

Allott's SmartForm I-9 ALERT 8-14-08

Allott Immigration Law Firm educating employers on how to avoid employer sanctions, fines and penalties. www.allott.com

ICE TARGETS FALSE ID DOCUMENTS

Immigration & Customs Enforcement (ICE) in July targeted individuals and organizations who try to defraud the U.S. government by producing or using false identity documents.

- **Unlawful ID Conspiracy**: An Ohio man pleaded guilty in late July to participating in a conspiracy to produce unlawful identification documents. The maximum penalty is two years in prison and/or a \$250,000 fine.
- **Social Security Number Misuse**: 19 Texas residents pleaded guilty in July to misusing Social Security numbers. The individuals presented Social Security cards to obtain or maintain employment, knowing the numbers were not assigned to them. Misuse of Social Security account numbers is a felony that carries a maximum penalty of five years in prison and fine up to \$250,000.

WHAT EMPLOYERS CAN DO: Know what NOT to accept from new hires

- **Mutilated Documents:** No documents that are torn or missing a page
- **Green Cards:** No Green Cards with fewer or more than NINE numbers. [Sample Green Card](#)
- **Photo Copies:** No copies; original documents must be presented by new hires

BE PROACTIVE: Protect your company

- **Audit:** Schedule an [Expert Third Party Audit](#) of your Forms I-9.
- **Training:** Get the [Employer Handbook on the Hiring of Authorized Workers](#) and enroll your employees in the next SmartForm I-9 training seminar **1 – 4 p.m. Sept. 16, Denver Athletic Club** Call Deb Medema, 303-797-8055 or [click here](#)

Allott's SMART TIP: New document now acceptable

- **Passport 'Cards':** The U.S. government is now issuing [U.S. Passport Cards](#) to defray passport expenses. Passport cards are legal U.S. passports and are acceptable identification documents for employment verification.

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