



Palooza! — 2024 — 1-9

Welcome to our
virtual conference!

EQUIFAX[®]

Workforce
Solutions

Palooza!

²⁰²⁴
I-9

Week 1: July 15 to July 19

TODAY, July 16, 2024

11:00-12:00 pm Central

Hot Topics: Form I-9 Policy Updates and Trends

2:00-3:00 pm Central

Form I-9 101: Mastering the Basics to Help Improve Your Results

Thursday, July 18, 2024

11:00-12:00 pm Central

Don't Get Blindsided: A Deep Dive into Remote I-9 Challenges & Solutions

2:00-3:00 pm Central

Strategies for a Faster and More Seamless Forms Experience

I-9²⁰²⁴ Palooza!

Week 2: July 22 to July 26

Tuesday, July 23, 2024

11:00-12:00 pm Central

The Benefits of Using E-Verify: Advice Straight from USCIS

2:00-3:00 pm Central

Proactive Strategies for Being More Audit Ready (Or For Trying to Avoid One)

Thursday, July 25, 2024

11:00-12:00 pm Central

Helping Reduce Discrimination in I-9 Processes: Best Practices for Team Training

2:00-3:00 pm Central

Ask the Experts: Live Answers to Your I-9 and E-Verify Questions



Palooza! — 2024 — I-9

Hot Topics: Form I-9 Policy Updates and Trends

EQUIFAX[®]

Workforce
Solutions

Thanks for Joining I-9 Palooza!



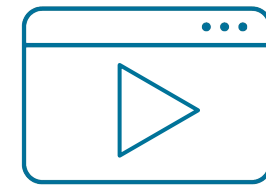
Welcome!

Thank you for joining our webinar. Stay tuned for more from Equifax Workforce Solutions!



Questions?





Please enter your questions in the chat box on your screen at any point during the presentation.



Recording

This webinar is being recorded. You will receive an email with a link to view the recording.

To Keep Our Lawyers Happy

-  The information provided herein is intended as general guidance and is not intended to convey specific tax or legal advice. For a legal opinion, please consult your lawyer.
-  This presentation is intended for the education and benefit of our customers and potential customers. This webinar cannot be shared with third parties.
-  The views expressed are those of the discussion leader(s) and do not necessarily reflect official positions of Equifax.
-  Copyright © 2024, Equifax Inc., Atlanta, Georgia. All rights reserved. Equifax is a registered trademark of Equifax Inc.

Investor analysts should direct inquiries via the 'Contact Us' box on the Investor Relations section at [Equifax.com](https://www.equifax.com).

Your Subject Matter Experts Today



Tammy Meckley

Associate Director
Immigration Records and Identity Services Directorate
U.S. Citizenship and Immigration Services



John Fay

Director, Product Strategy
Equifax Workforce Solutions

Agenda

- 1 Form I-9 Modernization
- 2 The Rise of E-Verify
- 3 Remote Document Examination
- 4 E-Verify+
- 5 Q&A

Form I-9 Modernization

Form I-9 Modernization

Where it all started



Immigration Reform and Control Act of 1986 (IRCA)

IRCA established **employer sanctions** to help ensure that employers hire only individuals who may legally work in the US¹

- Employers must verify the identity and employment eligibility
- Congress also prohibited employment discrimination



Recent updates

- Return to one-page format²
- Remote documentation examination³



Coming soon

- E-Verify+

The Rise of E-Verify

E-Verify Overview

- E-Verify originally launched in 1997 as “the Basic Pilot Program” in 6 states
- Electronically verifies the employment eligibility of newly hired employees
- Relies upon data from the Social Security Administration and Department of Homeland Security databases
- Employers must still complete the I-9



Employment
Authorized



Mismatch



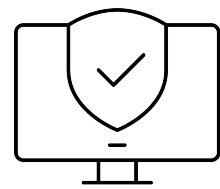
Final
Nonconfirmation

Remote Document Examination

The “New Virtual” I-9 option

Effective as of August 1, 2023, E-Verify employers in good standing may use an **alternative procedure** for examining Form I-9 documents **virtually** in lieu of a physical in-person inspection

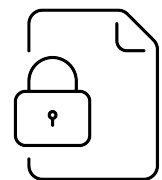
Virtual Key Requirements



Must use E-Verify at participating hiring sites



Remote document review and live video interaction



Must retain document copies



Check the alternative procedure box on the I-9



Tip: Visit I-9 Central for details concerning the remote examination option

<https://www.uscis.gov/i-9-central/remote-examination-of-documents>



E-Verify+

Introducing E-Verify+

E-Verify+ is a new service of E-Verify that helps **modernize and streamline** the employment eligibility verification process for **both employers and employees**

Employer Benefits

- E-Verify+ makes it easier for employers to fulfill both the I-9 and E-Verify processes in one place
- Conveniently download employees' Form I-9 and documentation right from your company's E-Verify account
- Employees completing and submitting their Form I-9 electronically can mean fewer data entry errors
- Reduce burden by direct delivery of Further Action Notices to employees via their E-Verify+ account

Employee Benefits

- Employee has more control of their personal information
- Convenience of electronically completing and submitting the Form I-9 and documentation
- Stay updated with automatic notifications throughout the employment eligibility verification process
- Employment eligibility can be reconfirmed and carried through to future E-Verify+ participating employers, eliminating the need to repeatedly complete the I-9

Source: www.e-verify.gov

Q&A

I-9 HQ Suite of Solutions



I-9 CONVERSION



Translates paper I-9s into electronic I-9s for ongoing management, powered by AI

I-9 HQ™



Can be connected with your payroll feed like The Work Number and other Equifax products.

I-9 ANYWHERE®



Flexible virtual or in-person completion options to support a more frictionless I-9 experience for anywhere you I-9

I-9 INSPECT™

Help detect and prioritize potential Form I-9 issues

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:
24-E4HH7