**E-Verify FAQ**

**E-Verify Process**

**1. What is E-Verify?**

E-verify is an Internet-based system, administered by U.S. Citizenship and Immigration Service, that compares and verifies information from an employee's Form I-9 to data from U.S. Department of Homeland Security and Social Security Administration records to confirm employment eligibility. The Form I-9 is the key element of E-Verify’s Internet-based employment eligibility verification. This electronic verification confirms an employee’s identity and eligibility to work in the United States.

The Form I-9, on the other hand, *is* *mandatory and must be used even for companies which do not E-verify.*It does *not require* a Social Security number (although the E-verify system does), does *not require*a photo on identity documents (List B) (the E-verify system does), and must be used to reverify expired employment authorization, while E-verify should NOT be completed again during re-verification.

**2. Do I have to participate in E-verify?**

E-Verify is *required*for nearly all government and private North Carolina employers (for employers employing 25 or more employees).  There is no federal requirement to use E-Verify, but if it is used voluntarily (or due to state requirements), it must be used consistently for each hire.

The employer enters the employee’s information from the Form I-9 into E-Verify and submits the information to create a case.

E-Verify compares the Form I-9 to records available to U.S. Department of Homeland Security, including:

* U.S. passport and visa information
* Immigration and naturalization records
* State-issued driver’s licenses and identity document information
* Social Security Administration records

If the information matches, the case will receive an Employment Authorized result almost immediately, meaning the employment documents check out and the employee is authorized to work in the US.

If the information does not match, the case will receive a [Tentative Non-confirmation](https://www.uscis.gov/e-verify/employers/tentative-nonconfirmations)result, which does not require that the employer terminate employment, but does require action on the part of the employee and employer.

For complete details visit <https://www.e-verify.gov/>

E-verify Posters must be displayed in both English and Spanish and can be obtained from the E-verify site once a Memorandum of Understanding has been signed.