicle Records
- Reference Verification
- Professional License Verification
- Sex Offender Registry
- Social Security Verification
- Statewide Criminal Searches
- Terrorist Watch List (OFAC)
- Tenant Screening
- Workers Compensation Records

Working with **First Choice**, human resources and security professionals nationwide gain the peace of mind, while working with a single background screening service provider. We are confident you will find that **First Choice** is the right choice for your company's employee screening requirements.

The Laws and Risks of Non-Compliance

The Immigration Reform and Control Act of 1986 (IRCA) legally mandates that U.S. employers must verify the employment eligibility status of newly-hired employees and makes it unlawful for employers to knowingly hire or continue to employ unauthorized workers. Noncompliance, whether intentional or caused simply by oversight, has severe legal and financial consequences imposed by the Department of Homeland Security, as well as the potential of a corporate image tarnished by negative publicity.

Penalties for Non-Compliance

- Employers who fail to properly complete, retain, or make I-9 Forms available for inspection, fines range from \$100 to \$1,100 per individual I-9.
- For employers who knowingly hire or knowingly continue to employ unauthorized workers, civil penalties range from \$250 to \$11,000 per violation.
- For employers engaging in a pattern or practice of knowingly hiring or continuing to employ unauthorized workers, criminal penalties can be as much as \$3,000 per unauthorized employee and/or 6 months of imprisonment.

The Form I-9 Verification Services Solution:

- Provides peace of mind that new employees' Social Security and Immigration documents are valid.
- Simplifies and improves the efficiency of your Form I-9 process.
- Substantially decreases human errors in completing I-9 Forms.
- Cost-effectively reduces your exposure to government audits, financial penalties and negative publicity resulting from non-compliance.
- Through Form I-9 Compliance, improve the accuracy of your payroll and tax reporting and virtually eliminate SSA inquiries concerning unmatched Social Security numbers with the SSA's Social Security Number Verification Service (SSNVS).