Survey for E-Verify Evaluation

Login Name: _____

Password: _____

OMB # 1615-0077   Expires: xx/xx/xxxx

E-Verify Web Survey of Employers

The questions in this survey are about this establishment and its experiences with the E-Verify (or Web-based Basic Pilot) program. These questions are designed to provide us with an understanding of how well the pilot program is working and how it can be improved.

All information collected in this survey will be treated as highly confidential, to the extent allowed by law. In completing the questions please respond based on your establishment's current practices rather than how you think you should answer. Your responses will not be individually shared with the Government, nor will you be identified in any way to anyone not on Westat's evaluation team.

In answering the questions, please consider *only **this establishment**. **By that, we mean the business location, branch or division at your current address.** Please do not include information about other offices or sites of this firm unless specifically asked to do so in individual questions.

This survey includes a number of questions about employment verification at your establishment. Your answers and their accuracy are very important to us. If there are any items that you are unable to answer, we would appreciate your obtaining the necessary information from others who may be better able to answer the questions.

Thank you for your help.

Instructions for Completing the Survey:

Begin this survey by clicking the "Continue" button below. Proceed through the survey by answering each question and then clicking the "Continue" button. When you click the "Continue" button, it will save your response and move you to the next question. If you exit the survey without saving, you will lose any unsaved answers.

Use the "Home" link in the menu on the top of any page to return to this screen. Click on "Contact" to open a blank email to the system administrator. Click on "FAQs" to see answers to frequently asked questions. Use the "Sign out" link to exit the system and return to the login page. You may record any comments or suggestions for improving theE-Verifyprogram by clicking on the "Comments" link found at the bottom of the Question Guide on the left side of the screen. After submitting your completed survey, you will be directed to the final screen where you will have an opportunity to print a copy of your completed survey for your records.

If you have any questions about the survey, please call 1-888-227-8011 or send an email to uscis-see@westat.com.

Continue

PROGRAMMING NOTES:

The following variables will be set at sample selection:

S_DA	Designated Agent
S_UDA	User of Designated Agent
S_ES	Employment Services
S_TERM	Formally Terminated Program
S_NU	Never Used (at time of sampling)
S_OA	Other employers (not in any of the preceding samples)

The preceding variables will be combined with survey responses to create a set of variables that are used to determine skip patterns.

DA	Designated Agent
DAWSO	Designated Agent Web Services Only
UDA	User of Designated Agent
EmpAg	Refers workers to other employers
TempHlp	Temporary help providers
TERM	Formally Terminated Program
FU	Never Used but plan to do so in future
RU	Never Used (at time of sampling) but using at survey time
UU	Never Used (at time of sampling) and don't expect to do so
NAC	Not currently active (TERM or FU or UU=0)
ES	Employment Services
SMALL	Small employer (fewer than 100 employees at company)
OA	Other Active (includes employers not in any of the preceding categories and users of designated agents that do some of their own verifications and but do belong to any of the other listed groups)

All variables are coded 0/1 (don't belong to group versus do belong to group).   A number of these variables are not mutually exclusive.   For example, there are many employers that are both temporary help providers and also refer workers to other employers.

The following set initial values of the skip variables that will be modified as needed.
    DA = 0
    DAWSO = 0
    UDA = 0
    EmpAg = 0
    TempHlp = 0
    SMALL = 0
    ES = 0
    TERM = S_TERM
    RU=0
    FU=0
    UU=0
    NAC=0
    OA = 0

SECTION A: Respondent Information

The identifying information below will only be used by Westat staff in case we need to contact you to further discuss any issues you may have mentioned in this survey. The information will not be given to the Government.

A1. (old 1)   Please enter any corrections to the following information about this establishment.   By *this establishment*, we mean the business location, branch or division at your current address.

Establishment name: _____

Address: _____

_____

_____

City: _____

State: _____

Zip code: _____

A2. (new)   Enter any corrections to the name of your parent company, or mark the box if there is no parent company,

Parent Company name: _____

OR   ☐   No Parent Company

A3. (old 2)   Please provide your name, title, telephone number and email address:

*Required field

First name:*   _____

Last name:*   _____

Title: _____

Telephone:*   _____   Ext: _____

Email address: _____

[IF TERM = 1, THEN SKIP TO A9]
[IF S_NU =0, THEN SKIP TO A6]

A4. (new)   Which of the following best describes the current situation of this establishment regarding E-Verify?   *(Please choose only one response)*

1 ☐   Recently started using the system
2 ☐   Expect to use the system in the future
3 ☐   Don't expect to use the system

[IF A4 = "1" THEN RU=1.   OTHERWISE RU=0]
[IF A4 = "2" THEN FU=1.   OTHERWISE FU=0]
[IF A4 = "3" THEN UU=1.   OTHERWISE UU=0]
[IF UU=1 OR FU=1 OR TERM =1, THEN NAC=1.   OTHERWISE NAC=0]

A5. (new) [ASK ONLY IF UU=1] Why doesn't this establishment expect to use the system?
(Please choose all that apply)

A ☐ The person who originally wanted to use the program has left the company

B ☐ We decided that it would be too burdensome to use the system

C ☐ We decided that there was a better way to improve our verification process

D ☐ We decided to have another company do our verifications for us

E ☐ Verification is now being done by another establishment at this company)

F ☐ Other (specify): _____

[IF NAC = 1, THEN SKIP TO A9]

A6. (new) How long have you personally been involved with the E-Verify (or the Web Basic Pilot) program?

_____ Years AND _____ Months

A7. (new) How long have you personally used the E-Verify (or the Web Basic Pilot) program to input verification data into the system?

_____ Years AND _____ Months OR ☐ Do NOT input data myself.

A8. (old E5) During the last six months, for which employees did this establishment verify work authorizations using E-Verify (or the Web Basic Pilot program)?
(Please choose all that apply)

a ☐ Employees who work at this establishment

b ☐ Employees who work at other establishments or branches of this company

c ☐ Employees who work at other companies

d ☐ No employees

A9. (new) During the last six months, how many of the E-Verify work authorization verifications for this establishment were conducted by someone <u>not</u> working at this establishment?

1 ☐ None

2 ☐ Some

3 ☐ Most

4 ☐ All

A10. (new) [ASK IF S_DA = 1 OR IF "c" IS CHECKED IN A8] Are you registered with USCIS as a designated agent for the E-Verify program?

1 ☐ Yes

2 ☐ No

3 ☐ Don't Know

[IF A10 = "1" THEN DA = 1. OTHERWISE, DA = "0".]

A11. (new) [ASK IF DA=1] Are the designated agency services you provide limited to being a Web Services provider (i.e., you only provide software services to clients)?

1 ☐ Yes

2 ☐ No

3 ☐ Don't Know

[IF A11 = "1" THEN DAWSO = 1. OTHERWISE, DAWSO = "0".]

A12. (new) [ASK IF S_UDA=1 OR IF "A9 ≠ 1] Are you a client of a designated agent that performs E-Verify verifications for you or provides you with Web Services to make it easier for you to use E-Verify?

1 ☐ Yes

2 ☐ No

3 ☐ Don't Know

[IF A12 = "1" THEN UDA = 1. OTHERWISE, UDA = "0".]

A13. (old E1) Is this establishment a personnel or temporary employee company that supplies workers to other firms?

1 ☐ Yes

2 ☐ No

3 ☐ Don't Know

A14. (new) [ASK IF "Yes" IS CHECKED IN A13] Which of the following services do you provide to your clients? *(Please select all that apply)*

A ☐ Provide workers on your payroll to work at your clients' sites

B ☐ Supervise your employees <u>jointly</u> with your clients at your clients' sites

C ☐ Supervise your employees at clients' sites without joint supervision from your clients

D ☐ Refer job applicants to employers wishing to hire new employees

E ☐ Provide employees with training or other services to facilitate their obtaining jobs

f ☐ Other (specify): _____

[IF "d" IS SELECTED IN A14, THEN EmpAg = 1.   OTHERWISE, EmpAg = "0".]

[IF "a" IS SELECTED IN A14, THEN TempHlp = 1.   OTHERWISE, TempHlp = "0".]

[IF EmpAg=1 OR TempHlp = 1 THEN ES=1.   OTHERWISE, ES = "0".]

[IF DA = 0 AND UDA = 0 AND ES =0 AND TERM=0 AND RU=0 AND FU=0 AND UU=0, THEN OA = 1.   OTHERWISE OA = 0]

SECTION B: System Implementation

These questions are about implementing the E-Verify (or the Web Basic Pilot) system.

B1. (new)   Have you completed the E-Verify (or Web Basic Pilot) online tutorial?

1 ☐   Yes

2 ☐   No

3 ☐   Don't Know

[IF DAWSO=1, THEN GO TO SECTION J.]

B2. (similar to old A2) [ASK IF NAC=0]   How many other staff members at this establishment who currently conduct verifications using E-Verify have completed the E-Verify (or Web Basic Pilot) online tutorial?

1 ☐   I am the only E-Verify user at this establishment
2 ☐   All of the other current users have completed the tutorial
3 ☐   Some of the other current users have completed the tutorial
4 ☐   None of the other current E-Verify users have completed the tutorial

B3. (old A7) [ASK IF UU ≠ 0 AND FU ≠ 0] For each of the statements below, select the answer that best represents your establishment's experience with the system registration and start-up process. *(Please choose one for each item)*	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Applicable
a. The online registration process was easy to complete.	☐	☐	☐	☐	☐
b. The online registration process was too time consuming.	☐	☐	☐	☐	☐
c. The content of the online tutorial was easy to understand.	☐	☐	☐	☐	☐
d. The tutorial adequately prepared us to use the online verification system.	☐	☐	☐	☐	☐
e. The tutorial answers all of our questions about using the online verification system.	☐	☐	☐	☐	☐
f. The tutorial takes too long to complete.	☐	☐	☐	☐	☐
g. It is a burden to have to pass the Mastery Test before being allowed to use the online verification system.	☐	☐	☐	☐	☐
h. It is easy for system users to obtain a lost or forgotten password.	☐	☐	☐	☐	☐

i.	The available E-Verify system reports cover all of our reporting needs.	☐	☐	☐	☐	☐

B4. (old A11) [ASK IF UU ≠ 0 AND FU ≠ 0] For your establishment, how helpful are each of the following resources and features that are provided as part of the E-Verify system? *(Please choose one for each item)* *Note: Select 'Not Applicable' if the item has never been used*	Very Helpful	Helpful	Not Very Helpful	Not At All Helpful	Not Applicable
a. The online E-Verify User Manual	☐	☐	☐	☐	☐
b. The online tutorial	☐	☐	☐	☐	☐
c. Other online resources	☐	☐	☐	☐	☐
d. Reports to monitor the status of employee cases	☐	☐	☐	☐	☐
e. Reports to monitor our establishment's use of the system and the use of individual users in our establishment	☐	☐	☐	☐	☐
f. Mouse-over features on data entry fields	☐	☐	☐	☐	☐
g. The toll-free telephone number for the Helpdesk	☐	☐	☐	☐	☐

B5. (old A12) [ASK IF UU ≠ 0 AND FU ≠ 0] Thinking about system navigation and data entry issues, how user-friendly is the E-Verify system?

1 ☐ Very user-friendly
2 ☐ Somewhat user-friendly
3 ☐ Not very user-friendly
4 ☐ Not at all user-friendly

B6. (old A13) [ASK IF NAC = 0] Thinking about E-Verify system user IDs, at this establishment, which of the following applies?

1 ☐ All users have their own unique user IDs
2 ☐ Some users share a user ID

[IF UU=1 OR FU=1, SKIP TO SECTION D]

SECTION C.   Setup and Maintenance Costs

The next set of questions is about costs involved in setup and maintenance of the E-Verify program.

Setup Costs:

C1. (mod-old B1)   What direct costs did this establishment incur in *setting up* the E-Verify (or Web Basic Pilot) program?   *(Please choose all that apply)*

a ☐   Training
b ☐   Computer hardware
c ☐   Telephone line to access the internet
d ☐   Internet connection and access charges
e ☐   Filing cabinets or other office equipment
f ☐   Remodeling or restructuring of the physical plant
g ☐   No direct costs for set up
h ☐   Other (specify):

_____

Skip Pattern:
If C1 equals "g, No direct costs for set up", then skip to C3.

C2. (mod-old B2)   Please provide an estimate of the total *direct* expenditures for [EACH SELECTED RESPONSE FROM C1] associated with *setting up* the E-Verify (or Web Basic Pilot) program listed above.

a $_____Training
b $_____Computer hardware
c $_____Telephone line to access the internet
d $_____Internet connection and access charges
e $_____Filing cabinets or other office equipment
f $_____Remodeling or restructuring of the physical plant
h $_____Other

C3. (old B3)   Were the *indirect* costs associated with *setting up* the E-Verify program, such as reassignment of employees, additional recruitment, delayed production and so on:

1 ☐   An extreme burden
2 ☐   A moderate burden
3 ☐   A slight burden
4 ☐   Not a burden at all

Maintenance Costs:

[IF TERM = 1, SKIP TO C7]
C4. (mod-old B4)   What are the annual direct costs incurred by this establishment to *maintain* **the E-Verify (or Web Basic Pilot) program?**   *(Please choose all that apply)*

a ☐   Computer maintenance
b ☐   Telephone fees for internet access
c ☐   Internet access fees
d ☐   Training of replacement staff
e ☐   Wages for the verification specialist(s)
f ☐   Costs for using a designated agent
g ☐   No direct costs for maintenance
h ☐   Other (specify): _____

Skip Pattern:
If C4 equals "g, No direct costs for maintenance", then skip to C6.

C5. (mod-old B5)   Please provide an estimate of the total annual *direct* expenditures associated with *maintaining* the E-Verify (or Web Basic Pilot) program for [EACH SELECTED RESPONSE FROM C4].   *(Please include any costs paid to a designated agent)*

a $_____Computer maintenance
b $_____Telephone fees for internet access
c $_____Internet access fees
d $_____Training of replacement staff
e $_____Wages for the verification specialist(s)
f $_____Costs for using a designated agent
h $_____Other

C6. (old B6)   Have the *indirect* costs associated with *maintaining* the E-Verify (or Web Basic Pilot) program been:

1 ☐   An extreme burden
2 ☐   A moderate burden
3 ☐   A slight burden
4 ☐   Not a burden at all

C7. (new)   How do the actual direct and indirect costs compare to what you expected to spend prior to setting up the E-Verify (or Web Basic Pilot) program?

1 ☐   Less than expected
2 ☐   About what expected
3 ☐   More than expected
4 ☐   No expectations

SECTION D: Views of E-Verify

The following set of questions asks about your views of the E-Verify Program.

D1. (new)   How did this establishment first *learn* about the E-Verify (or Web Basic Pilot) program?   *(By 'this establishment' we mean the business location, branch, or division specified at this address*)   *(Please choose all that apply)*

a ☐   USCIS or SSA materials or publications
b ☐   USCIS or SSA presentation
c ☐   U.S. Immigration and Customs Enforcement (ICE) audit or visit
d ☐   USCIS web site
e ☐   Media coverage
f ☐   Request from client to participate
g ☐   Information from company headquarters or other establishments of this company
h ☐   Heard about it from other employers not in this company
i ☐   Informed of a legal requirement to participate
j ☐   Other (specify): _____

D2. (new)   What was the <u>main</u> reason this establishment agreed to participate in the E-Verify (or Web Basic Pilot) program?   *(Please choose only one response)*

1 ☐   Parent company required participation
2 ☐   State or local government required participation
3 ☐   Federal government required participation
4 ☐   To satisfy a client's request
5 ☐   To avoid U.S. Immigration and Customs Enforcement (ICE) audit, raid, or fine
6 ☐   To improve ability to verify work authorization
7 ☐   Other (specify) _____

[IF NAC = 0 SKIP TO D4.]

D3. (new) Please consider each of the following statements related to the impact of E-Verify and select the answer that best represents the views of this establishment. *(Please choose one for each item)*	Strongly Disagree	Disagree	Agree	Strongly Agree	Not Applicable
a. The number of work-authorized persons who apply for jobs would decrease if E-Verify was used.	☐	☐	☐	☐	☐
b. The number of unauthorized workers who apply for jobs would decrease if E-Verify was used.	☐	☐	☐	☐	☐
c. Qualified workers would be difficult to recruit when using E-Verify.	☐	☐	☐	☐	☐
d. Using E-Verify would result in the resignation of existing employees.	☐	☐	☐	☐	☐
e. Using E-Verify would damage the employee/ management relationship.	☐	☐	☐	☐	☐
f. Using E-Verify would create a competitive advantage for this establishment.	☐	☐	☐	☐	☐
g. Using E-Verify would cause this establishment to be less competitive.	☐	☐	☐	☐	☐

[IF NAC = 1, SKIP TO SECTION J]

D4. (new) Since this establishment started using E-Verify (or Web Basic Pilot) software, has there ever been a month or more when no employees were verified, using E-Verify?

1 ☐ Yes

2 ☐ No

3 ☐ Don't Know

[IF D4 = 'Yes' ASK D5.   OTHERWISE, SKIP TO D6.]

D5. (new)   Which of the following were reasons for not using the E-Verify (or Web Basic Pilot) system?   *(Please choose all that apply)*

a ☐   Hired no new employees
b ☐   No trained staff available to conduct verifications
c ☐   Experienced technical difficulties
d ☐   Lack of confidence in databases
e ☐   The system is burdensome and time-consuming
f ☐   Developed other ways to ensure work eligibility of newly hired employees
g ☐   Decided to have a Designated Agent verify employees for this establishment
h ☐   Decided to use employees of temporary help or other contract agencies
i ☐   Other (specify): _____

D6. (old, parts from C4 and C5) Please consider each of the following statements related to E-Verify and select the choice that best represents the experiences at this establishment. *(Please choose one for each item)*	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Applicable
a. It is impossible to fulfill all the employer obligations required by the E-Verify verification process.	☐	☐	☐	☐	☐
b. Overall, E-Verify is an effective tool for employment verification.	☐	☐	☐	☐	☐
c. E-Verify reduces the chances of getting a mismatched SSA earnings letter.	☐	☐	☐	☐	☐
d. It is easy to make errors when entering employee information into the E-Verify system.	☐	☐	☐	☐	☐
e. Frequent technical assistance is required from the Help Desk to use the E-Verify program.	☐	☐	☐	☐	☐
f. At times, the number of employees hired is so great that it is impossible to submit the information required by the deadline.	☐	☐	☐	☐	☐
g. USCIS usually provides adequate training when introducing new program features.	☐	☐	☐	☐	☐
h. E-Verify not always being available is a problem.	☐	☐	☐	☐	☐

D7. (old, parts from C4 and C5) Please consider each of the following statements related to the E-Verify Photo Tool and select the choice that best represents the experiences at this establishment. *(Please choose one for each item)*	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Applicable
a. The training provided by USCIS for the Photo Tool was adequate.	☐	☐	☐	☐	☐
b. It was difficult to implement the Photo Tool procedures because there was inadequate notice that there would be new procedures.	☐	☐	☐	☐	☐
c. The Photo Tool is difficult to use.	☐	☐	☐	☐	☐
d. The Photo Tool makes it more likely that we can identify persons using fraudulent documents.	☐	☐	☐	☐	☐
e. The Photo Tool would be more useful if it were available for more employees.	☐	☐	☐	☐	☐
f. The Photo Tool has created an additional burden for employers because of the need to photocopy or scan documents.	☐	☐	☐	☐	☐
g. The quality of the photo provided by E-Verify is not always clear.	☐	☐	☐	☐	☐
h. The quality of the picture that we compare to the E-Verify photo is not always clear.	☐	☐	☐	☐	☐
i. Using the Photo Tool makes it impossible to enter Form I-9 information into the system within 3 work days of hire.	☐	☐	☐	☐	☐

j Using the Photo Tool reduces our responsibility to compare the employee to the document they present.

D8. (mod-old C8)   Do you think that this establishment is more willing or less willing to consider hiring job applicants who appear to be foreign-born *now* than it was *prior to starting* the use of automated employment verification?

1 ☐   More willing

2 ☐   Less willing

3 ☐   Neither

4 ☐   Don't Know

SECTION E. Employment Agencies

IF EmpAg = 0, GO TO SECTION F

This section asks questions about your experiences in referring job applicants to employers wishing to hire new employees.   Please answer these questions based ONLY on your experiences with these workers.   You will be asked later about your own workers.

E1. (new)   For which *job applicants* does this establishment <u>typically </u>use E-Verify before referring them to employers wishing to hire new employees?

1 ☐   All job applicants that we might refer for employment
2 ☐   Only job applicants who claim to be noncitizens
3 ☐   Only job applicants who claim to be citizens
4 ☐   Do not use E-Verify with any job applicants
5 ☐   Other (specify):_____

E2. (new)   [SKIP E2 IF E1 = "4"]   Which of the following do you <u>at least sometimes</u> require from job applicants <u>before referring</u> them?
(Please choose all that apply)

a ☐   Tests of drugs and/or alcohol
b ☐   Found to be work-authorized by E-Verify
c ☐   Other background tests (e.g., checking job references)
d ☐   Tests of skills (e.g., typing tests)
e ☐   Other (specify):_____

E3. (new)   [ASK IF "b" IS SELECTED IN E2]   Which job applicants do you *require* be found to be work-authorized by E-Verify before referring them?
(Please choose all that apply)

a ☐   All
b ☐   Those filling specific jobs (specify) _____
c ☐   Only job applicants who claim to be noncitizens
d ☐   Only job applicants who claim to be citizens
e ☐   Other (specify):_____

E4. (new)   What are your <u>usual</u> procedures for referring persons receiving a tentative nonconfirmation to your clients?

1 ☐   We never refer anyone who has received a tentative nonconfirmation to our clients

2 ☐   We only refer those receiving tentative nonconfirmations after the tentative nonconfirmations are resolved

3 ☐   We refer persons with tentative nonconfirmations during the time allotted for resolution without informing our clients of the tentative nonconfirmation

4 ☐   We refer persons with tentative nonconfirmations during the time allotted for resolution after informing our clients of the tentative nonconfirmation

5 ☐   Other (specify):_____

E5. (new)   [ASK IF "b" is not checked in E2]   Have any of the employers wishing to hire new employees ever asked you to only refer potential employees that E-Verify has found to be work-authorized?

1 ☐   Yes

2 ☐   No

3 ☐   Don't know

E6. (new)   How satisfied are you with the way the E-Verify process works for you as an employer that refers job applicants to other employers?

1 ☐   Very satisfied

2 ☐   Satisfied

3 ☐   Dissatisfied

4 ☐   Very dissatisfied

5 ☐   Don't know

E7. (new)   What changes to E-Verify would you recommend to make it easier for employers that refer job applicants to other employers to use it?
(Please choose all that apply)

a ☐   TBD
b ☐   TBD
c ☐   TBD
d ☐   TBD
e ☐   TBD
f ☐   Other [specify] _____

SECTION F. Employment Services Providing Off-Site Workers

IF TempHlp = 0, GO TO SECTION G

The following questions are about your experiences in providing workers on your payroll to work at your clients' sites.   Please answer ONLY about these employees.   You will be asked later about your employees who work at your site.

F1. (mod-old D1)   When verifying off-site workers, for which of the following does this establishment (or its designated agent) <u>at least sometimes</u> use E-Verify?
(Please choose all that apply)

a ☐   Job applicants
b ☐   New hires
c ☐   Employees who worked at this establishment prior to the establishment's participation in E-Verify
d ☐   Other types (specify):_____

F2. (new)   [ASK IF "a" IS SELECTED IN F1]   For which job applicants does this establishment <u>at least sometimes</u> use E-Verify when verifying off-site workers?

1 ☐   All job applicants that we might be able to place
2 ☐   Only job applicants who claim to be noncitizens
3 ☐   Only job applicants who claim to be citizens
4 ☐   Other (specify):_____

F3. (new)   [ASK IF "b" IS SELECTED IN F1]   For which of the following does this establishment (or its designated agent) <u>at least sometimes</u> use E-Verify when verifying off-site workers?   *(Please choose all that apply)*

a ☐   All new hires
b ☐   Only new hires who claim to be noncitizens
c ☐   Only new hires who claim to be citizens
d ☐   Those filling specific jobs (specify) _____
e ☐   Other (specify):_____

F4. (new) [ASK IF "c" IS SELECTED IN F1]   For which of the following does this establishment (or its designated agent) <u>at least sometimes</u> use E-Verify when verifying off-site workers?   *(Please choose all that apply)*

a ☐ All existing employees
b ☐ Employees with work-authorizations that are expiring
c ☐ Employees believed not to be work-authorized
d ☐ Only noncitizens
e ☐ Other (specify):⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯

F5. (new) [SKIP IF "a" not selected in F1]   Which of the following do you <u>at least sometimes</u> require from job applicants <u>before placing</u> them?
(Please choose all that apply)

a ☐ Tests of drugs and/or alcohol
b ☐ Found to be work-authorized by E-Verify
c ☐ Other background tests (e.g., checking job references)
d ☐ Tests of skills (e.g., typing tests)
e ☐ Other (specify):⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯

F6. (new) [ASK IF "b" IS SELECTED IN F5]   Which job applicants do you require to be found work-authorized by E-Verify before placing them?
(Please choose all that apply)

a ☐ All
b ☐ Only job applicants who claim to be noncitizens
c ☐ Only job applicants who claim to be citizens
d ☐ Those filling specific jobs (specify) ⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯
e ☐ Other (specify):⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯

F7. (new)   What are your <u>usual</u> placement procedures for persons receiving tentative nonconfirmations?

1 ☐ We never place anyone who has received a tentative nonconfirmation

2 ☐ We only place persons with tentative nonconfirmations after the tentative nonconfirmation has been resolved

3 ☐ We place persons with tentative nonconfirmations during the time allotted for resolution without informing our client of the tentative nonconfirmation

4 ☐ We place persons with tentative nonconfirmations during the time allotted for resolution after informing our client of the tentative nonconfirmation

5 ☐ Other (specify):⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯

F8. (new)   [ASK IF "b" not checked in F5]   Have any of the clients (with which you place employees) ever requested that you only provide workers that E-Verify has found to be work-authorized?

1 ☐   Yes
2 ☐   No
3 ☐   Don't know

F9. (new)   How satisfied are you with the way the E-Verify process works for you as an employer providing workers on your payroll to work at your clients' site?

1 ☐   Very satisfied
2 ☐   Satisfied
3 ☐   Dissatisfied
4 ☐   Very dissatisfied
5 ☐   Don't know

F10. (new)   What changes to E-Verify would you recommend to make it easier for use by employers providing off-site workers to other employers?   (*Please choose all that apply)*

a ☐   TBD
b ☐   TBD
c ☐   TBD
d ☐   TBD
e ☐   TBD
f ☐   Other [specify] _____

F11. (new)   Does this establishment use the same verification procedures for workers who work at your site as for off-site workers?

1 ☐   Yes
2 ☐   No
3 ☐   Don't know

SECTION G. Designated Agents

[IF DA=0 THEN SKIP TO SECTION H]

G1. (new)   How long have you been a designated agent for the E-Verify or Web Basic Pilot program?

_____ Years AND _____ Months

G2. (new)   How many companies use your service as a designated agent?

_____ Number of Companies

G3. (new)   What size company is <u>most</u> likely to use your services as a designated agent?

1 ☐   1 to 19 employees
2 ☐   20 to 99 employees
3 ☐   100 to 999 employees
4 ☐   1,000 to or more employees
5 ☐   Don't know

G4. (new)   What do you feel are the advantages to employers of using your service to perform E-Verify services?
(Please choose all that apply)

a ☐   They don't need to learn how to use the E-Verify system
b ☐   It saves them the burden of acquiring an Internet connection
c ☐   Provides considerable help during large 'seasonal' hiring periods
d ☐   TBD
e ☐   TBD
f ☐   Other [specify] _____

G5. (new) Which E-Verify services do you offer to your clients?
     (Please choose all that apply)

a ☐ Providing an electronic version of the Form I-9 for the employer's use

b ☐ Providing software that they can use to enter information into E-Verify

c ☐ Conducting paper Form I-9 process, including document review

d ☐ Entering the Form I-9 information into E-Verify

e ☐ Comparing pictures on employee documents to pictures from the Photo Tool

f ☐ Providing tentative nonconfirmation letters and/or referral letters to the employer

g ☐ Notifying employers that their employees have received tentative nonconfirmations

h ☐ Inputting follow-up information into E-Verify for those receiving tentative nonconfirmations (e.g., whether the employer referred the employee to SSA/USCIS)

i ☐ Providing the E-Verify Users' manual to the employer

j ☐ Providing the poster indicating that the employer is participating in E-Verify

k ☐ Providing the USCIS pamphlet, *I Am an Employer…How Do I Use E-Verify*?

l ☐ Providing other information explaining the employer's responsibility with respect to E-Verify

M ☐ Other (specify) _____

G6. (new) [ASK IF "c" IS SELECTED IN G5 OR "d" IS SELECTED IN G5]
    How do you <u>typically</u> receive Form I-9 information from your clients?
    (Please choose all that apply)

a ☐ Electronic transmission
b ☐ Fax
c ☐ FedEx/DHL or similar service
d ☐ Regular mail
e ☐ Hand carry it ourselves
f ☐ Have a messenger deliver it
g ☐ Other (specify):_____

G7. (new) [ASK IF "c" IS SELECTED IN G5 OR "d" IS SELECTED IN G5] Which of the following do you <u>typically</u> receive from your clients in order to do the Form I-9 and document review?
    (Please choose all that apply)

a ☐ Original documents
b ☐ Photocopies of original documents
c ☐ Scanned copies of original documents
d ☐ Scanned copies of photocopies of original documents
e ☐ Faxes
f ☐ Other (specify):_____

G8. (new) [ASK IF "e" IS SELECTED IN G5 AND "c" IS NOT SELECTED IN G5]
How do you <u>typically</u> receive document photographs from your clients?

(Please choose all that apply)

a ☐ Electronic transmission
b ☐ Fax
c ☐ FedEx/DHL or similar service
d ☐ Regular mail
e ☐ Hand carry it ourselves
f ☐ Have a messenger deliver it
g ☐ Other (specify):_____

G9. (new) [ASK IF "f" OR "g" IS SELECTED IN G5]   How do you <u>typically</u> inform your clients when tentative nonconfirmations are issued?
(Please choose all that apply)

a ☐ Electronic transmission
b ☐ Fax
c ☐ FedEx/DHL or similar service
d ☐ Regular mail
e ☐ Hand carry it
f ☐ Have a messenger deliver it
g ☐ Phone
h ☐ Do not inform them
i ☐ Other (specify):_____

[IF G9 = "h" SKIP TO G11]

G10. (new)   How long does it <u>typically</u> take from the time you receive Form I-9 information from your clients until you send them information about tentative nonconfirmations?

1 ☐ A day or less
2 ☐ Within three days
3 ☐ Within a week
4 ☐ More than a week
5 ☐ Have never received notification of a tentative nonconfirmation from the E-Verify or Web Basic Pilot program

G11. (new)   How long does it <u>typically</u> take from the time employees sign tentative nonconfirmation notices indicating they wish to contest a tentative nonconfirmation and the time you enter the referral date into the E-Verify system?

1 ☐ A day or less
2 ☐ Within two days
3 ☐ Within three days
4 ☐ More than three days
5 ☐ Have never had a case that needed to have a referral date input

6 ☐   Don't know

G12. (new)   Do you believe that USCIS has provided you with adequate training in how to be a designated agent?

1 ☐   Yes
2 ☐   No
3 ☐   Don't know

G13. (new)   [ASK IF "No" IS SELECTED IN G12]   What additional training do you believe USCIS should provide to DAs?
(Please choose all that apply)

a ☐   TBD
b ☐   TBD
c ☐   TBD
d ☐   TBD
e ☐   TBD
f ☐   Other [specify] _____

G14. (new)   Do you believe that DAs should be certified prior to being permitted to obtain clients and conduct verifications?

1 ☐   Yes
2 ☐   No
3 ☐   Don't know

G15. (new)   [ASK IF "Yes" IS SELECTED IN G13]   What do you believe should be the criteria for certification?
(Please choose all that apply)

a ☐   TBD
b ☐   TBD
c ☐   TBD
d ☐   TBD
e ☐   TBD
f ☐   Other [specify] _____

G16. (new)   Generally, how satisfied are you with the provisions of E-Verify for designated agents?

1 ☐   Very satisfied
2 ☐   Satisfied
3 ☐   Dissatisfied
4 ☐   Very dissatisfied
5 ☐   No opinion

[SKIP TO SECTION I]

SECTION H.   Users of Designated Agents
[IF UDA=0 THEN SKIP TO SECTION I]

H1. (new)   How long have you been using a designated agent for the E-Verify or Web Basic Pilot program?

_____ Years AND _____ Months

H2. (new)   Did you ever use the E-Verify or Web Basic program on your own?

1 ☐   Yes
2 ☐   No
3 ☐   Don't know

H3. (new)   [ASK IF "Yes" IS SELECTED IN H2]   Why did you decide to switch to a designated agent?   *(Please choose all that apply)*

a ☐   TBD
b ☐   TBD
c ☐   TBD
d ☐   TBD
e ☐   TBD
 f ☐   Other [specify] _____

H4. (new)   What do you see as the advantages of using a designated agent to perform E-Verify?   *(Please choose all that apply)*

a ☐   TBD
b ☐   TBD
c ☐   TBD
d ☐   TBD
e ☐   TBD
 f ☐   Other [specify] _____

H5. (new)   What do you see as the disadvantages of using a designated agent to perform E-Verify? *(Please choose all that apply)*

a ☐   TBD
b ☐   TBD
c ☐   TBD
d ☐   TBD
e ☐   TBD
 f ☐   Other [specify] _____

H6. (new) Do you use the E-Verify services provided by your designated agent for all your verifications?

1 ☐ Yes
2 ☐ No
3 ☐ Don't know

H7. (new) [ASK IF "No" IS SELECTED IN H6] In what situations do you use the designated agent?

a ☐ TBD
b ☐ TBD
c ☐ TBD
d ☐ TBD
e ☐ TBD
f ☐ Other [specify] _____

H8. (new) Which E-Verify services does your designated agent perform for you?
(Please choose all that apply)

a ☐ Providing an electronic version of the Form I-9 for us to use

b ☐ Providing software that we can use to enter information into E-Verify for us

c ☐ Conducting paper Form I-9 process, including document review

d ☐ Entering the Form I-9 information into E-Verify

e ☐ Comparing pictures on employee documents to pictures from Photo Tool

f ☐ Providing tentative nonconfirmation letters and/or referral letters to us

g ☐ Notifying employers that they have received tentative nonconfirmations

h ☐ Inputting follow-up information into E-Verify for those receiving tentative nonconfirmations (e.g., whether we referred the employee to SSA/USCIS)

i ☐ Providing the E-Verify Users' manual to us

j ☐ Providing the poster indicating that we are participating in E-Verify

k ☐ Providing the USCIS pamphlet, *I Am an Employer…How Do I Use E-Verify*?

l ☐ Providing other information explaining our responsibility with respect to E-Verify

m ☐ Other (specify) _____

H9. (new)   [ASK IF "c" IS SELECTED IN H8 OR "d" IS SELECTED IN H8]   How do you <u>typically</u> transfer Form I-9 information to your designated agent?

1 ☐ Electronic transmission
2 ☐ Fax
3 ☐ FedEx/DHL or similar service
4 ☐ Regular mail
5 ☐ Hand carry it ourselves
6 ☐ Have a messenger deliver it
7 ☐ Other (specify):_____

H10. (new)   [ASK IF "c" IS SELECTED IN H8 OR "d" IS SELECTED IN H8]   Which of the following do you <u>usually</u> give your designated agent in order to do the Form I-9 and document review?

1 ☐ Original documents
2 ☐ Photocopies of original documents
3 ☐ Scanned copies of original documents
4 ☐ Scanned copies of photocopies of original documents
5 ☐ Faxes
6 ☐ Other (specify):_____

H11. (new)   [ASK IF "e" IS SELECTED IN H8 AND "c" IS NOT SELECTED IN H8]   How do you <u>typically</u> transfer document photographs to your designated agent?

1 ☐ Electronic transmission
2 ☐ Fax
3 ☐ FedEx/DHL or similar service
4 ☐ Regular mail
5 ☐ Hand carry it ourselves
6 ☐ Have a messenger deliver it
7 ☐ Other (specify):_____

H12. (new)   How does your designated agent typically inform you when tentative nonconfirmations are issued?

1 ☐ Electronic transmission
2 ☐ Fax
3 ☐ FedEx/DHL or similar service
4 ☐ Regular mail
5 ☐ Hand carry it
6 ☐ Has a messenger deliver it
8 ☐ Phone
9 ☐ Does not inform us
10 ☐ Other (specify):_____

H13. (new)   How long does it <u>typically</u> take from the time you send employee information to your designated agent until you receive notice of tentative nonconfirmations?

1 ☐   A day or less
2 ☐   Within three days
3 ☐   Within a week
4 ☐   More than a week
5 ☐   Have never received notification of a tentative nonconfirmation

H14. (new)   Generally, how satisfied are you with using a designated agent for E-Verify?

1 ☐   Very satisfied
2 ☐   Satisfied
3 ☐   Dissatisfied
4 ☐   Very dissatisfied
5 ☐   No opinion

SECTION I. Verification Procedures

The following questions are about your verification procedures for <u>your workers</u> at your site. Do NOT include information about employees working at your establishment who are employees of temporary help agencies or contractors.

[IF EmpAg = "1", THEN SHOW:]   Do NOT include information about job applicants that you refer to other employers for employment. Information about these employees was requested above.

[IF TempHlp = "1", THEN SHOW:]   Do NOT include information about your employees that work off-site. Information about these employees was requested above.

[IF F11 = "a", GO TO I7.]

I1. (mod-old D1)   Which of the following does this establishment (or its designated agent) normally verify using E-Verify?   *(Please choose all that apply)*

a ☐   Job applicants
b ☐   New hires
c ☐   Employees who worked at this establishment prior to the institution of E-Verify
d ☐   Other types (specify):_____

I2. (new)   [ASK IF "a" IS SELECTED IN I1]   Which of the following does this establishment (or its designated agent) normally verify using E-Verify?
(Please choose all that apply)

a ☐   All job applicants
b ☐   Only job applicants who claim to be noncitizens
c ☐   Only job applicants who claim to be citizens
d ☐   Those filling specific jobs (specify) _____
e ☐   Other (specify):_____

I3. (new)   [ASK IF "b" IS SELECTED IN I1]   Which of the following does this establishment (or its designated agent) normally verify using E-Verify?
(Please choose all that apply)

a ☐   All new hires
b ☐   Only new hires who claim to be noncitizens
c ☐   Only new hires who claim to be citizens
d ☐   Those filling specific jobs (specify) _____
e ☐   Other (specify):_____

I4. (new) [ASK IF "c" IS SELECTED IN I1] Which of the following has this establishment (or its designated agent) verified using E-Verify?
(Please choose all that apply)

a ☐ All existing employees
b ☐ Employees with work-authorizations that are expiring
c ☐ Employees believed not to be work-authorized
d ☐ Only noncitizens
e ☐ Other (specify):_____

I5. (new) Which of the following do you require from some or all prospective new employees before they can start working? *(Please choose all that apply)*

a ☐ Tests for drug and/or alcohol use
b ☐ Found to be work-authorized by E-Verify
c ☐ Other background tests (e.g., checking job references)
d ☐ Tests of skills (e.g., typing tests)
e ☐ Other (specify):_____

I6. (new) [ASK IF "b" IS SELECTED IN I5] Which prospective employees do you require to be found to be work-authorized by E-Verify before they start work?
(Please choose all that apply)

a ☐ All prospective employees
b ☐ Only prospective employees who claim to be noncitizens
c ☐ Only prospective employees who claim to be citizens
d ☐ Those filling specific jobs (specify) _____
e ☐ Other (specify):_____

I7. (new) How do you define a "new hire"?

1 ☐ A person who has been offered a job whether or not they have accepted it
2 ☐ A person who has been offered a job, has accepted it, but hasn't started to work yet
3 ☐ A person who has started work
4 ☐ Other (specify):_____

I8. (old D2) When is the E-Verify program *typically* used to verify work authorization?

1 ☐ Before a job offer is made
2 ☐ After a job offer but before the employee's first day of paid work
3 ☐ On the first day of paid work
4 ☐ On the second or third day of paid work
5 ☐ More than three days after starting paid work

[IF UDA=1 AND H8 "g" IS SELECTED, THEN SKIP TO I24]

I9. (new)   Does this establishment compare the photo on the document(s) used for verification to the person providing it?

1 ☐   Yes
2 ☐   No – someone in another establishment has responsibility for this
3 ☐   No – this is not part of our procedures

I10. (new) [ASK IF "Yes" IS SELECTED IN I9]   How often are there difficulties in deciding if the picture on the document represents the person providing it?

1 ☐   Never
2 ☐   Sometimes
3 ☐   Often
4 ☐   Don't know

I11. (new)   Does this establishment compare the photo provided in the E-Verify response to the photo on the corresponding document?

1 ☐   Yes
2 ☐   No – we have never received a photo to verify from E-Verify
3 ☐   No – someone in another establishment has responsibility for this
4 ☐   No – this is not part of our procedures

[If I11 = "2" SKIP TO I14]

I12. (new) [ASK IF "Yes" IS SELECTED IN I11]   How often are there difficulties in deciding if the two pictures match?

1 ☐   Never
2 ☐   Sometimes
3 ☐   Often
4 ☐   Don't know

I13. (new)   Does this establishment compare the photo provided in the E-Verify response to the person?

1 ☐   Yes
2 ☐   No – someone in another establishment has responsibility for this
3 ☐   No – this is not part of our procedures

I14. (new) Since the start of the Photo Tool, have you noticed any decreases in the use of immigration documents provided by employees during the verification process?

1 ☐ Yes
2 ☐ No
3 ☐ Don't know

I15. (new) Since the start of the Photo Tool, has your establishment been more likely to ask for immigration documents during the verification process?

1 ☐ Yes
2 ☐ No
3 ☐ Don't know

I16. (old D5) As far as you know, did your establishment receive any tentative nonconfirmation findings because someone made a 'data entry' mistake when entering the I-9 information into the E-Verify (or Web Basic Pilot) program?

1 ☐ Yes
2 ☐ No
3 ☐ Don't Know

If "Yes" is checked in I16, then ask I17 and I18.   Otherwise skip to I19.

I17. (old D6) Which of the following describe experiences your establishment has had with tentative nonconfirmation findings due to data entry mistakes made at your establishment? *(Please choose all that apply)*

a ☐ We found the error ourselves and corrected it without telling the employee.

b ☐ The employee found the error when told about the finding and we corrected it without the employee having to contest the finding.

c ☐ The employee contested the finding and USCIS or SSA discovered the error.

I18. (old D7) When you find a data entry error, how do you <u>typically </u>correct it?

1 ☐ We close the original case as an error case (IQ code) and also enter the corrected information as a new case.

2 ☐ We enter the correct information as a new case but do not close the original case as an error case.

3 ☐ We submit the case as a revision of the original case.

4 ☐ Other (specify) _____

I19. (old D8)   Did your establishment have any tentative nonconfirmation findings that were *NOT* the result of data entry errors?

1 ☐   Yes
2 ☐   No
3 ☐   Don't Know

[IF I19 ≠ 1 THEN SKIP TO I24] I20. (old D12) How often do each of the following situations apply to this establishment's use of the E-Verify (or Web Basic Pilot) program for persons receiving tentative nonconfirmations? *(Please choose one for each item)* *Note: Select 'Not Applicable' if the situation has never arisen*	Never	Sometimes	Often	Always	Not Applicable
a. Employees who fail *initial verification* are informed privately.	☐	☐	☐	☐	☐
b. *Written* notification of a tentative nonconfirmation is given to employees.	☐	☐	☐	☐	☐
c.*In-person* notification of tentative nonconfirmation is given to employees.	☐	☐	☐	☐	☐
d. We have difficulty locating employees to notify them of the tentative nonconfirmation finding.					
e. Employees do not return to work when a tentative nonconfirmation is received.	☐	☐	☐	☐	☐
f. Employees are unable to contest a tentative nonconfirmation because of barriers such as language or 'red tape'.	☐	☐	☐	☐	☐
g. Employees tell us that they plan to contest.	☐	☐	☐	☐	☐
h. Employees decide to quit rather than to contest the findings.	☐	☐	☐	☐	☐
i. Employees quit before we have a chance to tell them about the finding.	☐	☐	☐	☐	☐
j. We don't tell employees about the tentative nonconfirmations but let them continue to work for us.	☐	☐	☐	☐	☐
k.We decide not to hire employees receiving tentative nonconfirmations without telling them about the finding.	☐	☐	☐	☐	☐
l. We decide to fire employees receiving tentative nonconfirmations without telling them about the finding.	☐	☐	☐	☐	☐

I21. (old D10) How soon after a tentative nonconfirmation is received does your establishment <u>typically</u> notify the employee?

1 ☐ The same day
2 ☐ Within three days
3 ☐ Within a week
4 ☐ Over a week
5 ☐ We do not usually notify the employee

I22. (new) How long does it usually take from the time E-Verify issues a finding of final nonconfirmation (or unauthorized) until the employee stops working for pay?

1 ☐ One day
2 ☐ Two to three days
3 ☐ Within a week
4 ☐ Within a month
5 ☐ A month or more
6 ☐ Employees never terminated
7 ☐ Have never had an employee receive a finding of final nonconfirmation or unauthorized.
8 ☐ Other (specify) _____

I23. (old D11) Please consider each of the following statements related to *tentative nonconfirmations* received during employment verification using the E-Verify system. Select the answer that best represents the experiences of this establishment. *(Please choose one for each item)* *Note: Select 'Not Applicable' if the situation has never occurred*	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Applicable
a. Contesting a tentative nonconfirmation is not encouraged because the process requires too much time.	☐	☐	☐	☐	☐
b. Providing assistance to employees who contest a tentative nonconfirmation is an excessive burden on staff.	☐	☐	☐	☐	☐
c. Contesting a tentative nonconfirmation is not encouraged because employment authorization rarely results.	☐	☐	☐	☐	☐
d. Establishing employment authorization has become a burden because there are so many tentative nonconfirmations.	☐	☐	☐	☐	☐
e. Work assignments must be restricted until employment authorization is confirmed.	☐	☐	☐	☐	☐
f. Pay is reduced until employment authorization is confirmed.	☐	☐	☐	☐	☐
g. Training is delayed until after employment authorization is confirmed.	☐	☐	☐	☐	☐

I24. (old D13) The following statements describe possible *changes that could be made* to the E-Verify procedures. Please select the answer that best describes your views for each of these possible changes. *(Please choose one for each item)*	Strongly Oppose	Oppose	Support	Strongly Support	No Opinion
a. Allowing verification of job applicants.	☐	☐	☐	☐	☐
b. Allowing verification of existing employees.	☐	☐	☐	☐	☐
c. Requiring all companies in the United States to use E-Verify.	☐	☐	☐	☐	☐
d. Eliminating the paper Form I-9.	☐	☐	☐	☐	☐
e. Increasing the types of documents that can be used with the Photo Tool.	☐	☐	☐	☐	☐
f. Making tentative nonconfirmation notices and referral letters available in more languages.	☐	☐	☐	☐	☐
g. Adding a formal appeal process that employers or their employees could use if they disagree with the final case finding.	☐	☐	☐	☐	☐
h. Any other changes you might want to suggest (specify): _____	☐	☐	☐	☐	☐

I25. (old D15) Do you now use any form of electronic I-9?

1 ☐ Yes

2 ☐ No

3 ☐ Don't Know

SECTION J.   Employer Characteristics

The next questions are about this establishment.

J1. (old E3)   Please estimate the total number of current employees of <u>your company</u> *as of today*. Be sure to include all full-time permanent employees, part-time permanent employees, and any working on a temporary basis.

Note: Do NOT count employees of contract or temporary service agencies who work at your company; DO count employees of other establishments of your parent company. Also, DO count any of this company's employees who work on-site at another location.

_____ total employees at <u>all establishments</u> of this company

[IF J1 < 100 THEN SMALL=1.   OTHERWISE SMALL=0]

J2. (new)   How many of these employees do you consider to be employed by this establishment rather than one of the other establishments of this company?

_____ total employees at <u>this establishment</u>

J3. (new)   During the past six months, approximately how many people were hired by <u>this establishment</u> (including people hired at this establishment to work in this establishment or elsewhere)?

_____ employees hired <u>at this establishment</u> in last 6 months

J4. (new)   During the past six months, approximately how many employees were terminated or quit at this establishment?

_____ employees were terminated or quit in last 6 months

J5. (new)   How much seasonal hiring does your establishment do?

1 ☐   None
2 ☐   A little
3 ☐   Some
4 ☐   A moderate amount
5 ☐   A large amount
6 ☐   A very large amount
7 ☐   Don't know

J6. (new)   Approximately what percent of current employees of <u>this establishment</u> are…?

  a. _____ % Salaried (e.g., managers, professionals, and technical staff)

  b. _____ % Skilled Hourly (e.g., sales, office, clerical, and craft workers)

  c. _____ % Unskilled Hourly (e.g., operatives, laborers, and service workers)

    100 %   Total employees at this establishment

J7. (old E4)   Approximately what percent of current employees of <u>this establishment</u> would you say are immigrants, that is, they were born outside the U.S.?

Note: Your responses will not be individually shared with the Government, nor will you be identified in any way to anyone not on Westat's evaluation team.

1 ☐ 5 percent or less
2 ☐ 6-20 percent
3 ☐ 21-40 percent
4 ☐ 41-80 percent
5 ☐ 81 percent or more

J8. (old 1)   What additional comments or suggestions for improvement do you have regarding the E-Verify program?
[IF DA=1:] We are especially interested in your experiences and suggestions as a DA.
[IF DAWSO=1:] We are especially interested in your experiences and suggestions as a Web Services provider.
[IF SMALL=1 AND DA=0 AND DAWSO=0:] We are particularly interested in your experiences and suggestions as a small employer.

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E-Verify Web Survey of Employers

General Programming Information:

▪ On all pages, have a "Continue" button, NOT a "Save & Continue" button.

▪ For text boxes that are numeric only, if anything other than a number is entered display the following message and do NOT allow to write to database or skip:

You must provide a numeric value for question [INSERT QUESTION NUMBER]. Please do not enter non-numeric characters.

▪ Unless otherwise stated, allow the respondent to skip an item (code as active nonresponse) using JavaScript (text for message below):
Question [Insert question number(s) – include question letter if multiple item question] was not answered. If you would like to return to the question, click "Cancel." If you would like to proceed to the next question, click "OK"

▪ After the "Continue" button on the Comments question (last question) is clicked OR if there are any active nonresponses, but all items are checked, display the following page:
Note to programmer: For bracketed words below, display first word in bracket if 2 or more questions are active nonresponses; display second word if only 1 active nonresponse.

The following [questions/question] [have/has] not been responded to:

List all questions coded as active nonresponse as links back to the question

If you would like to return to [any of the questions listed above/that question], please click on the question number.

To submit the survey without completing the listed [questions/question], click "Submit" now.

Submit

If all items are complete and there are no active nonresponses or the respondent clicks the submit button from above, display the following page:

Thank you for taking the time to answer this survey. Your effort and the information you have provided are greatly appreciated.

To print a copy of your responses, click on the link below.
Print Version

▪ Collect the following information:

Date and time first logged in: month/day/year; hour/minute/am-pm
Date and time last logged in: month/day/year; hour/minute/am-pm
Date and time survey submitted: month/day/year; hour/minute/am-pm