

# Allott's SmartForm I-9 ALERT 8-7-08

Allott Immigration Law Firm educating employers on how to avoid employer sanctions, fines and penalties [www.allott.com](http://www.allott.com)

## ICE TARGETS TOP EXECES

Immigration & Customs Enforcement (ICE) cases targeting management in July include:

- [McDonald's Franchisee Execs](#) The operations director and a former VP of a franchisee that owns 11 McDonald's restaurants in Nevada pleaded guilty to immigration offenses. The controller is also charged. The company agreed to pay \$1 million fine.
- [Action Rags USA Owner, Managers](#) The owner and two managers of a Texas exporter/grader of used clothing were indicted last week on charges of violating federal immigration laws. The charges carry a maximum prison term of 10 years, a \$250,000 fine or both.

## WHAT EMPLOYERS CAN DO:

Clean up your paperwork, workforce & procedures, and use E-Verify

- **What is E-Verify?** An internet-based employment verification system offered by the Dept. of Homeland Security and Social Security Administration that allows employers to verify the work authorization of newly hired individuals in seconds.
- **Why use it?** E-Verify is free and currently the best available tool for ensuring employers are hiring authorized workers. Using E-Verify may help your firm enjoy a "[Good Faith](#)" Defense in event of an ICE inspection.  
Government contractors must use E-Verify.
- **How do we Sign Up?** Go to [E-Verify Employer Registration](#). Register your company, take the on-line tutorial and user's test, and sign the Memorandum of Understanding.
- **How does E-Verify work?** By entering info provided by the employee on the Form I-9, employers can electronically compare the info against 425 million records in SSA's database and 60 million records in DHS's databases. Written results are returned in seconds.
- **What you need to know:** E-Verify is reliable but not 100% accurate; sometimes false non-confirmations are given. Employers must give employees an opportunity to contest what may be false results. Also, information provided to E-Verify can be used by the government against illegal workers.

## TRAIN YOUR EMPLOYEES: Allott's SMARTFORM I-9 SEMINAR 9 a.m.-noon, August 12, Denver Athletic Club

Enroll your key employees to protect your company. Call Deb Medema, 303-797-8055, or [click here for online sign up](#)

## Allott's SMART TIP:

**Help New Hires Be Prepared:** After making an offer and before the first day of work, give new hires a practice copy of the Form I-9 (including printed instructions) on colored paper. Tell him to review the list of documents on back of the Form I-9 at home and decide which ones he wants to present as proof of identity & work eligibility. Providing a practice Form I-9 helps new hires be prepared to fill out the original Form I-9 in your presence and present the original documents for your inspection on or before the first day of work and eliminates the problem of the hiring manager "chasing" paperwork for new hires. See [www.allott.com](http://www.allott.com) Order [Employer Handbook on Hiring of Authorized Workers](#)

*To receive Allott's SmartForm I-9 alerts, reply to this email. Include email addresses of personnel who should receive these alerts.*