

The Equifax logo, featuring the word "EQUIFAX" in a bold, white, sans-serif font with a registered trademark symbol, set against a red rectangular background.

EQUIFAX®

The iCIMS logo, featuring the word "icims" in a white, lowercase, sans-serif font with a registered trademark symbol, preceded by a small blue dot.

iCIMS®

Presented by Equifax and iCIMS

THE HIGH COST OF NOT VERIFYING EMPLOYMENT ELIGIBILITY

A dark, blue-tinted background image showing two men in business attire. One man, wearing glasses and a striped tie, is looking down at a document. The other man is smiling and holding a pen, appearing to be in a collaborative work environment.

Let's Start with the Basics:

WHAT IS I-9 AND E-VERIFY?

Employment Eligibility Verification
Department of Homeland Security
U.S. Citizenship and Immigration Services

USCIS
Form I-9
OMB No. 1615-0047
Expires 10/31/2012

START HERE: Read instructions carefully before completing this form. The instructions must be available, either in paper or electronically, during completion of this form. Employers are liable for errors in the completion of this form.

ANTI-DISCRIMINATION NOTICE: It is illegal to discriminate against work-authorized individuals. Employers CANNOT specify which documents an employee may present to establish employment authorization and identity. The refusal to hire or continue to employ an individual because the documentation presented has a future expiration date may also constitute illegal discrimination.

Section 1. Employee Information and Attestation (Employees must complete and sign Section 1 of Form I-9 no later than the first day of employment, but not before accepting a job offer.)

Last Name (Family Name) First Name (Given Name) Middle Initial Other Last Names Used (if any)

Address (Street Number and Name) Apt. Number City or Town State ZIP Code

Date of Birth (mm/dd/yyyy) U.S. Social Security Number Employee's E-mail Address Employee's Telephone Number

I am aware that federal law provides for imprisonment and/or fines for false statements or use of false documents in connection with the completion of this form.

I attest, under penalty of perjury, that I am (check one of the following boxes):

☐ 1. A citizen of the United States

☐ 2. A noncitizen national of the United States (See instructions)

☐ 3. A lawful permanent resident (Alien Registration Number/USCIS Number: _____)

☐ 4. An alien authorized to work (expiration date, if applicable, mm/dd/yyyy) _____

Some aliens may enter "N/A" in the expiration date field. (See instructions)

Aliens authorized to work must provide only one of the following document numbers to complete Form I-9:
An Alien Registration Number/USCIS Number OR Form I-94 Admission Number OR Foreign Passport Number

1. Alien Registration Number/USCIS Number: _____
OR
2. Form I-94 Admission Number: _____
OR
3. Foreign Passport Number: _____
Country of Issuance: _____

Signature of Employee _____ Today's Date (mm/dd/yyyy) _____

Preparer and/or Translator Certification (check one):
☐ I did not use a preparer or translator. ☐ A preparer(s) and/or translator(s) assisted the employee in completing Section 1.

Please below must be completed and signed when preparers and/or translators assist an employee in completing Section 1.

I attest, under penalty of perjury, that I have assisted in the completion of Section 1 of this form and that to the best of my knowledge the information is true and correct.

Signature of Preparer or Translator _____ Today's Date (mm/dd/yyyy) _____

Last Name (Family Name) First Name (Given Name)

Address (Street Number and Name) City or Town State ZIP Code

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FORM I-9

- Verifies identity and employment authorization for US employment
- Mandatory for all U.S. employers
- Includes citizens and non-citizens
- Completed by employee and employer
- Must be retained and readily available



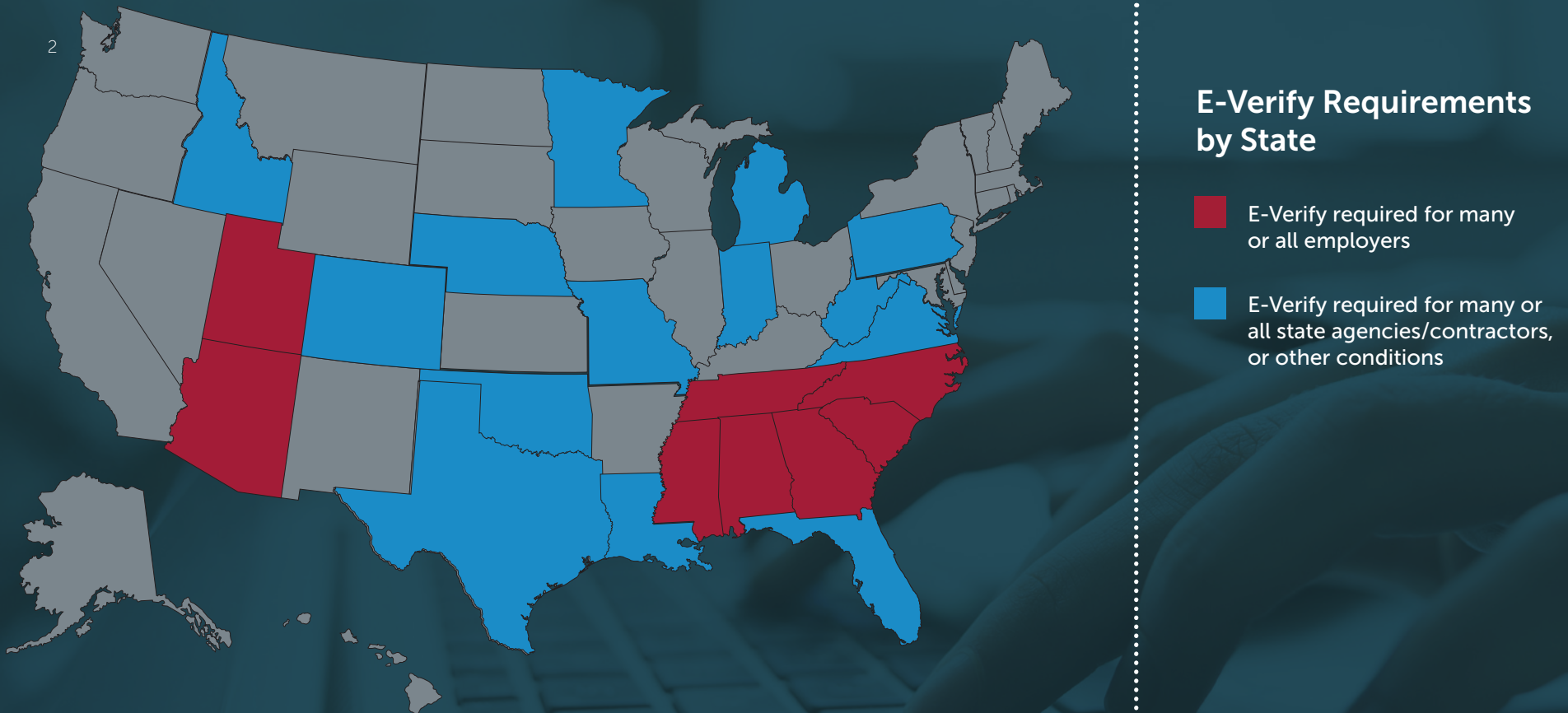
E-Verify

- Internet-based system to confirm employment eligibility
- Mandatory for federal contractors and employers in some states
- Submitted electronically by the employer with quick results
- Administered by the U.S. Citizenship and Immigration Services (USCIS)
- Over 749,923 participating employers¹

1. <https://www.e-verify.gov/sites/default/files/everify/graphdata/EVerifyParticipatingEmployers.pdf>

Are You Aware of

YOUR STATE REQUIREMENTS?



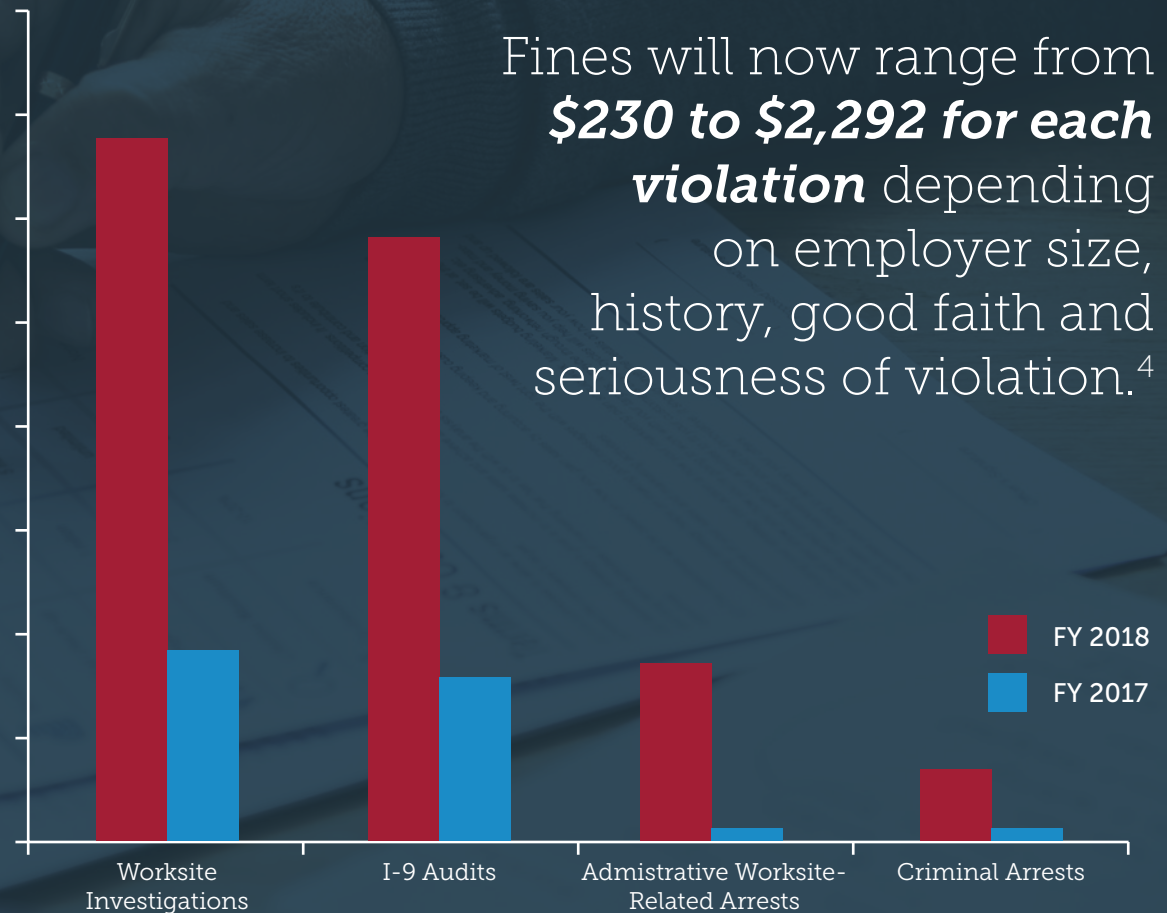
2. Equifax, June 2019

THE HIGH COST OF NON-COMPLIANCE

The risk for failure to comply can stack quickly.



An estimated
60-80%
of paper I-9s create risk as they are either missing, incomplete, or have errors.³



"Employers need to understand that the **integrity** of their **employment records** is just as **important** to the federal government as the integrity of their **tax files** and **banking records**."

- Derek Benner,
Executive Associate Director for HSI⁵

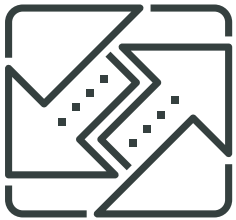
# of employees	# of new hires	Current + New I-9s <i>(not including I-9s for former employees)</i>	Potential Paper System Error Rate ⁶	Potential Penalty Based on avg. fine of \$1,230
10	3	13	70%	\$11,193
100	50	150	70%	\$129,150
200	90	290	70%	\$249,690
500	200	700	70%	\$602,700
700	300	1,000	70%	\$861,000
1,000	500	1,500	70%	\$1,291,500
2,000	900	2,900	70%	\$2,496,900

5. <https://www.ice.gov/news/releases/ice-worksite-enforcement-investigations-already-double-over-last-year>

6. According to an industry attorney at Jackson Lewis P.C. an estimated 60%-80% of paper I-9s are missing, incomplete, or have errors

So...

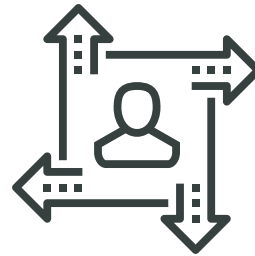
WHY DO EMPLOYERS FAIL TO COMPLY?



***Inconsistent
Process***



***Incomplete or
Ineligible Forms***



***Over/Under
Documentation***



***Missing
Signature***

Take Action:

AUTOMATE YOUR PROCESSES TO REMAIN COMPLIANT

Proprietary Data from Equifax, 2019
I-9 Anywhere is a registered trademark of Equifax, Inc.

The Work Number® is a registered trademark of TALX Corporation,
a wholly owned subsidiary of Equifax, Inc.

EQUIFAX®

icims®

Beyond form completion, I-9 Management from Equifax simplifies and alerts for re-verifications, and when paired with The Work Number®, continuously scans for missing I-9s and I-9s that meet retention requirements.

As one of the largest E-Verify employer agents, Equifax processed over 4 MILLION transactions in 2018.

3-TIME TOP HR PRODUCT



**2005
I-9 Management**



**2015
I-9 Anywhere®**

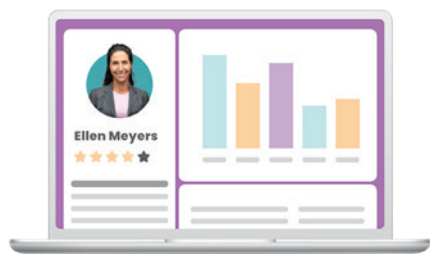


**2017
I-9 Audit and
Remediation**

4 MILLION +

Hours given back to
employers through
increased efficiencies*

*4 million plus saved: based on total Equifax I-9s processed through 2018, estimated time burden listed on Form I-9.



Talent Powers Transformation

iCIMS is the talent cloud company that empowers organizations to attract, engage, hire, and advance the right talent that builds a diverse, winning workforce. iCIMS accelerates transformation for a community of more than 4,000 customers, including a third of the Fortune 100, that employ more than 30 million people worldwide.

See it in action

www.icims.com/see-it-in-action

The Equifax logo is displayed in white, bold, italicized capital letters on a solid red rectangular background.

About Equifax:

Equifax Workforce Solutions* is a trusted leader in helping to meet the evolving HR, talent acquisition, tax management, and compliance needs of employers. The ability of Workforce Solutions to deliver an easy, effortless experience to clients is a testament to their extensive data and technology assets, consistent execution, market-leading innovation, and deep expertise in the industries they serve.

*Equifax Workforce Solutions is a business unit of Equifax Inc.