



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: _____ OR 2. Form I-94 Admission Number: _____ OR 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):

<input type="checkbox"/> I did not use a preparer or translator.	<input type="checkbox"/> A preparer(s) and/or translator(s) assisted the employee in completing Section 1.
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(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)	
Last Name (Family Name)		First Name (Given Name)	
Address (Street Number and Name)		City or Town	State ZIP Code



Employer Completes Next Page



Form I 9 Documentation

Guy Maddalone

A red circular graphic with a gradient, appearing as a stylized arrow or a light effect, positioned to the right of the name bar.

Form I 9 Documentation:

8 USC 1324 ... Proceeding United States. Department of Justice, 1998 **Employment Eligibility Verification Guide**, 1997 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 CIMT 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 CIMT 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 exception to the terrorism support bar 10 6 c enforcement of I 864 financial support obligations 10 6 d 2 mandatory bond hearing after six months of detention 11 3 f ICE detainers found to lack authority 11 3 g representation in immigration court at government expense for aliens with serious mental disabilities 11 4 g stop time and petty offense exceptions relating to cancellation of removal 11 5 f revelation of the BIA s erroneous reliance for decades on nonexistent provisions of Mexican Constitution affecting legitimation issues 12 3 d 3 rejection of BIA s rule against nunc pro tunc adoption orders 14 7 b 3 invalidation of FSBPT efforts to restrict applicants from certain countries to sit for physical therapy exams 15 2 c 2 use of impeachment evidence only to terminate asylum 16 2 b asylum claims of German homeschoolers and mixed motive cases 16 4 a 3 social group asylum claims 16 4 a 3 expansive implications of inconsistencies in testimony 16 4 a 4 particularly serious crimes barring asylum claims 16 4 c special asylum procedures for unaccompanied children 16 4 c adjustment eligibility of alien who entered without inspection and then obtained TPS 16 7 a 6 eligibility of after acquired spouse under Cuban Adjustment Act 16 7 e preempted state law provisions aimed at aliens employers and landlords 19 4 l 3 BIA decisions on such issues as what constitutes a drug trafficking crime 10 6 b 1 iv implications of child pornography conviction 10 6 b 1 vi possession of ammunition by a convicted felon 10 6 b 1 vi availability of stand alone 212 h waiver without adjustment application 10 6 b 3 service of NTA on a minor 11 3 b service of NTA and other safeguards for aliens with serious mental conditions 11 4 g approval of administrative closure of removal cases 11 5 d termination of asylum then removal and relief in proceedings 16 2 b relocation issues in asylum claims 16 4 a 3 Regulations government policy memorandums other decisions and government web site enhancements concerning such matters as differing government renderings of single name for certain persons 1 6 a 3 USCIS refusal to accept stamped signatures for attorneys on G 28 1 6 a 3 USCIS use of bar codes for forms and danger of making marginal notes on forms 1 6 a 3 USCIS use of customer completed e Request Service inquiries 2 2 a 1 F movement of all visa processing to the electronic CEAC system 2 3 a replacement of the CBP Inspectors Field Manual with the Officer s Reference Tool and the beginning effort to replace the USCIS Adjudicators Field Manual with the online Policy Manual 5 4 replacement of the paper I 94 card for air and sea entries with an automated online I 94 record 7 4 b and other sections new section on Other Redress for Adverse Results on visas and admissions 7 4 c 14 the radical implications of Matter of Arrabally and Yerrabelly concerning the effects of departure under advance parole 8 7 d 2 i and 10 6 f modernization of the immigrant visa process 8 8 new Provisional Unlawful Presence

Waivers within the U S using Form I 601A 10 6 f exception to false claim to U S citizenship inadmissibility if claim made before individual was age 18 10 6 g EOIR Online representative registration system 11 3 e ICE Parental Interests Directive and ICE eBOND online bonding process 11 3 f ICE non renewal of 287 f agreements 11 3 g Deferred Action for Childhood Arrivals 11 3 h 3 ICE recognition and implementation of statute allowing post removal challenges 11 8 b new USCIS Policy Manual provisions on naturalization eligibility and process including residence selective service 319 b special rules and other issues and new N 400 form and 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

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Legal Forms for Starting & Running a Small Business Fred S. Steingold,Editors of Nolo,2022-03-04 Create solid contracts for your business As a small business owner you can t afford to farm paperwork and contracts out to a lawyer you have to deal with them yourself 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 Each document comes with thorough plain English line by line instructions to help you write contracts prepare corporate bylaws prepare an LLC operating agreement hire employees and consultants create noncompete

agreements protect your trade secrets record minutes of meetings lease commercial space buy real estate borrow or lend money The 12th 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 [Resource Guide for Congressional Staffs](#) United States. Immigration and Naturalization Service. Office of Congressional Affairs,1987 **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 *A Guide to the Human Resource Body of Knowledge (HRBoK)* Sandra M. Reed,2017-04-17 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 [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 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 , *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

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