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I-9
Palooza!



**Compliance Updates
and E-Verify+**

EQUIFAX®

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Your I-9 Subject Matter Experts



Brian Broderick

Acting Chief, Verification Division
USCIS



Daniel Hekman

Deputy Chief, Verification Division
USCIS



John Fay

Director, Product Strategy
Equifax Workforce Solutions

Inside E-Verify: Compliance Updates & E-Verify+



Disclaimer

This presentation is intended for E-Verify employers and E-Verify employer agents. This presentation provides basic guidance about the rules and responsibilities during the employment eligibility verification process. This guidance may change. For up-to-date information, visit the e-verify.gov website.

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Agenda

- Form I-9 Overview and Reminders
- E-Verify: Employer Responsibilities and Mitigating Fraud
- What's New with E-Verify+

Form I-9 Background



In 1986, in an effort to control illegal immigration, Congress passed the **Immigration Reform and Control Act (IRCA)**.

IRCA forbids employers from knowingly hiring individuals who do not have work authorization in the United States.

The employment eligibility verification provisions, and sanctions, of [IRCA](#) are found in [Section 274A of the Immigration and Nationality Act](#) (INA).

Form I-9 Reminders

- Use Form I-9 with revision date *1/20/2025 for new hires and reverifications
- Employers are not required to have Forms I-9 for employees hired on or before November 6, 1986
- To comply with the employment eligibility verification provisions **ALL** employers must:

For employees hired after November 6, 1986:

- Verify the **identity and employment authorization** documentation
- **Complete** and **retain** a Form I-9
- **Employers MUST refrain from discriminating** against individuals on the basis of actual or perceived national origin, citizenship, or immigration status

Form I-9 Reminders (continued)

- You must accept a document presented by an employee if it reasonably appears to be:

- Genuine
AND
- Relates to the individual presenting it



- The document must be original – photocopies are NOT acceptable, except for a certified copy of a birth certificate

Form I-9 Reminders (continued)

- Employers enrolled in good standing in **E-Verify** may remotely examine documents
- To participate, employers must:
 - Review and retain copies of all documents
 - Conduct a live video interaction with new hire
 - Indicate use of the alternative procedure on the Form I-9

Section 2. Employer Review and Verification: Employers or their authorized representative must complete and sign Section 2 within three business days after the employee's first day of employment, and must physically examine, or examine consistent with an alternative procedure authorized by the Secretary of DHS, documentation from List A OR a combination of documentation from List B and List C. Enter any additional documentation in the Additional Information box; see instructions.

	List A	OR	List B	AND	List C
Document Title 1					
Issuing Authority					
Document Number (if any)					
Expiration Date (if any)					
Document Title 2 (if any)			Additional Information		
Issuing Authority					
Document Number (if any)					
Expiration Date (if any)					
Document Title 3 (if any)					
Issuing Authority					
Document Number (if any)					
Expiration Date (if any)					
<input type="checkbox"/> Check here if you used an alternative procedure authorized by DHS to examine documents.					
Certification: I attest, under penalty of perjury, that (1) I have examined the documentation presented by the above-named employee, (2) the above-listed documentation appears to be genuine and to relate to the employee named, and (3) to the best of my knowledge, the employee is authorized to work in the United States.					First Day of Employment (mm/dd/yyyy):
Last Name, First Name and Title of Employer or Authorized Representative			Signature of Employer or Authorized Representative		Today's Date (mm/dd/yyyy)
Employer's Business or Organization Name			Employer's Business or Organization Address, City or Town, State, ZIP Code		

For reverification or rehire, complete [Supplement B, Revocation and Rehire](#) on Page 4.

Ch. 4.5 of the M-274 Handbook for Employers, Remote Document Examination

Form I-9 Reminders (continued)



Reverify

- An Employment Authorization Document (Form I-766) with an expiration date
- Form I-94 with temporary I-551 stamp
- Unexpired foreign passport with temporary I-551 stamp

Do not Reverify

- U.S. citizens and noncitizen nationals
- U.S. passports or passport cards
- Unexpired Permanent Resident or Alien Registration Receipt card (Form I-551)
- Expired Permanent Resident Card presented with Form I-797
- [List B](#) documents

Form I-9 Reminders (continued)

Employment Authorization Document (EAD) Automatic Extension Calculator

- Certain EAD renewal applicants are granted an automatic extension period for employment authorization of up to 540 days.
- In order to assist employers and employees with determining the EAD expiration date for eligible employees, USCIS has created the new EAD Automatic Extension Calculator.
- This calculator will seamlessly calculate the new EAD expiration date for eligible employees. please visit [Employment Authorization Document \(EAD\) Automatic Extension Calculator](#).

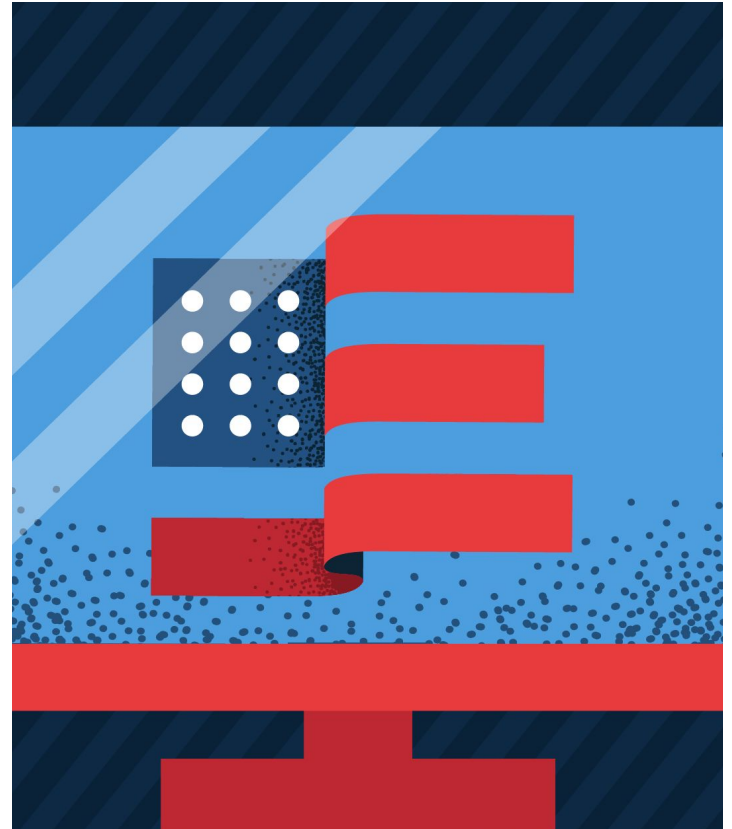
What is E-Verify?

- Free and easy to use web-based service that helps enforce immigration law through ensuring a legal workforce.
- Protects American jobs for authorized workers by electronically verifying the employment eligibility of:
 - Newly hired employees
 - Existing employees assigned to work on a qualifying federal contract*
- Combats identity theft and fraud within the Form I-9 process
- You must complete Form I-9 before you create a case in E-Verify.
- Partnership between the U.S. Department of Homeland Security and the Social Security Administration allows employers to screen information from the Form I-9 against authoritative sources to electronically confirm employment eligibility status.

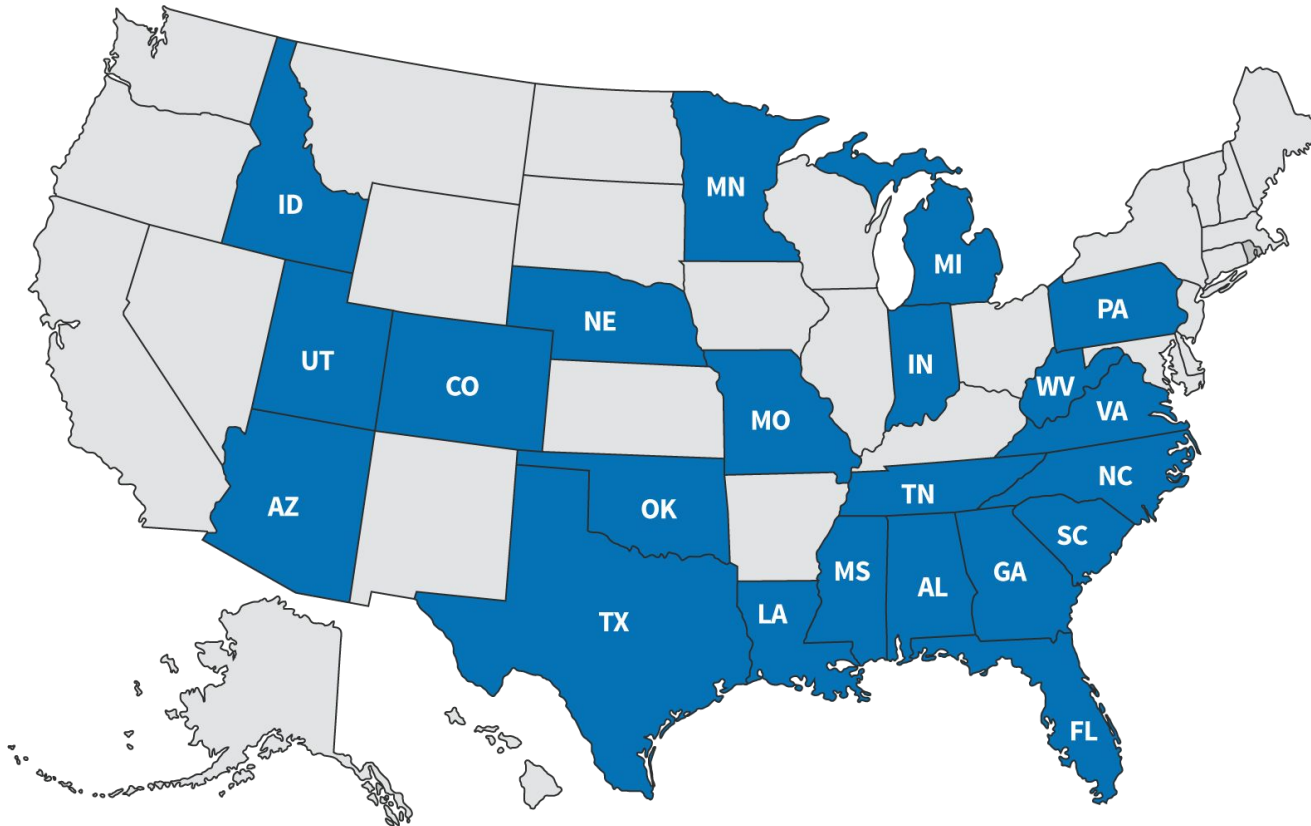


E-Verify Goals

- **Enforce** immigration law
- Ensure a **legal workforce**
- **Protect** American jobs
- **Combat** identity theft and fraud
- Allows employers to **verify employment eligibility status** using authoritative sources
- Work **seamlessly** with Form I-9



State E-Verify Requirements



States having contract or business licensing laws with E-Verify enrollment as a condition for some or all

*Also see Interim Final Rule implementing the [Northern Mariana Islands U.S. Workforce Act of 2018](#) which requires CW-1 employers to enroll in E-Verify

E-Verify Employer Responsibility Reminders

Employer must:

- Follow E-Verify procedures for each employee for whom a case is created.
- Notify prospective employees and all employees, including those hired to work in a remote setting by clearly displaying the E-Verify Participation and the Right to Work posters in English and Spanish.
- Complete Form I-9 for each newly hired employee before creating a case in E-Verify.
- Obtain a Social Security number from each newly hired employee on Form I-9.

E-Verify Employer Responsibility Reminders (continued)

Employer must:

- Ensure that Form I-9 List B identity documents have a photo.
- Create a case for each newly hired employee no later than the third business day after he or she starts work for pay.
- Enter the employee's email address in E-Verify if it was provided on Form I-9.
- Provide each employee with notice of and the opportunity to take action on a Tentative Nonconfirmation (mismatch).
- Ensure that all personally identifiable information is safeguarded.

E-Verify Employer Responsibility

Reminders: Photo Match

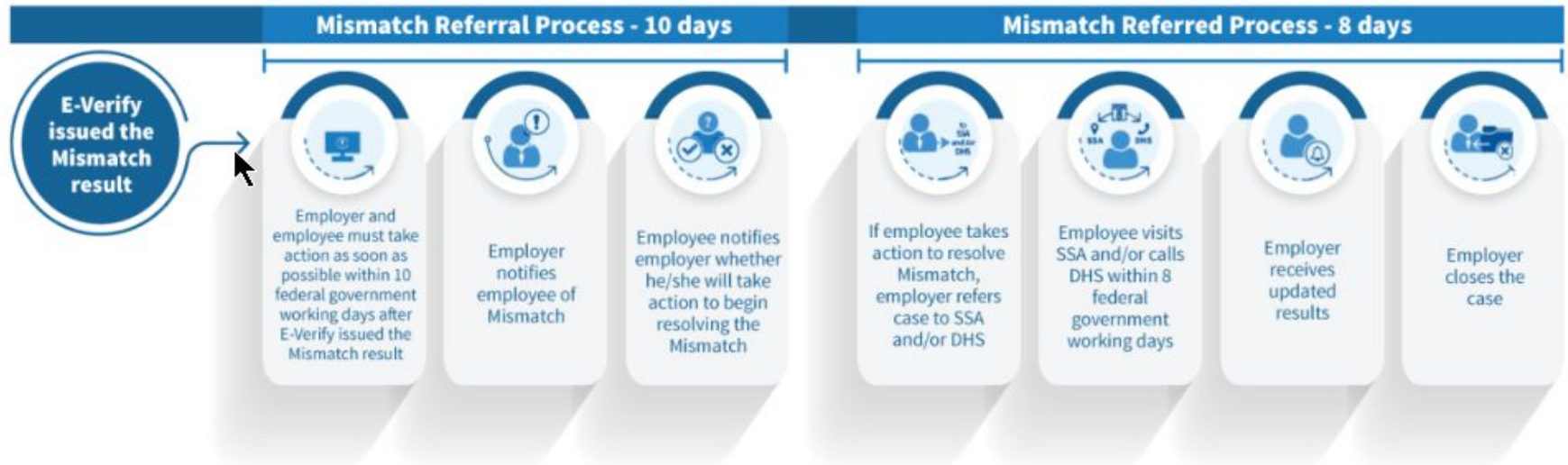
The screenshot displays the E-Verify 'Review Case' interface. On the left, a vertical progress bar shows three steps: 'Enter Form I-9 Information' (completed with a green checkmark), 'Review Case' (completed with a green checkmark), and 'Case Results' (active with a blue circle). The main area is titled 'Photo Match' and features a blue circular icon with a white silhouette of a person's head and shoulders. To the right of the icon, the text asks: 'Does the photo displayed match the photo displayed on Test Test's U.S. Passport or Passport Card?'. Below this text are three radio button options: 'Yes, this photo matches', 'No, this photo does not match', and 'No photo displayed'. At the bottom of the interface, there are two buttons: 'Continue to Case Results' (blue) and 'Save & Exit' (white with a blue border).

Allows you to match the photo on a document to the photo that DHS has on file for that employee, and is activated automatically if an employee has presented:

- I-551, (Permanent Resident Card
- Form I-766, (Employment Authorization Document), or
- U.S. passport or passport card

E-Verify Employer Responsibility

Reminders: Mismatches



Chooses to Takes Action	Chooses Not to Take Action
Employer refers employee to appropriate agency.	Employer may terminate employee and close the E-Verify case.

E-Verify Employer Responsibility Reminders: Mismatches



Further Action Notice

Why You Received This Notice

Your employer, [REDACTED], uses E-Verify to confirm work eligibility in the United States. E-Verify compares the information you provided on your Form I-9, Employment Eligibility Verification, to official government records. The information your employer entered into E-Verify from your Form I-9 does not match records available to the Department of Homeland Security (DHS), resulting in a mismatch, also called a Tentative Nonconfirmation.

Reason for Your Mismatch

Mismatch Date: [REDACTED]

E-Verify Case Number: [REDACTED]

This does not necessarily mean that you are not authorized to work in the United States. There are many possible reasons why E-Verify could not match your information to available records, listed at <http://www.E-Verify.gov/mismatch>.

Take Action to Resolve the Mismatch

Step 1: Review your information to make sure it was entered correctly.

Last Name: [REDACTED]

Social Security Number: [REDACTED]

First Name: [REDACTED]

Document Number: [REDACTED]

Month and Year of Birth: [REDACTED]

A-Number or USCIS Number: [REDACTED]

If your information is correct, proceed to Step 2. If there are errors, show your employer so they can create a new E-Verify case using the correct information. You do not need to take any further action.

Step 2: Decide if you want to resolve your E-Verify case and mark your decision:

☐ I will take action to resolve this mismatch by following the instructions on this notice.

OR

☐ I will not take action to resolve this mismatch. I understand this decision means that E-Verify will not confirm my work authorization and my employer may terminate my employment.

IMPORTANT: If you fail to notify your employer of your decision by [REDACTED] your employer may terminate your employment and close your case.

Employee's Signature: [REDACTED]

Date: [REDACTED]



Further Action Notice

Resolve Your Mismatch by Contacting DHS

You must begin resolving the mismatch by the date listed on the Referral Date Confirmation document given to you by your employer.

Submit documents online that show your employment authorization:

1. Create or login to a myE-Verify account at <https://myeverify.uscis.gov>
2. Enter your E-Verify case number under 'Track E-Verify Case Number' or select the applicable case that is listed in your "Open Cases"
3. On the Case Detail screen, click on 'Upload Documents'
 - a. Upload your documents as a jpg, jpeg, png, or pdf. Your files cannot exceed 4MB.
4. Click 'Submit Case Files'.

In some cases, after submitting your documents online, we may instruct you to call us.

OR

If you prefer to speak with a DHS representative, call us at **888-897-7781** (TTY: 877-875-6028). If you need help in another language, you may ask for an interpreter. Have this notice available when you call.

Check the status of your case at <https://myeverify.uscis.gov/>.

Your Rights in This Process

Employers may not take an adverse action against you because you chose to resolve a mismatch or have a pending E-Verify case. Learn more at <https://www.E-Verify.gov/employeeights> or call us at **888-897-7781** (TTY: 877-875-6028).

Have you experienced discrimination?

Employers cannot use E-Verify to unlawfully discriminate against employees. It is illegal to discriminate based on citizenship, immigration status, or national origin, including in the Form I-9 or E-Verify process. Get assistance from the U.S. Department of Justice, Civil Rights Division, Immigrant and Employee Rights Section Worker Hotline at 800-255-7688 (TTY: 800-237-2515) or visit <https://www.justice.gov/ler>.

Employers cannot discriminate against employees because of race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information. Get assistance from the U.S. Equal Employment Opportunity Commission at 800-669-4000 (TTY: 844-234-5122) or visit www.eeoc.gov.

Instructions for Employers

If the employee did not decide whether to take action by the 10th federal government working day after E-Verify issued this notice, E-Verify is unable to confirm the employee is authorized to work in the United States. You must close this case, E-Verify will issue a Final Nonconfirmation, and you may terminate employment.



E-Verify Efforts to Mitigate Fraud

- The E-Verify team conducts ongoing analysis of E-Verify transactional data to identify potential indicators of fraud and misuse, and to ensure compliance with system requirements.
- When E-Verify identifies Social Security numbers (SSNs) that are associated with patterns of fraud or misuse, the team “locks” those numbers for use in E-Verify.
- E-Verify has locked thousands of SSNs to date, and due to increasing use of fraudulent documents, has recently tightened its internal parameters for SSN locking.
- E-Verify cannot block all identity theft, but performs continuous monitoring to flag and block E-Verify from automatically accepting SSNs that are known to have been used fraudulently.
- E-Verify relies on employers acting in good faith to use the system correctly for all new hires. Failure to use E-Verify correctly does not shield employers from liability.

DHS Supports Fraud Mitigation

myE-Verify Self Lock

- Self Lock is the unique feature that lets employees protect their identity in E-Verify and Self Check by placing a “lock” in E-Verify on their Social Security number (SSN).

Form I-9 Document Training Webinar

- Offered twice monthly, this webinar helps attendees learn about the types of acceptable documents when filling out the Form I-9, what can be accepted, how to enter the information.

ICE IMAGE

- IMAGE is a Mutual Agreement between Government and Employers that provides employers with solutions to hiring process challenges through outreach and education with the goal of fostering workforce integrity and compliance with the law.

ICE IMAGE Partnership

- ICE Mutual Agreement between Government and Employers (IMAGE) provides employers with solutions to hiring process challenges through outreach and education with the goal of fostering workforce integrity and compliance with the law.
- Businesses who enroll in IMAGE are provided with trainings and guidance in topics such as anti-discrimination, fraudulent documents, forced labor, and overview on child labor.



<https://www.ice.gov/outreach-programs/image>

Employer Duties in Preventing Fraud

What is document fraud?

Document fraud refers to the manufacturing, counterfeiting, alteration, sale and/or use of identity, employment authorization, and/or other documents to circumvent immigration laws or to support other criminal activity. Fraudulent documents are often associated with identity theft and financial crime.

Employer Duties

- Employers should be aware that they may see fraudulent documents from employees who do not have lawful immigration status or current authorization to work in the United States.
- Employers should make sure that the documents are being used by their rightful bearers (i.e., that the documents reasonably relate to the person who presents them). An employer or authorized representative, must physically examine the documents presented to complete Form I-9 or examine them remotely under an alternative procedure authorized by the Secretary of Homeland Security, and make sure that such documents reasonably appear to be genuine and to relate to your employee.
- Employers should ensure that the documents presented are unexpired and facially valid.

Recent E-Verify Enhancements

E-Verify Employer Search Tool Updated (September 2024):

- The tool provides a summary of E-Verify enrolled employers by state and other fields and adds the ability to search and see results of employers who have opted in to E-Verify+.
- The search tool also includes smart data filtering capabilities and automatically updates daily, providing more timely and accurate results.

Minor Changes to Form I-9 and E-Verify Updates (April 2025)

- Renames the fourth checkbox in Section 1 to “An alien authorized to work.”
- Revises the descriptions of two List B documents in the Lists of Acceptable Documents.
- Adds appropriate statutory language and a revised DHS Privacy Notice to the instructions.

Recent E-Verify Enhancements (continued)

Customer Satisfaction Surveys Launch (May 2025):

- As part of our commitment to continuously improve our services, we invite you to provide feedback.
- You may receive two different surveys: Customer Contact or E-Verify System

Transition to Login.gov (July 2025)

- E-Verify requires a new secure login process using multifactor authentication (MFA).
- MFA enhances security for the login process and helps prevent unauthorized access to accounts.
- This update does not apply to users accessing E-Verify via a web service.

E-Verify+



E-Verify+ is a service of E-Verify that streamlines employment eligibility verification by combining the Form I-9 and E-Verify into one seamless digital process.

Increased Control for Employers

- Fewer data entry errors when employees complete their Form I-9 online.
- Employees receive and respond to their own notices for further action in their E-Verify+ account.
- Manage your E-Verify+ cases and review employee forms and documents from one place: your account.

Increased Control for Employees

- Convenience of completing Form I-9 and providing acceptable documentation from any online device.
- Stay updated with automatic notifications throughout the employment eligibility verification process.
- Employment eligibility information can be more easily provided to future employers who use E-Verify+.



July 16, 2025

Inside E-Verify+



Comparing E-Verify & E-Verify+ Process













E-Verify Process

- Employers input information from Form I-9 into the system
- Notifies employers of the verification results.
- Employers enter employee information into the system.
- In conjunction with the traditional Form I-9 process, employers physically examine employee documents.










E-Verify+ Process

- Employees directly input their information and upload images of their documentation for Form I-9 through a secure online portal.
- Both employers and employees receive real-time notifications on the verification status and next steps.
- Employees handle their own data entry.
- Integrates Form I-9 and E-Verify into one seamless process.

Comparing E-Verify & E-Verify+

Benefits for employers and employees	E-Verify+	E-Verify
Free and easy to use.		
Instant results – most case results returned in three to five seconds.		
Helps combat identity fraud via photo and Social Security number matching capabilities.		
Secure 24-hour access, no special software needed.		
Peace of mind that your employees are legally authorized to work in the United States.		
Dedicated customer service by phone or email.		

Comparing E-Verify & E-Verify+ Benefits

Employer benefits	E-Verify+	E-Verify
Easily manage your E-Verify and E-Verify+ cases from one location: your E-Verify account.		
Conveniently download employees' Forms I-9 and documentation right from your company's E-Verify account.		
Save time and increase efficiency! Employees completing and submitting their Form I-9 electronically means fewer data entry errors.		
Reduce burden by direct delivery of Further Action Notices to employees via their E-Verify+ account.		
Employee benefits	E-Verify+	E-Verify
More control of your personal information.		
Convenience of electronically completing and submitting the Form I-9 and documentation from any mobile device.		
Stay updated with automatic notifications throughout your employment eligibility verification process.		
One and done! Your employment eligibility can be reconfirmed and carried through to future E-Verify+ participating employers, eliminating the need to repeatedly complete Form I-9.		

E-Verify+ Usage Statistics

- When employers log in to their E-Verify account, they have an option to enable E-Verify+ (EV+) for their company.
- E-Verify+ Participation as of July 2025:
 - Employers Enabled: 268,558
 - Employers Opted In (using E-Verify+): 60,053
 - Number of EV+ Cases Created by Employers: 141,701



Q&A

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Next Steps



1 SURVEY

Complete the survey through the webinar console



2 CONTACT

Want to talk to someone about your Form I-9 processes? Click on the “Want to Get In Touch” button on your webinar console or contact us at:

workforce.equifax.com/contact



3 CONNECT

Subscribe to Let's Talk HR for updates:
workforce.equifax.com/insights



Activity ID:
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