**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.  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.

Although E-Verify uses information from Form I-9, there are some important differences between Form I-9 and E-Verify requirements.

Form I-9 *is mandatory*, does *not require* a Social Security number, does *not require* a photo on identity document (List B), and must be used to reverify expired employment authorization.

E-Verify is *required* for the vast majority of all government and private North Carolina employers (for employers employing 25 or more employees).  In SC, E-Verify is required for all employers regardless of number. E-verify also *requires* a social security number, *requires* a photo on identify documents, and may *not* be used to reverify expired employment authorization.

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

E-Verify compares the information to records available to the 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 entered from Form I-9 into E-Verify matches, the case will receive an Employment Authorized result almost immediately, meaning the employee 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 result.

The E-Verify Federal Contractor Rule only affects Federal contractors who were awarded a new contract on or after the effective date of the rule, September 8, 2009, that includes the Federal Acquisition Regulation (FAR) E-Verify clause (found at 48 C.F.R., Subpart 22.18 )..

To obtain information on the federal E-verify system, click [here](https://www.uscis.gov/e-verify).

For a deeper dive regarding this topic, Contact Catapult’s Advice Team at 919-878-9222.

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