



## CASE STUDY

# I-9 Anywhere<sup>®</sup>

Fortune 500 Company



### CHALLENGE

With over 20K new hires a year, the client wanted to change the culture around their I-9s to have them completed earlier in the hiring process. Additionally, they had a significant volume of I-9s with virtual inspection that needed in-person verification.



### SOLUTION

Already an I-9 Management client, they selected the I-9 Anywhere<sup>®</sup> service from Equifax Workforce Solutions for all new hires and for their in-person COVID-19 exception verifications.



### RESULT

The client now has a standardized I-9 process that frees up HR time and allows employees to complete Section 2 before their first day of work, with a local completer, typically within 9 miles of their house.

## CHALLENGES

Equifax Workforce Solutions worked with a Fortune 500 company to help create a standardized I-9 process as well as review prior I-9 documents in person after their employees' documents had been virtually inspected during the COVID exception.

- With over 20,000 annual new hires, the client wanted to create a new culture for their Form I-9 process and save their HR teams' time from having to complete Section 2s in person and focus on other more strategic HR priorities.
- The employee experience was an important consideration, and they did not want new hires to have to go very far to complete their Section 2.
- Speed and accuracy are crucial to this regulatory-minded client. They wanted I-9s completed prior to their new hires' start dates.
- The client had a large backlog of I-9s that had been completed virtually due to the COVID-exception. With the expiration of the extension looming and many employees back in office or no longer working remotely due to COVID, the client wanted to have their in-person inspections completed in a timely manner without stressing their HR teams.



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## SOLUTION

By utilizing I-9 Anywhere from Equifax Workforce Solutions, the client now has a standardized approach to all of their I-9s, regardless if the employee is working remotely or not. This process helps save their HR teams' time to focus on other strategic HR priorities.

The employee onboarding experience remains important to the client. During the implementation process, Equifax Workforce Solutions worked closely with the client on an extensive process mapping to help confirm their employees wouldn't have to travel far to find a remote completer. This helps ensure the client's new employees have a more convenient appointment availability.

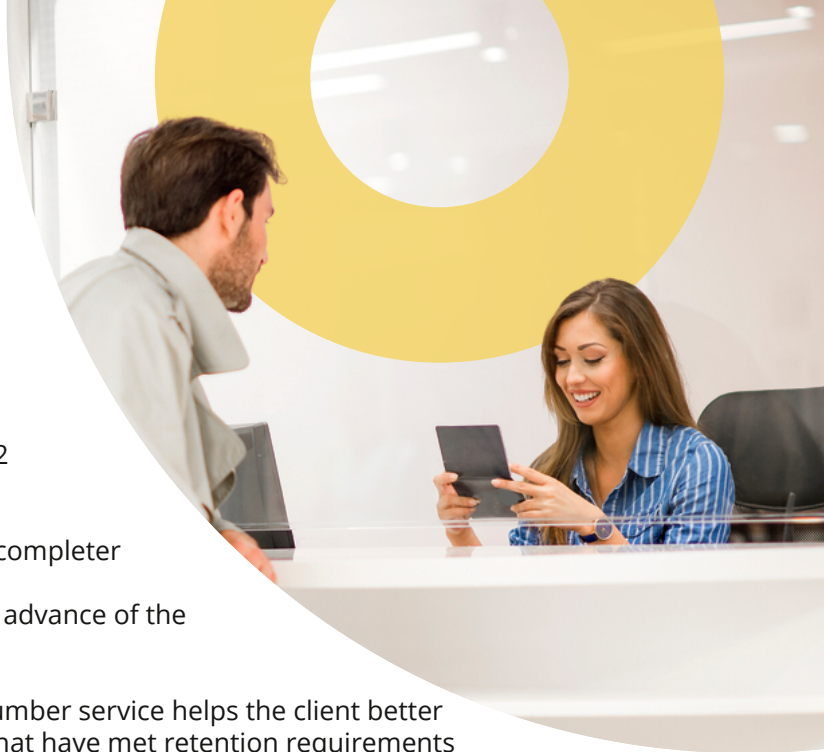
The client needed a solution that is more flexible and scalable to accommodate growth. I-9 Management helps them more easily add new locations and I-9 packet templates to help accommodate their growing business.

Along with the I-9 Anywhere and I-9 Management services, the client utilizes The Work Number® to help secure life's important moments for their employees when it comes to employment and income verifications. This same data that can help employees get quicker decisions when it comes to accessing credit, securing government benefits, and more, also helps the client better identify any missing I-9s and helps them purge I-9s that have met retention requirements.

## Results

The client is satisfied with their I-9 service through Equifax Workforce Solutions and is happy to have help from Equifax on their I-9 requirements. They are now able to spend more time on other strategic priorities while still maintaining their focus on HR regulatory needs.

- ✓ All 20k+ annual new hires leverage I-9 Anywhere to choose a quicker and more convenient Section 2 appointment
- ✓ New hires are on average within 9 miles of a local completer
- ✓ Tens of thousands of re-verifications completed in advance of the COVID exemption expiration timeline
- ✓ Same type of payroll data as used for The Work Number service helps the client better identify missing I-9s and helps them purge those that have met retention requirements
- ✓ Client enjoys the service so much that they have referred several other customers to I-9 Anywhere



## Before and After I-9 Anywhere

### Challenges

- Wanted a more convenient and standardized way to complete Section 2
- Need to free up staff time while meeting their regulatory requirements
- Large number of new hires were virtually verified during the COVID-exception period

### Benefits

- New hires can select a time and location that works best for them, on average of less than 9 miles from their house
- The client can now focus more on other strategic priorities while knowing their I-9s are being completed
- Tens of thousands of in-person Section 2s completed within a reasonable time period without using valuable internal resources

Want to learn more about taking advantage of industry-leading remote I-9 completion experience for you and your employees? **Contact us today** to see how I-9 Anywhere can help you.

[workforce.equifax.com](https://workforce.equifax.com)

Disclaimer: This is just an example of a client's experience, but might not be representative of your future success — since your success is dependent upon the unique facts and circumstances of your individual company.

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