



Employment Eligibility Verification  
Department of Homeland Security  
U.S. Citizenship and Immigration Services

USCIS  
Form I-9  
OMB No. 1615-0047  
Expires 06/30/2009

► **START HERE:** Read instructions carefully before completing this form. The instructions must be available, either in paper or electronically, during completion of this form. Employers are liable for errors in the completion of this form.

**ANTI-DISCRIMINATION NOTICE:** It is illegal to discriminate against work-authorized individuals. Employers **CANNOT** specify which document(s) an employee may present to establish employment authorization and identity. The refusal to hire or continue to employ an individual because the documentation presented has a future expiration date may also constitute illegal discrimination.

**Section 1. Employee Information and Attestation** (Employees must complete and sign Section 1 of Form I-9 no later than the first day of employment, but not before accepting a job offer.)

Last Name (Family Name)		First Name (Given Name)		Middle Initial	Other Last Names Used (if any)	
Address (Street Number and Name)			Apt. Number	City or Town		State ZIP Code
Date of Birth (mm/dd/yyyy)	U.S. Social Security Number [ ][ ] - [ ][ ] - [ ][ ][ ][ ]		Employee's E-mail Address		Employee's Telephone Number	

I am aware that federal law provides for imprisonment and/or fines for false statements or use of false documents in connection with the completion of this form.

I attest, under penalty of perjury, that I am (check one of the following boxes):

<input type="checkbox"/> 1. A citizen of the United States
<input type="checkbox"/> 2. A noncitizen national of the United States (See instructions)
<input type="checkbox"/> 3. A lawful permanent resident (Alien Registration Number/USCIS Number): _____
<input type="checkbox"/> 4. An alien authorized to work until (expiration date, if applicable, mm/dd/yyyy): _____ Some aliens may write "N/A" in the expiration date field. (See instructions)
Aliens authorized to work must provide only one of the following document numbers to complete Form I-9: An Alien Registration Number/USCIS Number OR Form I-94 Admission Number OR Foreign Passport Number.
1. Alien Registration Number/USCIS Number: _____ <b>OR</b> 2. Form I-94 Admission Number: _____ <b>OR</b> 3. Foreign Passport Number: _____ Country of Issuance: _____
QR Code - Section 1 Do not Write in This Space

Signature of Employee	Today's Date (mm/dd/yyyy)
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**Preparer and/or Translator Certification (check one):**

☐ I did not use a preparer or translator. ☐ A preparer(s) and/or translator(s) assisted the employee in completing Section 1.  
(Fields below must be completed and signed when preparers and/or translators assist an employee in completing Section 1.)

I attest, under penalty of perjury, that I have assisted in the completion of Section 1 of this form and that to the best of my knowledge the information is true and correct.

Signature of Preparer or Translator		Today's Date (mm/dd/yyyy)	
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Address (Street Number and Name)		City or Town	State ZIP Code



Employer Completes Next Page



# Form I 9 Documentation

**A Gutmann**



## **Form I 9 Documentation:**

**A Guide to the Human Resource Body of Knowledge (HRBoK)** Sandra M. Reed, 2017-05-01 An essential reference for HR professionals A Guide to the HR Body of Knowledge HRBoK™ from HR Certification Institute HRCI is an essential reference book for HR professionals and a must have guide for those who wish to further their expertise and career in the HR field This book will help HR professionals align their organizations with essential practices while also covering the Core Knowledge Requirements for all exams administered by HRCI Filled with authoritative insights into the six areas of HR functional expertise Business Management and Strategy Workforce Planning and Employment Human Resource Development Compensation and Benefits Employee and Labor Relations and Risk Management this volume also covers information on exam eligibility and prep tips Contributions from dozens of HR subject matter experts cover the skills knowledge and methods that define the profession's best practices Whether used as a desk reference or as a self assessment this book allows you to Assess your skill set and your organization's practices against the HRCI standard Get the latest information on strategies HR professionals can use to help their organizations and their profession Gain insight into the body of knowledge that forms the basis for all HRCI certification exams As the HR field becomes more diverse and complex HR professionals need an informational home base for periodic check ins and authoritative reference As a certifying body for over four decades HRCI has drawn upon its collective expertise to codify a standard body of knowledge for the field The HRBoK is the definitive resource that will be your go to HR reference for years to come

**Undocumented Immigrants in the United States** Anna Ochoa O'Leary, 2014-02-25 This two volume reference work addresses the dynamic lives of undocumented immigrants in the United States and establishes these individuals experiences as a key part of our nation's demographic and sociological evolution This two volume work supplies accessible and comprehensive coverage of this complex subject by consolidating the insights of hundreds of scholars who have studied the issues of undocumented immigration in the United States for years It provides a historical perspective that underscores the exponential growth of the undocumented population in the last three decades and presents a more nuanced more detailed and therefore more accurate portrait of undocumented immigrants than is available in general media Also included are recommended resources that will serve researchers seeking more information on topics regarding undocumented immigrants

**How to Hire a Nanny** Guy Maddalone, 2012-06-01 For more than 25 years Guy Maddalone and his company GTM Household Employment Experts have assisted countless families with finding the right help to meet their needs In How to Hire a Nanny Guy passes on the same invaluable advice he's given to his clients Readers will find information on how to hire manage and retain household employees as well as sample interview questions offer letters and job descriptions This new edition will feature updated information on employment laws and the best practices for finding help online

**Code of Federal Regulations** United States. Immigration and Naturalization Service, 2010 Special edition of the Federal register containing a codification of

documents of general applicability and future effect as of Jan 1 with ancillaries      *Legal Forms for Starting & Running a Small Business* Fred S. Steingold, Editors of Nolo, 2024-08-27 Create solid contracts for your business As a small business owner you can't afford to farm your routine paperwork and contracts out to a lawyer With *Legal Forms for Starting Running a Small Business* you can handle a wide range of business forms and agreements on your own Here you'll find the forms you need to start and grow your business Each document comes with thorough plain English line by line instructions to help you buy and sell goods complete forms and agreements to start your business create website policies and agreements lease commercial space hire employees and consultants buy real estate create noncompete agreements borrow or lend money The 13th edition has been thoroughly reviewed and updated by Nolo's experts and provides the most up to date legal information for small businesses The Editors of Nolo include over 20 editors and a team of researchers Most of Nolo's editors left careers as practicing lawyers in favor of furthering the company's mission Getting legal information into the hands of people who need it      Legal Forms for Starting & Running a Small Business Editors of Nolo, 2024-08-27 As a small business owner you can handle much of your company's legal paperwork including contracts With *Legal Forms for Starting Running a Small Business* you can act with confidence Here you'll find the forms you need to start and grow your business These documents come with thorough plain English instructions to help you create customer and vendor contracts prepare corporate bylaws prepare an LLC operating agreement hire employees and consultants create commission agreements for sales representatives protect your trade secrets extend credit and get paid lease commercial space buy real estate borrow money The 13th edition has been thoroughly reviewed and updated by Nolo's experts and provides the most up to date legal information for small businesses With *Downloadable Forms* Download and customize more than 65 forms to help you start and run your small business details inside      Administrative Decisions Under Employer Sanctions, Unfair Immigration-related Employment Practices, and Civil Penalty Document Fraud Laws United States. Department of Justice, 1998-07      ,      *Department of Justice, Immigration & Naturalization Service Resource Guide for Congressional Staffs*, 1987      *Code of Federal Regulations*, 1998      **Background Screening and Investigations** W. Barry Nixon, Kim Kerr, 2011-08-30 Hiring highly qualified people is crucial to every company and *Background Screening and Investigations* is an essential guide to succeeding in a turbulent business environment A crucial part of any hiring process should be employment background screening pre and post hire which gives hiring personnel a glimpse into a person's past behavior patterns propensities and likely future behavior *Background Screening and Investigations* describes all aspects of the employment background screening processes its history and evolution the imperative for implementing a screening process and the creation of a comprehensive policy Nixon and Kerr show how security and human resources professionals can work together to negotiate legal hurdles and make their background screening process successful Where do HR and security perspectives differ on hot topics like hiring convicted felons data protection and sexual predators What does state law allow

when screening job candidates How should companies deal with emerging issues like international background investigations and continuous Infinity screening of current employees     **Title 8 Aliens and Nationality (Revised as of January 1, 2014)** Office of The Federal Register, Enhanced by IntraWEB, LLC,2014-01-01 The Code of Federal Regulations Title 8 contains the codified Federal laws and regulations that are in effect as of the date of the publication pertaining to immigration and naturalization to the United States     **2018 CFR Annual Print Title 8, Aliens and Nationality** Office of The Federal Register,2018-01-01     Federal Register ,2013-03     **Wage-Hour Compliance Handbook, 2024 Edition** DeScherer,     Wage Hour Compliance Handbook, 2016 Edition By Dorinda D. DeScherer,2015-12-07 Wage Hour Compliance Handbook Practical Guide to Law and Administration is the most comprehensive reference available to payroll practitioners human resource managers and business owners This one of a kind reference includes plain English explanations of the laws and how they affect you The information for each state is organized in the same manner making it fast and easy to cross reference The following topics are included for each state Deductions from wages Minimum wage Overtime Payday law Garnishment and other court orders Child labor Meal and rest periods Jury duty Prevailing wages Equal pay act Family and medical leave Military leave State posting requirements Includes Numerous Tools to Make Your Job Easier In addition this unique resource provides numerous tools to help you comply with all wage hour requirements including Time and money saving tips Checklists State law summaries Court case analyses Forms Posters Directories of state and local wage hour contacts Web sites Index And much more     **California Employment Law 2025** James J. McDonald, Jr.,2025-05-27 It is often said that it is impossible for an employer to fully comply with all of California s employment laws They are just too numerous too complicated and too often changing and seldom for the better There are so many traps for the unwary and the stakes of getting it wrong are quite high for California employers A simple mistake can lead to a seven figure jury verdict or a class action lawsuit California Employment Law 2025 is the go to resource for anyone who must contend with employment law in California as part of their day to day work including employers based outside of California who have employees working in the state This valuable reference is updated to address new developments in 2024 including New requirements for requiring temporary employees to arbitrate employment disputes The new Freelance Worker Protection Act New minimum wages for health care workers Higher salary thresholds for overtime exemptions New requirements for cool down breaks for indoors workers Restrictions on requiring job applicants to have driver s licenses Expanded leave requirements for employees who are victims of certain acts of violence or whose family members are victims New restrictions on mandatory captive audience employee meetings preceding a union representation election     Immigration Practice - 15th Edition Robert C. Divine,2014-06-01 Immigration Practice guides readers through all aspects of immigration law in one volume complete with over 3 000 footnote citations to the wide range of statutes regulations court and administrative cases policy memos operations instructions agency interpretive letters and internet sites that a lawyer needs for complete

understanding of a particular problem No other source merges the practical with commentary and analysis so helpfully The book explains in understandable language and meaningful and dependable detail the substantive issues and the practical procedures a lawyer needs to handle a specific immigration matter complete with checklists of forms supporting evidence and other strategies needed for application petition packages The book has unparalleled coherence integration and consistency Liberally cross references to other sections in the book where related topics are discussed because so many topics are interrelated Line by line instructions on how to complete the most commonly used forms to avoid embarrassing mistakes Lists the contents of packages to file with government agencies forms and fees detailed support letters and other supporting evidence Explanations of potentially applicable visa options organized according to the attributes of the foreign national and the employer rather than classifications in alphabetical order so that practitioners can make sense of options in light of the client in the office Comparisons and charts of attributes and procedures of such topics as nonimmigrant visa classifications procedures to permanent residence and standards of extreme hardship Citations throughout the book and collection in the extensive CD ROM Appendix to primary source materials and the most useful Internet site URLs with explanation of the increasingly helpful free databases and tools available through each one Internet Links Constantly increased and updated links to government web sites containing current contact information forms primary law sources of all types case status information and processing and substantive guides all referenced by pinpoint citations in the text See Chapter 5 explaining sources of law Appendix C and D 1 showing web links and the CD ROM in the back cover providing one click access Readers are strongly encouraged to review and use the CD ROM and to consider saving Appendix C D 1 and E 1 into their hard drives or saving the links to their internet browser favorites or bookmarks for ready reference all the time Upgraded removal related treatment significant improvements to Chapters 10 11 and 16 by attorney who has worked for immigration courts several years Supreme Court decisions effects of limited marijuana distribution offense as aggravated felony 10 6 b 1 vi tax offenses as aggravated felonies 10 6 b 1 vi rejection of comparable grounds rule for 212 c eligibility 10 6 b 1 vii modified categorical approach applies only to divisible statutes 10 6 b 2 i non retroactivity of Padilla decision 10 6 b 2 vi rejection of the statutory counterpart rule for 212 c waivers 11 5 f invalidation of the Defense of Marriage Act 14 7 a 2 i non imputation to child of firm resettlement of parents 16 4 c Lower federal court decisions concerning such issues as recognizing a beneficiary to have standing to challenge a USCIS petition denial 2 2 a 1 I reviewability of good moral character determinations and other 2 2 a 1 I court order of USCIS to speed up FOIA certain responses 4 2 CBP FOIA process 4 2 DOL case disclosure data 4 5 need to exhaust remedies under DHS TRIP to challenge inclusion on watch list 10 3 CIMA crime determinations 10 6 b 1 iii effect of a single firearm sale 10 6 b 1 vi 212 h waiver eligibility in regard to post entry adjustment but not as to stand alone request 10 6 b 3 interference with police helicopter using laser light as CIMA 10 6 c whether post entry adjustment is an admission for 212 h waivers 10 6 b 3 whether there is an involuntariness or duress

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instructions Chapter 12 Government side implementation of the Supreme Court's recognition of same sex marriage various chapters exceptional circumstances allowing foreign country filing of I 130 petitions where no USCIS office is located 14 5 a implications of a withdrawn I 140 15 1 h various policy developments concerning EB 5 investors 15 2 f numerous BALCA cases and DOL positions affecting the PERM labor certification process and the publication of data about applications 15 3 updated Affirmative Asylum Procedures Manual 16 3 a USCIS memo on exceptional circumstances for failure to appear at asylum interview 16 3 a 1 iii litigation settlement agreements to share asylum officer interview notes in FOIA 16 3 a 2 concerning asylum applicant work authorization process and Clock 16 3 c and failure to appear at I 730 interview 16 3 f bundling of related L 1 petitions 17 3 b 4 i presumed L 1 visa validity for maximum reciprocity duration but sometimes more limited stays from CBP 17 3 b 7 filing I 129 petition for Canadian TN and duration of Mexican TN separate from visa validity 17 4 c 2 ii H 1B and H 2A flip flopping administrative and congressional positions 17 4 d and 17 5 e 1 B 1 in lieu of H in effect but under review 18 3 1 2 B accreditation requirements for F 1 language training programs 18 4 d 1 cessation of CBP stamping of I 20 forms 18 4 d 3 use of electronic ELIS system for certain changes of status 18 4 d 4 new cap gap and STEM OPT extension policies 18 4 d 9 iii possible need for separate waivers for different J experiences subject to 212 e 18 5 b 2 ix revisions to M 274 Handbook for Employers for I 9 USCIS I 9 Central web site and IRS tightening of ITIN application process 19 4 b ICE policies about auditing electronically generated I 9 forms 19 4 h OCAHO reductions of ICE I 9 fines on employers 19 4 j ICE definition of technical and procedural errors subject to correction under good faith rules 19 4 j USCIS revision of E Verify MOU and new notice to workers about TNC resolution expansion of E Verify photo tool and lock out of suspect SSNs from E Verify 19 4 l 1

The Code of Federal Regulations of the United States of America ,2007 The Code of Federal Regulations is the codification of the general and permanent rules published in the Federal Register by the executive departments and agencies of the Federal Government

California Employment Law: An Employer's Guide James J. McDonald, Jr.,2024-04-16 California Employment Law An Employer's Guide is the go to guide for anyone who must contend with employment law in California as part of their day to day work including employers based outside of California with employees working in the state This valuable reference is comprehensively updated to address new developments in 2021 including new requirements for severance agreements new restrictions on non disparagement agreements expansion of the California Family Rights Act to include parents in law new Cal OSHA penalties for enterprise wide and egregious violations and many more



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