ATTACHMENT E: REVISED QUESTIONNAIRE OF NONUSERS

Non-Users Survey for E-Verify Evaluation
Draft Questionnaire

May 10, 2009

INTRODUCTION

The questions in this survey are about your company and its experiences with determining whether newly hired employees are authorized to work in the United States. These questions are designed to provide us with an understanding of what different companies in the United States are doing to verify the employment authorization of their newly hired employees.

All information collected in this survey will be treated as ==private==, to the extent ==permitted== by law. In completing the questions, please respond based on your company's current practices. 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.

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 information from others at your company who may be able to answer those questions.

If you have any questions about the survey, please call 1-888-204-4859 or send an email to EVsurvey@westat.com.

Thank you for your help.

==**OMB # xxxxxxxx   Expires: [DATE]**==

Non-Users Survey for E-Verify Evaluation

SECTION A: Respondent and Company Information

SECTION B: Work Authorization

SECTION C: Employer Characteristics

Instructions for Completing the Survey

Begin this survey by clicking the "Continue" button below. As you complete each 'page,' click the "Continue" button to save your response and move to the next question. If you need to exit the survey before finishing, you will not lose any saved answers. You will be able to leave the survey and return to it at another time to complete it.

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. After submitting your completed survey, you will have an opportunity to print a copy of your survey for your records. Use the "Sign out" link to exit the system.

If you have any questions about the survey, please call 1-888-204-4859 or send an email to EVsurvey@westat.com.

Continue

SECTION A: Respondent and Company Information

Question A1   **Please enter any corrections to the address information listed below for <u>this company</u>.   [SAMPLE INFORMATION WILL BE DISPLAYED.]**

Company name: COMPANY

_____

Address: ADDRESS

_____

CITY   ST   ZIPCODE

_____   ____ _____

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

Question A2   **Your name was given as the person who would be appropriate to respond to this survey. Please enter any corrections to the information provided below. [SAMPLE INFORMATION WILL BE DISPLAYED.]**

Your Name: FIRST NAME   LAST NAME

_____   _____

Your Title: JOBTITLE

_____

Your telephone: FULLPHONE (format as "(xxx) – xxx – xxxx")
(_____) - _____-_____   Extension _____

Your email address: _____

Question A3   Which description below best fits your company?
(Please choose only one response)

1 ☐   Single location or local franchise of a larger company

2 ☐   Multiple location company

3 ☐   Don't know

IF A3 = '3' THEN SKIP TO A11.
IF A3 = '2' THEN SKIP TO A5.
IF A3 = '1' OR A3 = ' ', THEN ASK A4.

[Single Location Company]

Question A4   **The questions in this web survey are mainly about procedures you use when your company hires a new employee. Some of the questions will be about a work-authorization program called E-Verify (previously called the Basic Pilot program). E-Verify is an Internet-based system that allows participating employers to determine whether their newly hired employees are authorized to work in the United States according to information from the Social Security Administration (SSA) and the U.S. Citizenship and Immigration Services (USCIS).**

Which one of the following best describes the current situation of this company?
(Please choose only one response)

A ☐   This company has used E-Verify in the past but no longer uses it

B ☐   This company currently has a service provider (designated agent) that uses E-Verify to verify our employees

C ☐   This company currently uses E-Verify

D ☐   This company has signed up for E-Verify but never used it

E ☐   This company has never signed up for nor used E-Verify

F ☐   Don't know

IF A4 = 'E' THEN SKIP TO B1.
IF A4 = 'F' OR A4 = ' ', THEN SKIP TO A11.
IF A4 = 'A' OR A4 = 'B' OR A4 = 'C' OR A4 = 'D' THEN DISPLAY:

This survey is for companies that have never signed up for E-Verify. At a later time we will be doing a separate survey of employers that have signed up for E-Verify. If you are selected for that survey, we hope you will participate at that time. Thank you for your help on this survey. The information you have provided is greatly appreciated.

END

PROGRAMMER NOTE: RESULT CODE IS "IU".   IU = INELIGIBLE, E-VERIFY USER.

[Multiple Location Company]
Question A5   Are you located at the headquarters of your company?
   (Please choose only one response)

   1 ☐   Yes, this is the headquarters

   2 ☐   No, the headquarters is at another location

   3 ☐   Don't know

IF A5 = '3' OR A5 = ' ', THEN SKIP TO A11.
IF A5 = '1' THEN SKIP TO A7.
IF A5 = '2' THEN ASK A6.

[Multiple Location Company]
Question A6   So that we may contact someone at headquarters, please enter the contact information for the person at your headquarters location who would be most knowledgeable about this company's procedures for determining whether employees are authorized to work in the United States. This is usually the head of your human resources department, but it may be someone else.

   [ENTER THIS PERSON AS THE PRIMARY RESPONDENT]
   First name: _____
   Last name: _____
   Title: _____
   Telephone: _____   Ext: _____
   Email address: _____

   Address: _____
                      _____
   City: _____
   State: _____
   Zip code: _____

   Thank you for your time. That is all the questions we have for you. The information you have provided is greatly appreciated.

END

PROGRAMMER NOTE:
IF NEW CONTACT INFORMATION IS PROVIDED IN A6, THEN RESULT CODE IS "NC".
      NC = NEW CONTACT.
IF NO NEW CONTACT INFORMATION IS PROVIDED IN A6, THEN RESULT CODE IS "P6"
      P6 = UNKNOWN INFORMATION FOR NEW CONTACT AT HQ.

[Multiple Location Company]

Question A7   **Verifying that a new employee or job applicant is authorized to work in the United States usually includes completing a Form I-9 and reviewing certain employee documentation, but it may also include other verification procedures that you use.**

Which <u>one</u> of the following <u>best</u> describes <u>where</u> your company verifies whether employees or job applicants are authorized to work in the United States?

(Please choose only <u>one</u> response)

A ☐   All the verifications for our company are done at headquarters

B ☐   At least some of our branch offices or other locations do their own verifications using the procedures that headquarters has given them

C ☐   At least some of our branch offices or other locations do their own verifications using their own procedures for doing so

D ☐   We do not have any formal process in place for doing verifications

E ☐   Don't know

IF A7 = 'C' THEN SKIP TO A9.
IF A7 = 'D' THEN SKIP TO B1.
IF A7 = 'E' OR A7 = ' ', THEN SKIP TO A11.
IF A7 = 'A' OR A7 = 'B' THEN ASK A8.

[Centralized Multiple Location Company]

Question A8 **The questions in this web survey are mainly about procedures you use when your company hires a new employee. Some of the questions will be about a work-authorization program called E-Verify (previously called the Basic Pilot program). E-Verify is an Internet-based system that allows participating employers to determine whether their newly-hired employees are authorized to work in the United States according to information from the Social Security Administration (SSA) and the U.S. Citizenship and Immigration Services (USCIS).**

Which one of the following best describes the current situation of this company?
(Please choose only one response)

A ☐ This company has used E-Verify in the past but no longer uses it

B ☐ This company currently has a service provider (designated agent) that uses E-Verify to verify our employees

C ☐ This company currently uses E-Verify

D ☐ This company has signed up for E-Verify but never used it

E ☐ This company has never signed up for nor used E-Verify

F ☐ Don't know

IF A8 = 'E' THEN SKIP TO B1.

IF A8 = 'F' OR A8 = ' ', THEN SKIP TO A11.

IF A8 = 'A' OR A8 = 'B' OR A8 = 'C' OR A8 = 'D' THEN DISPLAY:

This survey is for companies that have never signed up for E-Verify. At a later time we will be doing a separate survey of employers that have signed up for E-Verify. If you are selected for that survey, we hope you will participate at that time. Thank you for your help on this survey. The information you have provided is greatly appreciated.

END

PROGRAMMER NOTE: RESULT CODE IS "IU".   IU = INELIGIBLE, E-VERIFY USER.

[Decentralized Multiple Location Company]

Question A9   The questions in this web survey are mainly about procedures you use when your company hires a new employee. Some of the questions will be about a work-authorization program called E-Verify (previously called the Basic Pilot program). E-Verify is an Internet-based system that allows participating employers to determine whether their newly-hired employees are authorized to work in the United States according to information from the Social Security Administration (SSA) and the U.S. Citizenship and Immigration Services (USCIS).

Which of the following best describe the current situation of this company?

(Please choose all that apply)

A ☐   At least one location of this company has used E-Verify in the past but no longer uses it

B ☐   At least one location of this company currently has a service provider (designated agent) that uses E-Verify to verify our employees

C ☐   At least one location of this company currently uses E-Verify

D ☐   At least one location of this company has signed up for E-Verify but never used it

E ☐   No location of this company has ever signed up for or used E-Verify

F ☐   Don't know

LOGIC: IF 'E' IS CHECKED, THEN NO OTHER CATEGORIES CAN BE CHECKED.
LOGIC: IF 'F' IS CHECKED, THEN NO OTHER CATEGORIES CAN BE CHECKED.

IF A9 = 'E' THEN SKIP TO B1.

IF A9 = 'F' OR A9 = ' ', THEN SKIP TO A11.

IF A9 = 'A' OR A9 = 'B' OR A9 = 'C' OR A9 = 'D' THEN ASK A10.

[Decentralized Multiple Location Company]

Question A10   **Which one of the following best describes the current situation of <u>this location</u> of this company?**

(Please choose only one response)

A ☐   This location has used E-Verify in the past but no longer uses it

B ☐   This location currently has a service provider (designated agent) that uses E-Verify to verify our employees

C ☐   This location currently uses E-Verify

D ☐   This location has signed up for E-Verify but never used it

E ☐   This location has never signed up for nor used E-Verify

F ☐   Don't know

IF A10 = 'F' OR A10 = ' ', THEN SKIP TO A11.

IF A10 = 'E' THEN DISPLAY:

We would like you to respond to the rest of the questions on this survey answering only about this headquarters location. Do not include any information regarding other locations of this company.   [**SKIP TO B1.]**

IF A10 = 'A' OR A10 = 'B' OR A10 = 'C' OR A10 = 'D' THEN DISPLAY:

This survey is for companies that have never signed up for E-Verify. At a later time we will be doing a separate survey of employers that have signed up for E-Verify. If you are selected for that survey, we hope you will participate at that time. Thank you for your help on this survey. The information you have provided is greatly appreciated.

END

PROGRAMMER NOTE: RESULT CODE IS "IU".   IU = INELIGIBLE, E-VERIFY USER.

PROGRAMMER NOTE: DISPLAY IN A11:
IF A3 = "3" OR " ", OR A5 = "3" OR " ", THEN SHOW: how your company is organized"
IF A4 = "F" OR " ", OR A7 = "E" OR " ", OR A8 = "F" OR " ", OR A9 = "F" OR " ",
        OR A10 = "F" OR " ", THEN SHOW: your verification procedures"

Question A11   Is there someone else at your company that could answer our
    questions about [DISPLAY]?
        (Please choose only one response)

    1 ☐   Yes

    2 ☐   No

IF A11 = '2' OR A11 = ' ', THEN SKIP TO A-CLOSE.
IF A11 = '1' THEN ASK A12.

Question A12   We would appreciate it if you would provide the contact information
    for that person.

    [ENTER THIS PERSON AS THE PRIMARY RESPONDENT]
    First name: _____
    Last name: _____
    Title: _____
    Telephone: _____   Ext: _____
    Email address: _____

    Address: _____
                     _____
    City: _____
    State: _____
    Zip code: _____

A-CLOSE: Thank you for your time. That is all the questions we have for you. The information
    you have provided is appreciated.
        END

PROGRAMMER NOTE:

IF NEW CONTACT INFORMATION IS PROVIDED IN A12, THEN RESULT CODE IS "NC".
        NC = NEW CONTACT.
IF NO NEW CONTACT INFORMATION IS PROVIDED IN A12, THEN CODE AS FOLLOWS:
THE RESULT IS "P3" IF A3 = "3" OR " ".   P3 = UNKNOWN IF MULTIPLE LOCATIONS
THE RESULT IS "P4" IF A4 = "F" OR " ".   P4 = UNKNOWN IF SINGLE SIGNED UP
THE RESULT IS "P5" IF A5 = "3" OR " ".   P5 = UNKNOWN IF AT HEADQUARTERS
THE RESULT IS "P7" IF A7 = "E" OR " ".   P7 = UNKNOWN WHERE COMPANY VERIFIES
THE RESULT IS "P8" IF A8 = "F" OR " ".   P8 = UNK IF CENT MULTIPLE SIGNED UP
THE RESULT IS "P9" IF A9 = "F" OR " ".   P9 = UNK IF DE-CENT MULTIPLE SIGNED UP
THE RESULT IS "P10" IF A10 = "F" OR " ".   P10 = UNK IF THIS LOCATION SIGNED UP

SECTION B: Work Authorization

Question B1   **Before receiving this survey, were you familiar with the E-Verify (or the Basic Pilot) program that can be used to verify whether new employees are authorized to work in the United States?**
(Please choose only one response)

1 ☐   Yes
2 ☐   No
3 ☐   Don't know

IF B1 = '1' THEN SKIP TO B6.   IF B1 = '2' OR B1 = '3' OR B1 = ' ', THEN ASK B2.

Question B2 **For each of the following statements, please select the answer that best represents the views of this company regarding why your company may be reluctant to use an Internet program to verify the employment authorization status of new employees.** *(Please choose one response for each item)*	Not a Reason	A Minor Reason	An Important Reason	A Very Important Reason	No Opinion
a. We rarely hire new employees	☐	☐	☐	☐	☐
b. We do not have computers with an Internet connection or our connection is very slow	☐	☐	☐	☐	☐
c. We do not have available staff with sufficient skills to work on a verification program	☐	☐	☐	☐	☐
d. We only hire United States citizens	☐	☐	☐	☐	☐
e. Making the transition to a new system would be too difficult or disruptive	☐	☐	☐	☐	☐
f. We decided there is a better way to verify whether individuals are authorized to work in the United States (specify): _____	☐	☐	☐	☐	☐
g. We are concerned that using this type of program would increase the chance of an audit, raid, or fine by the US Immigration and Customs Enforcement (ICE)	☐	☐	☐	☐	☐
h. We think it would be too costly or too time-consuming for us to use	☐	☐	☐	☐	☐
i. We do not see any benefit from using this type of program	☐	☐	☐	☐	☐
j. We have trouble finding enough workers to meet our needs. Using a work authorization verification program might make that worse	☐	☐	☐	☐	☐
k. Hiring only people with proper documentation would be too expensive	☐	☐	☐	☐	☐
l. As long as people do the work, their immigration status is none of our business	☐	☐	☐	☐	☐
m. Any other reason. Specify: _____	☐	☐	☐	☐	☐

**IF MORE THAN ONE CATEGORY IN B2 HAS A RESPONSE OF "A Very Important Reason,"
or there are no such responses and MORE THAN ONE CATEGORY IN B2 HAS A
RESPONSE OF "An Important Reason," THEN ASK B3.
OTHERWISE SKIP TO B4.**

Question B3   **Which <u>one</u> of the following reasons is the most important for why your
company is <u>not</u> using E-Verify at this time?** *(Please choose only one response)*

**[PROGRAMMER: ONLY DISPLAY THE CATEGORIES FROM B2 THAT ARE CODED
"A Very Important Reason," or if there are no such responses, THE CATEGORIES
FROM B2 THAT ARE CODED "An Important Reason."]**

a. We rarely hire new employees

b. We do not have an Internet connection or our connection is very slow

c. We do not have available staff with sufficient skills to work on a verification program

d. We only hire United States citizens

e. Making the transition to a new system would be too difficult or disruptive

f. We decided there is a better way to verify whether individuals are authorized to work in
the United States [DISPLAY SPECIFY]

g. We are concerned that using this type of program would increase the chance of an
audit, raid, or fine by the US Immigration and Customs Enforcement (ICE)

h. We think it would be too costly or too time-consuming for us to use

i. We do not see any benefit from using this type of program

j. We have trouble finding enough workers to meet our needs. Using a work authorization
verification program might make that worse

k. Hiring only people with proper documentation would be too expensive

l. As long as people do the work, their immigration status is none of our business

m. Any other reason [DISPLAY SPECIFY]

Question B4 The following statements describe possible opinions about an Internet program that verifies whether employees are authorized to work in the United States by comparing information on the Form I-9 with information on SSA and USCIS databases. Please select the answers that best describe your company's opinions regarding these statements. *(Please choose one response for each item)*	Strongly Disagree	Disagree	Agree	Strongly Agree	No Opinion
1. An Internet verification program should be mandatory for all companies in the United States	☐	☐	☐	☐	☐
2. This type of program would not be useful to some types of companies	☐	☐	☐	☐	☐
3. A mandatory program unfairly targets undocumented immigrants who must work	☐	☐	☐	☐	☐
4. A mandatory program would decrease the number of undocumented immigrants working in the United States	☐	☐	☐	☐	☐
5. An Internet program should eliminate the need for the paper Form I-9	☐	☐	☐	☐	☐
6. An Internet program would be beneficial if it provides help in identifying fraudulent documents	☐	☐	☐	☐	☐

Question B5 An Internet verification program could have many different features. What are your opinions about the desirability of each of the features below for participating companies? *(Please choose one response for each item)*	Strongly Oppose	Oppose	Support	Strongly Support	No Opinion
1. **Allow** verification of job applicants <u>before</u> a hiring decision is made	☐	☐	☐	☐	☐
2. **Require** verification of job applicants <u>before</u> a hiring decision is made	☐	☐	☐	☐	☐
3. **Allow** verification of <u>all</u> employees, not just newly hired	☐	☐	☐	☐	☐
4. **Require** verification of <u>all</u> employees, not just newly hired	☐	☐	☐	☐	☐
5. Eliminate the need for the paper Form I-9	☐	☐	☐	☐	☐
6. Increased use of technology to verify identity	☐	☐	☐	☐	☐
7. Increased use of technology to identify fraudulent documents	☐	☐	☐	☐	☐
8. Allow a formal appeal by an employer and/or employee of a final case finding	☐	☐	☐	☐	☐
9. Any other features you might want to support or oppose if such a program were made mandatory (specify): _____	☐	☐	☐	☐	☐

SKIP TO INSTRUCTION BEFORE B16

Question B6   **How did this company *find out* about the E-Verify program?**
   (Please choose all that apply)

a ☐   Government materials or publications (Specify: ☐ Federal   ☐ State   ☐ Local)

b ☐   Government presentation

c ☐   U.S. Immigration and Customs Enforcement (ICE) audit or visit

d ☐   Government web site (Specify: ☐ Federal   ☐ State)

e ☐   Poster, billboard, or other sign

f ☐   Other media coverage or advertisements

g ☐   Request from client to participate

h ☐   **[ONLY DISPLAY IF A3 = '2']** Information from other locations of this company

i ☐   Information from other companies

j ☐   Notice of a legal requirement to participate

k ☐   Information from a professional association

l ☐   Other (specify): (char ?)_____

m ☐   Don't know

LOGIC: IF 'm' IS CHECKED, THEN NO OTHER CATEGORIES CAN BE CHECKED.

Question B7   **Has this company considered using E-Verify?**
   (Please choose only one response)

1 ☐   Yes, and decided not to use E-Verify at this time
2 ☐   Yes, but have not made a decision yet
3 ☐   No, have not considered using E-Verify
4 ☐   Don't know

IF B7 = '1' THEN ASK B8
IF B7 = '2' OR B7 = '3' OR B7 = '4' OR B7 = ' ', THEN SKIP TO B12

Question B8   **Does this company plan to use E-Verify in the future?**
   (Please choose only one response)

   1 ☐   Yes, we definitely plan to use it

   2 ☐   We have not yet decided whether we will use it

   3 ☐   No, we do not intend to use it unless it becomes mandatory

IF B8 = '1' THEN ASK B9
IF B8 = '2' OR B8 = '3' OR B8 = '4' OR B8 = ' ', THEN SKIP TO B12

Question B9   **Have you decided when you would begin to use E-Verify?**
   (Please choose only one response)
   1 ☐   Yes

   2 ☐   No

IF B9 = '1' THEN ASK B10
IF B9 = '2' OR B9 = ' ', THEN SKIP TO B11

Question B10   **When are you planning to begin using E-Verify?**
   (Please choose only one response)

   1 ☐   In the next month
   2 ☐   In the next six months
   3 ☐   In the next year
   4 ☐   In more than a year

Question B11   **What is the <u>main</u> reason this company is planning to use E-Verify?**
   (Please choose only one response)
   1 ☐   Federal government has required or may require participation

   2 ☐   State government has required or may require participation

   3 ☐   Local government has required or may require 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 ☐   To make us more competitive with other employers in our industry

   8 ☐   To make the verification process simpler, faster, or easier

   9 ☐   Other (specify): _____

Question B12 **For each of the following statements please select the answer that best represents the views of this company regarding why your company may be reluctant to use E-Verify.** *(Please choose one response for each item)*	Not a Reason	A Minor Reason	An Important Reason	A Very Important Reason	No Opinion
a. We rarely hire new employees	☐	☐	☐	☐	☐
b. We do not have computers with an Internet connection or our connection is very slow	☐	☐	☐	☐	☐
c. We do not have available staff with sufficient skills to work on E-Verify	☐	☐	☐	☐	☐
d. We only hire United States citizens	☐	☐	☐	☐	☐
e. Making the transition to a new system would be too difficult or disruptive	☐	☐	☐	☐	☐
f. We decided there is a better way to verify whether individuals are authorized to work in the United States (specify): _____	☐	☐	☐	☐	☐
g. We are concerned that participating in the program would increase the chance of an audit, raid, or fine by the US Immigration and Customs Enforcement (ICE)	☐	☐	☐	☐	☐
h. We think it would be too costly or too time-consuming for us to set up or use	☐	☐	☐	☐	☐
i. We do not see any benefit from using E-Verify	☐	☐	☐	☐	☐
j. We have trouble finding enough workers to meet our needs. Using E-Verify might make that worse	☐	☐	☐	☐	☐
k. Hiring only people with proper documentation would be too expensive	☐	☐	☐	☐	☐
l. As long as people do the work, their immigration status is none of our business	☐	☐	☐	☐	☐
m. Any other reason. (specify): _____	☐	☐	☐	☐	☐

IF MORE THAN ONE CATEGORY IN B12 HAS A RESPONSE OF "A Very Important Reason," or there are no such responses and MORE THAN ONE CATEGORY IN B12 HAS A RESPONSE OF "An Important Reason," THEN ASK B13.
OTHERWISE SKIP TO B14.

Question B13   **Which <u>one</u> of the following reasons is the most important for why your company is <u>not</u> using E-Verify at this time?** *(Please choose only one response)*

 [PROGRAMMER: ONLY DISPLAY THE CATEGORIES FROM B12 THAT ARE CODED "A Very Important Reason," or if there are no such responses, THE CATEGORIES FROM B2 THAT ARE CODED "An Important Reason."]

a. We rarely hire new employees

b. We do not have an Internet connection or our connection is very slow

c. We do not have available staff with sufficient skills to work on E-Verify

d. We only hire United States citizens

e. Making the transition to a new system would be too difficult or disruptive

f. We decided there is a better way to verify whether individuals are authorized to work in the United States   [DISPLAY SPECIFY]

g. We are concerned that participating in the program would increase the chance of an audit, raid, or fine by the US Immigration and Customs Enforcement (ICE)

h. We think it would be too costly or too time-consuming for us to set up or use

i. We do not see any benefit from using E-Verify

j. We have trouble finding enough workers to meet our needs. Using E-Verify might make that worse

k. Hiring only people with proper documentation would be too expensive

l. As long as people do the work, their immigration status is none of our business

m. Any other reason [DISPLAY SPECIFY]

Question B14 Currently the E-Verify program is voluntary in most states. The following statements describe possible opinions about making the E-Verify program mandatory. **Please select the answers that best describe your company's opinions regarding these statements.** *(Please choose one response for each item)*	Strongly Disagree	Disagree	Agree	Strongly Agree	No Opinion
1. The E-Verify program should be mandatory for all companies in the United States	☐	☐	☐	☐	☐
2. E-Verify would not be useful to some types of companies	☐	☐	☐	☐	☐
3. A mandatory program unfairly targets undocumented immigrants who must work	☐	☐	☐	☐	☐
4. A mandatory program would decrease the number of undocumented immigrants working in the United States	☐	☐	☐	☐	☐
5. The E-Verify program should eliminate the need for the paper Form I-9	☐	☐	☐	☐	☐
6. The E-Verify program would be beneficial if it provides help in identifying fraudulent documents	☐	☐	☐	☐	☐

Question B15 The E-Verify program has many different features. What are your opinions about the desirability of each of these features below for participating companies? *(Please choose one response for each item)*	Strongly Oppose	Oppose	Support	Strongly Support	No Opinion
1. **Allow** verification of job applicants <u>before</u> a hiring decision is made	☐	☐	☐	☐	☐
2. **Require** verification of job applicants <u>before</u> a hiring decision is made	☐	☐	☐	☐	☐
3. **Allow** verification of <u>all</u> employees, not just newly hired	☐	☐	☐	☐	☐
4. **Require** verification of <u>all</u> employees, not just newly hired	☐	☐	☐	☐	☐
5. Eliminate the need for the paper Form I-9	☐	☐	☐	☐	☐
6. Increased use of technology to verify identity	☐	☐	☐	☐	☐
7. Increased use of technology to identify fraudulent documents	☐	☐	☐	☐	☐
8. Allow a formal appeal by an employer and/or employee of a final case finding	☐	☐	☐	☐	☐
9. Any other features you might want to support or oppose if such a program were made mandatory (specify): _____	☐	☐	☐	☐	☐

**IF B4-ITEM 2 = 'Agree' OR B4-ITEM 2 = 'Strongly Agree' OR IF B14-ITEM 2 = 'Agree'
        OR B14-ITEM 2 = 'Strongly Agree,' THEN ASK B16
OTHERWISE SKIP TO B17**

**Question B16   Please describe the types of companies or situations where you think it
    might <u>not</u> be useful to use an Internet program that verifies whether employees are
    authorized to work in the United States.**

_____

_____

_____

**Question B17   Does your company provide temporary workers for clients or refer job
    applicants to employers wishing to hire new employees?**
    (Please choose only one response)

1 ☐   Yes, this company both provides temporary workers and refers job applicants for hire

2 ☐   Yes, this company provides temporary workers

3 ☐   Yes, this company refers job applicants for hire

4 ☐   No

5 ☐   Don't know

**IF B17 = '1' OR B17 = '2' OR B17 = '3', THEN ASK B18
IF B17 = '4', OR B17 = '5' OR B17 = ' ', THEN SKIP TO B19**

**Question B18   Have any of your clients ever requested that you only provide workers
    who are authorized to work in the United States?**
    (Please choose only one response)

1 ☐   Yes

2 ☐   No

3 ☐   Don't know

Question B19   **How do you currently verify that your employees (or prospective employees) are authorized to work?**
(Please choose all that apply)

1 ☐   We ask appropriate questions in the application form

2 ☐   We check references and/or employment history

3 ☐   We verify Social Security numbers through SSA

4 ☐   We use the Form I-9 to verify authorization to work

5 ☐   We conduct background checks

6 ☐   We pay another company to do our verification for us

7 ☐   We do not have a formal process in place to verify work authorization

8 ☐   Other (specify): _____

LOGIC: IF '7' IS CHECKED, THEN NO OTHER CATEGORIES CAN BE CHECKED.

IF B19 = "7" (We do not have a formal process in place to verify work authorization) THEN SKIP TO B25.
OTHERWISE ASK B20.

Question B20   **For which of the following types of workers do you verify work authorization?**
(Please choose all that apply)

a ☐   All job applicants are verified
b ☐   All newly hired employees are verified
c ☐   All workers regardless of when they were hired are verified
d ☐   Workers who claim to be noncitizens are verified
e ☐   Workers who claim to be citizens are verified
f ☐   Workers filling specific jobs are verified (specify job type): _____
g ☐   Other (specify): _____
h ☐   None

LOGIC: IF 'h' IS CHECKED, THEN NO OTHER CATEGORIES CAN BE CHECKED.

Question B21   **On average, how much time does your company spend <u>per new employee</u> on verifying authorization to work? [Do not include time spent waiting for a response.]**
(Please choose only one response)

1 ☐   Less than 5 minutes

2 ☐   5 to 14 minutes

3 ☐   15 to 29 minutes

4 ☐   30 to 59 minutes

5 ☐   1 to 4 hours

6 ☐   5 to 9 hours

7 ☐   10 hours or longer

Question B22   **During calendar year 2008, how many newly hired employees did your company find were <u>not</u> authorized to work?**
(Please choose only one response)

1 ☐   None

2 ☐   1 or 2

3 ☐   3 to 5

4 ☐   6 to 10

5 ☐   More than 10

IF B19 = '4' AND A3 = '2', THEN ASK B23.
IF B19 = '4' AND A3 ≠ '2', THEN SKIP TO B24.
OTHERWISE, SKIP TO B25

[Multiple Location Companys]
Question B23   **Where are the Form I-9s completed?**
(Please choose all that apply)

1 ☐   At Headquarters

2 ☐   At each of the local establishments of the company

3 ☐   Off-site, in the field

4 ☐   Other (specify): _____

Question B24   **Do you currently use any form of electronic I-9?**

(Please choose only one response)

1 ☐   Yes
2 ☐   No
3 ☐   Don't know

Question B25   **When in the hiring process is the Form I-9 completed?**

(Please choose only one response)

1 ☐   When the person applies for a job
2 ☐   When the person has been offered a job, whether or not he/she has accepted it
3 ☐   When the person has been offered a job, has accepted it, but has not started to work yet
4 ☐   When the person has started work
5 ☐   Other (specify): _____

Question B26   **For the purpose of determining authorization to work, what definition would your company use to define a 'newly hired employee'?**

(Please choose all that apply)

1 ☐   A person who has been offered a job, whether or not he/she has accepted it
2 ☐   A person who has been made a conditional offer of a job and has accepted it
3 ☐   A person who has been offered a job, has accepted it, but hasn't started to work yet
4 ☐   A person who has started work
5 ☐   Other (specify): _____

Question B27   **Which of the following do you <u>at least sometimes</u> require from job applicants or newly hired employees <u>before</u> they can start working?**

 (Please choose all that apply)

a ☐   Tests for drugs and/or alcohol

b ☐   Checking job references and/or employment history

c ☐   Other background checks (e.g., checking driving records, credit checks)

d ☐   Tests of skills (e.g., typing tests)

e ☐   Certification or license

 f ☐   Medical exam or other health tests

g ☐   Other (specify): _____

Question B28   **What would improve your task of verifying employment authorization of workers?**

 (Please choose all that apply)

1 ☐   Internet access where hiring decisions are made

2 ☐   Additional staff

3 ☐   An Internet work authorization verification program

4 ☐   An electronic Form I-9

5 ☐   Photo-matching

6 ☐   Fingerprinting, or other biometrics

7 ☐ Other (specify): _____

8 ☐ None of the above

LOGIC: IF '8' IS CHECKED, THEN NO OTHER CATEGORIES CAN BE CHECKED.

SECTION C: Employer Characteristics

Question C1   What industry category would you say your company is in?
(Please choose only one response)

1 ☐   Employment Placement or Temporary Help Services
2 ☐   Farm Labor Contractors and Crew Leaders
3 ☐   Agriculture, Forestry, Fishing and Hunting
4 ☐   Mining
5 ☐   Construction
6 ☐   Food Manufacturing, Food Services, Drinking Establishments (Pubs, Bars)
7 ☐   Services to Buildings and Dwellings
8 ☐   Personal and Laundry Services
9 ☐   Other Industry: _____

IF THE DUNN &BRADSTREET SAMPLE LISTS THIS COMPANY AS HAVING >0 EMPLOYEES, THEN ASK C2.   OTHERWISE SKIP TO C3.

Question C2   The Dunn & Bradstreet business database lists your company as having [DISPLAY COMPANY SIZE FROM SAMPLE] employees as of the end of calendar year 2008.   This includes <u>all</u> employees on your company's payroll regardless of where they work, whether they work full-time, and whether they are permanent employees.

Is that number of employees correct for your company?
(Please choose only one response)

1 ☐   Yes
2 ☐   No
3 ☐   Don't know

IF C2 = '1'   THEN SKIP TO C5.
IF C2 = '2' OR C2 = '3' OR C2 = ' ', THEN ASK C3.

Question C3

IF A3 = '1', OR A3 = '3' OR A3 = ' ' [Single Location Company], THEN DISPLAY:
Including <u>all</u> employees on your company's payroll regardless of whether they work fulltime and whether they are permanent employees, how many employees were working at this company as of the end of calendar year 2008?

IF A3 = '2' [Multiple Location Company], THEN DISPLAY:
Including <u>all</u> employees at all locations on your company's payroll regardless of where they work, whether they work full-time, and whether they are permanent employees, how many employees were working at this company as of the end of calendar year 2008?

_____ employees at end of 2008

☐ Don't know

LOGIC: IF 'Don't know' IS CHECKED, THEN NO OTHER RESPONSE CAN BE GIVEN.
IF C3 = any number, THEN SKIP TO C5.
IF C3 = 'Don't know' OR C3 = ' ', THEN ASK C4.

Question C4 **What size category do you think this company is in?**
(Please choose only one response)

1 ☐ 1 employee
2 ☐ 2 to 14 employees
3 ☐ 15 to 99 employees
4 ☐ 100 to 249 employees
5 ☐ 250 to 999 employees
6 ☐ 1,000 employees or more

Question C5

IF A3 = '1', OR A3 = '3' OR A3 = ' ' [Single Location Company], THEN DISPLAY:
During all of calendar year 2008, approximately how many people were hired by this company? Please include both permanent and temporary employees who started in 2008.

IF A3 = '2' [Multiple Location Company], THEN DISPLAY:
During all of calendar year 2008, approximately how many people were hired by <u>this company,</u> including people hired to work in this location or in other locations of this company? Please include both permanent and temporary employees who started in 2008.

_____ employees hired in 2008

IF C5 = '0' OR C5 = ' ', THEN SKIP TO C7. OTHERWISE, ASK C6.

Question C6   **Approximately what percent of the number of employees that were hired during all of calendar year 2008 were short term or temporary workers?**

 _____ % short term or temporary workers hired in 2008

Question C7   **Approximately what percent of current employees of this company are…?**

a. _____ % Salaried, or salaried plus commission (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 company

Question C8   **In a typical year, is your hiring 'even' throughout the year, or are there specific times of the year when more hiring is done?**
(Please choose only one response)

1 ☐   Hiring is 'even' throughout the year

2 ☐   There are specific times of the year when more hiring is done

Question C9   **Approximately what percent of current employees of this company would you estimate are work-authorized non-citizens or LPR (lawful permanent residents)?**

('Work-authorized non-citizens' and 'Lawful Permanent Residents' are two choices on the Form I-9 other than 'a citizen or national of the United States.')

(Please choose only one response)
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

Question C10   **What additional comments or suggestions do you have regarding Internet employment authorization verification?**

_____

_____

_____

_____

_____

_____

_____

_____

_____

_____

_____

_____

_____

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

END