

# LexisNexis Employment Eligibility Verification

## Increase your confidence in hiring a legal workforce

All employers are required to verify the employment eligibility of their workforce by completing and filing the federal Form I-9, which has historically been a time consuming, manual task for a company's human resources staff.

In addition, with E-Verify legislation affecting many states and Federal contracts, now is the time to streamline and simplify this process with LexisNexis® Employment Eligibility Verification (EEV).

- **Obtain faster results.** Automatically verify newly hired employee eligibility immediately upon creating an electronic Form I-9 through E-Verify, the Federal Electronic EEV system (formerly known as the Basic Pilot Program).
- **Enjoy “no sweat” audit preparation.** LexisNexis® EEV compliance reports help ensure all employees have a valid I-9 on file. No more looking through paper-based, outdated files. Simply enter the name and retrieve the document you need.
- **Reduce paper management responsibilities,** shipping and storage costs by completing and storing forms electronically.
- **Receive automated reminders so you can focus on other tasks.** Our electronic system creates an easy environment to track expiration dates and generate reminder notifications for documentation renewal.
- **Easily manage EEV forms across decentralized organizations.** Standardize the EEV Form I-9 process and other I-9 related activities across a business—a critical service for large, decentralized organizations.

### Did you know:

- Harboring illegal aliens is a felony with a potential 10-year prison sentence.
- In 2008, ICE (Immigration and Customs Enforcement) made more than 1,100 criminal arrests tied to worksite enforcement investigations. Of the individuals criminally arrested:
  - 135 are owners, managers, supervisors or human resources employees facing charges including harboring or knowingly hiring illegal aliens.
  - The remaining workers criminally arrested are facing charges including aggravated identity theft and Social Security fraud.
- Every job taken by an illegal alien is a job taken from a lawful U.S. worker.

ROI: RETURN ON INFORMATION SOLUTIONS

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# LexisNexis Employment Eligibility Verification Simplify Your I-9 Auditing and Compliance

## What are the penalties for employing illegal aliens?

- Fines up to \$16,000
- Brand degradation
- Unstable workforce
- Risk of losing expertise and training investments

## What does Enforcement look for when conducting an investigation?

- Has the employer received any no match letters?
- Do employees have valid work authorization documentation?
- Does employer have a valid I-9 process?

## What are the benefits to having a legal work force?

- Reduces headline risks
- Reduces training costs
- Creates a stable workforce
- Reduces no match letters

## What steps can an employer take to have a legal workforce?

- I. Use the LexisNexis EEV product to conduct an audit of I-9's
  - Ensures employer has up-to-date work authorization documentation for entire work force
- II. Use the LexisNexis® EEV product to run E-Verify on employees
  - Reduces no match letters
  - Ensures employment eligibility in the U.S.
  - If employer enters into a federal contract that contains the E-Verify clause, employer can use the product to run existing employees that are working on the contract through E-Verify and use it to run ALL new hires through E-Verify (*these are the requirements of the E-Verify clause*)
- III. Use the LexisNexis EEV product to store I-9's electronically
  - Ensures that I-9's are filled out completely and accurately
  - If audited, corporate users can easily pull I-9's
  - Monitor and update expiring I-9 supporting documentation

**LexisNexis® wants to help protect you and the overall integrity of the U.S. workforce, call 800-590-8535 to schedule a demo.**

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