

Right Comply

Immigration and Customs Enforcement (ICE) increasing I-9 Audits this year

Four Hundred Percent (400%) is the number of times the I-9 audits have increased as ICE is racing to end their year on a high note which ends as of September 30, 2018.

This has resulted in doubling the number of audits since October 2017. Last year (2017), with fines over \$98 million, the agency has sent a clear message to violators as echoed by the agency's Director Tom Homan.

He mentioned that his agency is planning a 400% increase in workplace audits and as we see now, they are well on their way to that target.

As they end the year with such success, the agency is looking forward to more such audits in the coming year as well.

Are your I-9s ready for audits?

Is your organization following the best practices during every single hire? Most people dismiss the I-9 as something meant for hiring workers on contingent work visas. However, "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. All industries, regardless of size, location and type are expected to comply with the law" mentioned Derek Benner, Acting Associate Executive Director for Homeland Security.

Filling out I-9

I-9 may be a simple form with two parts.
The employee part which is in Section 1 and
The Employer part which is in Section 2 .

The social security number is a mandatory field for any employer who uses E-Verify so it would be a good idea to keep that in mind when having employees fill that part of the application.

Another most important factor is to have the employee fill out the I-9, sign and date it as of the date of joining the employer. This assuming that the employee has already accepted the job offer.



The employer has three business days to fill out the section two of the application and submit it. The three business days start after the "Zero day" which is the joining day of the employee. With E-verify, its a simple process to submit and instantly verify the employee's eligibility to work as the employer receives the employment status findings right away.

Applications like <https://www.rightcomply.com/app> aides employes to ensure that such form is filled out and electronically signed by employee, and seamlessly submitted to E-verify as well, all online. This helps the employers to timestamp the document and keep a continuous digital trail the employee's work eligibility status at all times.

Beyond the initial submission, *rightcomply.com/app* also keeps a keen eye on the expiry dates of any of the work eligibility documents, especially for contingent workers and ensures that the necessary documents are renewed well on time.

All this data is also available to a consultant, a vendor and an end client at all times to ensure complete transparency between all the stakeholders.

Please visit
www.rightcomply.com/app



to register and start using the RightComply app today. Right Comply is specifically designed to ensure complete workforce compliance.

