

ATTACHMENT B:

WEB SURVEY OF USERS

2010 Survey for E-Verify Evaluation

The questions in this survey are about your company and its experiences with the E-Verify (or Web-based Basic Pilot) Program. In this survey we will always refer to this Program as E-Verify. These questions are designed to provide an understanding of how well E-Verify 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 company'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 all of the business locations, branches and divisions of your company. This survey includes a number of questions about employment verification at your company. 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 in your company who may be better able to answer those questions, if possible.

After submitting your completed survey, you will have an opportunity to print a copy of it for your records. If you have any questions about the survey, please call 1-xxx-xxx-xxxx or send an email to xxxxxxxx@westat.com.

Thank you for your help.

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

Public reporting burden for this collection of information is estimated to average 30 minutes per response, including the time for reviewing instructions, searching existing data sources and maintaining the data needed, and completing and reviewing the collection of information. An agency may not conduct or sponsor, and a person is not required to respond to a collection of information unless it displays a currently valid OMB number. Send comments regarding this burden of estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to: xxxxxxxx. **Do not return the completed form to this address.**

SECTION A: Respondent Information

(ALL COMPANIES)

A1. Please enter any corrections to the company address information listed below.

[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. Your information will not be given to the Government.]

(ALL COMPANIES)

A2. The person in your company who responds to this survey should be the most knowledgeable about your entire company's use of E-Verify. That person is usually located in the Human Resources department at your company's headquarters, but could be at any company location.

Your name was provided as the person who would be most appropriate to respond. Are you the correct person to respond to this survey?

- 1 Yes
- 2 No
- 3 Don't know

[IF A2 = 'Yes' THEN SKIP TO A4. OTHERWISE, ASK A3.]

(ALL COMPANIES IF NOT THE CORRECT CONTACT PERSON)

A3. We would appreciate it if you provide the contact information for the person at your company who could best answer our questions about your hiring and work authorization procedures.

[NEW PERSON'S CONTACT INFORMATION]

New Name: FIRST NAME _____ LAST NAME _____

New Title: JOBTITLE _____

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

New email address: _____

Thank you for your time. We have no further questions have for you at this time. We appreciate the information you have provided.

END

(ALL COMPANIES)

A4. Please review the contact information provided below and enter any corrections that may be needed.

[CONTACT INFORMATION IS DISPLAYED BELOW.]

Your Name: FIRST NAME _____ LAST NAME _____

Your Title: JOBTITLE _____

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

Your email address: _____

(ALL COMPANIES)

A5. Which description below best fits your company?

(Please choose only one response)

- 1 Single location company
- 2 Multiple location company
- 3 Don't know

(ALL MULTIPLE LOCATION COMPANIES)

A6. Are you located at your company headquarters?

(Please choose only one response)

- 1 Yes
- 2 No

(ALL COMPANIES)

A7. Which of the following statements describe the current situation of this company? Note: Your answers here will determine which questions you will be asked as you go through the rest of this survey. (Please choose one response for each item)		Yes	No	Not Applicable
A	This company has signed up for E-Verify but has never used it (NEVER USED)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B	This company has used E-Verify in the past but no longer uses it (PRIOR USER)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C	This company does not currently use E-Verify but plans to use E-Verify in the future (OTHER)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D	This company is a Designated Agent, a company that provides E-Verify and other services to companies for a fee (DESIGNATED AGENT)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E	This company uses a Designated Agent to provide E-Verify services and possibly other services to us (USER OF A DA)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F	This company is a temporary staffing agency; it provides workers on our payroll to work at our client's sites (OTHER)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
G	This company is an Employment Agency; it refers workers seeking employment to companies seeking workers (EMPLOYMENT AGENCY)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
H	This company currently uses E-Verify (OTHER)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

[IF (DESIGNATED AGENT) SHOW:

This survey is only for companies that use the E-Verify Program for their own workers. We are conducting a separate study of companies that provide E-Verify service for other companies. If you are selected for that study, we hope you will participate. Thank you for your help on this survey.

The information you have provided is greatly appreciated. **END**

[IF (USER OF A DA) SHOW:

This survey is only for companies that use the E-Verify Program themselves as opposed to having another company provide this service. We are conducting a separate study of companies that use a service provider for the E-Verify Program. If you are selected for that study, we hope you will participate. Thank you for your help on this survey. The information you have provided is greatly appreciated.

END

[IF (NOT CURRENTLY USING E-VERIFY) THEN SKIP TO A9]

(ALL USERS WITH MULTIPLE LOCATIONS)

A8. Which of the following best describes how your company uses E-Verify?

- 1 One location handles all E-Verify submissions for all locations
- 2 All locations use E-Verify, and they use it independently
- 3 Individual locations may use or not use E-Verify at their own discretion
- 4 Certain locations use E-Verify (e.g., because of federal, state, or local mandates) but it is not used company-wide
- 5 Other (specify): _____

[SKIP TO SECTION B]

(NOT CURRENTLY USING E-VERIFY)				
A9. Why isn't this company currently using E-Verify? <i>(Please choose one response for each item)</i>		Yes	No	Not Applicable
A	The person who originally wanted to use the Program has left the company	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B	We decided it would be too burdensome to use the system	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C	We decided that there was a better way to improve our verification process	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D	We have had no new hires in the past 6 months	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E	Using E-Verify would reduce our number of job applicants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F	Using E-Verify would result in the loss of some existing employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
G	Using E-Verify would damage the employee/management relationship	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
H	Using E-Verify would make us less competitive in the market place	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I	Other (specify): _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

SECTION B: System Implementation

These questions are about implementing the E-Verify system.

(ALL COMPANIES)

B1. Have you personally completed the E-Verify online tutorial?

- 1 Yes
- 2 No
- 3 Don't know

[IF (NEVER USED) THEN SKIP TO SECTION D]

[IF (PRIOR USER) THEN SKIP TO SECTION C]

(ALL CURRENT USERS)

B2. Which staff members at this company who currently conduct verifications using E-Verify have completed the E-Verify online tutorial?

- 1 I am the only E-Verify user at this company
- 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

(ALL CURRENT USERS)

B3. Thinking about E-Verify system user IDs, at this company which of the following applies?

- 1 All users each have their own unique user IDs
- 2 All users share a single user ID
- 3 Some users share a single user ID
- 4 Some user IDs that belonged to workers that are no longer here have been assigned to new workers

(ALL CURRENT USERS)

B4. For each of the statements below, select the answer that best represents your company's experience with the system registration and start-up process. <i>(Please choose one for each item)</i>	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Applicable
A. The online registration process was easy to complete.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. The online registration process was too time consuming.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. The content of the online tutorial was easy to understand.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. The tutorial adequately prepared us to use the online verification system.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E. The tutorial answers all of our questions about using the online verification system.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F. The tutorial takes too long to complete.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
G. It is a burden to have to pass the Mastery Test before being allowed to use the online verification system.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
H. It is easy for system users to obtain a lost or forgotten password.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I. The available E-Verify system reports cover all of our reporting needs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(ALL CURRENT USERS)

B5. For your company, how helpful are each of the following resources and features that are provided as part of the E-Verify system?	Very Helpful	Helpful	Not Very Helpful	Not At All Helpful	Not Aware of Item	Never Used Item
<i>(Please choose one for each item)</i>						
<i>Note: Select 'Not Applicable' if the item has never been used</i>						
a. The online E-Verify User Manual	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. The online tutorial	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Online Webinars	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Other online resources	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Reports to monitor the status of employee cases	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Reports to monitor our company's use of the system and the use of individual users in our company	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Mouse-over features on data entry fields	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Any other features (specify): _____ _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(ALL CURRENT USERS)

B6. 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

(ALL CURENT USERS)

B7. Have you ever tried calling the E-Verify Technical Help Desk (800-741-5023) or the E-Verify Customer Service number (888-464-4218)?

- 1 Yes
- 2 No, we had problems but did not know the number to call
- 3 No, we have not had any need to call
- 4 Don't know

(ALL CURENT USERS WHO TRIED TO CALL HELP DESK/CUSTOMER SERVICE)

B8. Which service did you try to contact?

- 1 E-Verify Technical Help Desk (800-741-5023) only
- 2 E-Verify Customer Service number (888-464-4218) only
- 3 Both the Technical Help Desk and the Customer Service numbers
- 4 Not sure which number

(ALL CURENT USERS WHO TRIED TO CALL HELP DESK)

B9. How satisfied were you with your experiences in contacting the E-Verify Technical Help Desk?

- 1 Very satisfied
- 2 Satisfied
- 3 Unsatisfied
- 4 Very unsatisfied

(ALL CURENT USERS WHO TRIED TO CALL CUSTOMER SERVICE)

B10. How satisfied were you with your experiences in contacting the E-Verify Customer Service number?

- 1 Very satisfied
- 2 Satisfied
- 3 Unsatisfied
- 4 Very unsatisfied

(ALL CURENT USERS WHO TRIED TO CALL BUT NOT SURE WHICH NUMBER)

B11. How satisfied were you with your experiences in contacting either the E-Verify Technical Help Desk or the Customer Service number?

- 1 Very satisfied
- 2 Satisfied
- 3 Unsatisfied
- 4 Very unsatisfied

(ALL CURRENT USERS WHO WERE UNSATISFIED WITH EITHER NUMBER)

B12. Have you ever had any of the following problems with the E-Verify Technical Help Desk or the E-Verify Customer Service number? <i>(Please choose one for each item)</i>	Yes	No	Don't Know or Not applicable
A. I was given information that turned out to be incorrect	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. They were unable to answer my question	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. Their answer was hard to understand	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. They were rude or discourteous	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E. I was only able to reach an answering machine or recorded message	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F. I was referred to another phone number to get help	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
G. I was given information that conflicted with another source (specify the other source): _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
H. Other (specify): _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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:

(ALL CURRENT AND PRIOR USERS) C1. What direct costs did this company incur in <i>setting up</i> the E-Verify Program? Do not include costs for equipment that you had prior to setting up the Program. <i>(Please choose one response for each item)</i>	Yes	No	Not Applicable
A Training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B Computer hardware	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C Telephone line to access the internet	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D Internet connection and access charges	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E Filing cabinets or other office equipment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F Remodeling or restructuring of the physical plant	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
G Other (specify): _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(ALL CURRENT AND PRIOR USERS WITH ANY SET UP COSTS)

C2. Please provide an estimate of the total direct expenditures for each of the following items associated with *setting up* the E-Verify Program.

[ONLY DISPLAY ITEMS THAT WERE ‘Yes’ IN C1]

- 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 \$ _____ Other

(ALL CURRENT AND PRIOR USERS)

C3. 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

[IF (PRIOR USER) THEN SKIP TO SECTION D]

Maintenance Costs:

(ALL CURRENT USERS) C4. What are the annual direct costs incurred by this company to maintain the E-Verify Program? <i>(Please choose one response for each item)</i>	Yes	No	Not Applicable
A Computer maintenance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B Telephone fees for internet access	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C Internet access fees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D Training of replacement staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E Wages for verification specialist(s)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F Other (specify): _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(ALL CURRENT USERS WITH ANY MAINTENANCE COSTS)

C5. Please provide an estimate of the total annual direct expenditures associated with *maintaining* the E-Verify Program for each item below.

[ONLY DISPLAY ITEMS THAT WERE CHECKED IN C4]

- A \$_____ Computer maintenance
- B \$_____ Telephone fees for internet access
- C \$_____ Internet access fees
- D \$_____ Training of replacement staff
- E \$_____ Wages for verification specialist(s)
- F \$_____ Other

(ALL CURRENT USERS)

C6. Have the *indirect* costs associated with *maintaining* the E-Verify Program been:

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

SECTION D: Experiences with E-Verify

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

(ALL COMPANIES)

D1. How did this company first learn about the E-Verify Program?

(Please choose only one)

- A USCIS web site
- B Other USCIS or SSA materials, publications, or presentations
- C U.S. Immigration and Customs Enforcement (ICE) audit or visit
- D Information from a state or local office
- E Media coverage
- F Request from client to participate
- G Information from a business/professional association
- H Heard about it from other companies
- I Other (specify): _____

(ALL COMPANIES)

D2. What was the main reason this company agreed to participate in the E-Verify Program?

(Please choose only one response)

- 1 State or local government required participation
- 2 Federal government required participation
- 3 To satisfy a client's request
- 4 Believed that using E-Verify would allow us to avoid a U.S. Immigration and Customs Enforcement (ICE) audit, raid, or fine
- 5 To improve ability to verify work authorization
- 6 Believed it would make us more competitive with others in our industry
- 7 Trusted recommendation from someone at another company/organization
- 8 Other (specify) _____

(ALL COMPANIES)

Some states and localities have mandated the use of E-Verify for some or all companies in their state or locality. E-Verify has also been mandated for most federal contractors.

(ALL COMPANIES) D3. Has any part of your company been required to use E-Verify for the following reasons? <i>(Please choose one response for each item)</i>	Yes	No	Not Applicable
A We have federal contract(s) requiring participation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B We do business in a state or locality that requires our participation in E-Verify	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C Other (specify): _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(ALL MULTIPLE LOCATION COMPANIES REQUIRED TO USE E-VERIFY)

D4. Are all locations of your company required by a federal, state, or local mandate to use E-Verify?

- 1 Yes
- 2 No
- 3 Don't know

(ALL COMPANIES REQUIRED TO USE E-VERIFY)

D5. How did you first learn that you were required to use E-Verify?

(Please choose only one response)

- 1 News article
- 2 Advertisement
- 3 Government mailing
- 4 Written into contract or Request for Proposal
- 5 Business/Professional association
- 6 Other (specify) _____

(ALL COMPANIES REQUIRED TO USE E-VERIFY)

D6. If your company was no longer required to use E-Verify, how likely is it that you would continue to use it?

- 1 Very likely
- 2 Likely
- 3 Maybe
- 4 Unlikely
- 5 Very unlikely

(ALL COMPANIES REQUIRED TO USE E-VERIFY LIKELY TO CONTINUE)				
D7. Why would you be likely to continue using E-Verify? <i>(Please choose one response for each item)</i>		Yes	No	Not Applicable
A	To possibly avoid a U.S. Immigration and Customs Enforcement (ICE) audit, raid, or fine	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B	To improve our ability to verify work authorizations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C	To remain more competitive with other companies in our industry	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D	Our clients like that we use E-Verify	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E	Other (specify): _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(ALL COMPANIES REQUIRED TO USE E-VERIFY UNLIKELY TO CONTINUE)				
D8. Why would you be unlikely to continue using E-Verify? <i>(Please choose one response for each item)</i>		Yes	No	Not Applicable
A	Using E-Verify makes it difficult to attract qualified workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B	E-Verify is burdensome to use	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C	Using E-Verify makes us less competitive with other companies in our industry	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D	We seldom have any new hires	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E	Other (specify): _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(ALL COMPANIES REQUIRED TO USE E-VERIFY BECAUSE OF FEDERAL CONTRACTS)

D9. Because of the federal mandate, are you verifying any of your existing employees who were working at this company prior to when the company began using E-Verify?

- 1 Yes, but only those working on federal contracts requiring E-Verify
- 2 Yes, including existing employees who are not required to be verified (e.g., because they do not work on federal contracts)
- 3 No
- 4 Other (specify) _____

(ALL COMPANIES REQUIRED TO USE E-VERIFY BECAUSE OF FEDERAL CONTRACTS WHO ARE VERIFYING EXISTING WORKERS)			
D10. How did you inform your existing employees of the new requirement? <i>(Please choose one response for each item)</i>	Yes	No	Not Applicable
A Displayed posters in areas where they would be easily seen	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B Sent a memo to each existing employee	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C Other (specify): _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(ALL COMPANIES REQUIRED TO USE E-VERIFY BECAUSE OF FEDERAL CONTRACTS WHO ARE VERIFYING EXISTING WORKERS)

D11. For your existing employees who worked at this company prior to when the company began using E-Verify, did you ask those employees to complete new Form I-9s or to update old ones? *(Please choose only one)*

- A All completed new Form I-9s
- B All updated old Form I-9s
- C Some completed new forms and some updated old ones
- D None of the above

(ALL COMPANIES REQUIRED TO USE E-VERIFY BECAUSE OF FEDERAL CONTRACTS WHO ARE VERIFYING EXISTING WORKERS)			
D12. Are you aware of any of the following reactions from your existing employees in response to the new requirement? <i>(Please choose one response for each item)</i>	Yes	No	Not Applicable or not aware
A Some employees left rather than be verified	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B Some employees expressed concern about the requirement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C Some employees complained about being teased or harassed about the possibility they would not be found work-authorized	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D Other (specify): _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<p>(ALL CURRENT USERS) D13. Please indicate your own perceptions related to the impact that E-Verify has had on this company. <i>(Please choose one for each item)</i></p>	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Applicable
A. The number of work-authorized persons who applied for jobs decreased because E-Verify was used.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. The number of unauthorized workers who applied for jobs decreased because E-Verify was used.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. Qualified workers were difficult to recruit because E-Verify was used.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. Using E-Verify resulted in some existing employees choosing to leave (e.g., resignation or retirement)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E. Using E-Verify resulted in the firing or termination of some existing employees.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F. Using E-Verify damaged the employee/management relationship.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
G. Using E-Verify created a competitive advantage for this company.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
H. Using E-Verify caused this company to be less competitive.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(ALL CURRENT USERS)

D14. Please consider each of the following statements related to E-Verify and select the choice that best represents the experiences at this company. <i>(Please choose one for each item)</i>	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Applicable
A. It is impossible to fulfill all the company obligations required by the E-Verify verification process	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. Overall, E-Verify is an effective tool for employment verification	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. E-Verify reduces the chances of getting a mismatched SSA earnings letter	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. It is easy to make errors when entering employee information into the E-Verify system	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E. We are sometimes unsure about how to enter certain types of names (e.g., single names, compound/hyphenated last names, very long names, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F. Frequent technical assistance is required from the Help Desk to use the E-Verify Program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
G. At times, the number of employees hired is so great that it is impossible to submit the information required by the deadline	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
H. E-Verify is difficult to use for hiring seasonal workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I. USCIS usually provides adequate training when introducing new Program features	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
J. E-Verify is not always available because the Federal system is 'down'	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
K. E-Verify is not always available because our internet system is unreliable	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
L. System time-outs require us to re-enter information previously entered	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
M. We believe E-Verify is highly accurate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(ALL CURRENT USERS)

D15. The E-Verify Photo Tool allows you to compare the picture on the person’s Form I-9 immigration documents to the one that is in the E-Verify data base. Please consider the following statements related to the E-Verify Photo Tool and select the choice that best represents the experiences at this company. <i>(Please choose one for each item)</i>	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Applicable
A. We would like to have the Photo Tool include more types of documents	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. Using the Photo Tool reduces our responsibility to be certain that the person presenting the document is the right person	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. We have never used Photo Tool	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. Needing to have a photocopier and fax capability is burdensome	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E. We have experienced technical difficulties with using Photo Tool	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F. Photo Tool makes E-Verify more burdensome and time-consuming to use	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
G. The use of Photo Tool has helped us identify cases of potential fraud	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
H. Other (specify): _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(ALL CURRENT USERS)

D16. When E-Verify returns a Tentative Nonconfirmation finding, there are two ways a company can submit a Photo Tool case to USCIS. One is by Express Mail which the company pays for and the other is by a scan and upload system.

Which method does your company use when Photo Tool returns a TNC?

(Please choose only one)

- A Usually submit a copy of the document and referral letter by Express Mail
- B Usually submit a copy of the document by the scan and upload system
- C Use both methods about equally
- D Have not used either method

(ALL CURRENT USERS)

D17. Does this company compare the picture provided in the E-Verify Photo Tool response to the person?

- 1 Yes
- 2 No – this is not part of our procedures

(ALL CURRENT USERS)

D18. Does this company compare the photo provided in the E-Verify Photo Tool response to the picture on the document the worker provided?

- 1 Yes
- 2 No – this is not part of our procedures

(ALL CURRENT USERS)

D19. How frequently during the Form I-9 and E-Verify process does this company compare the picture on the document(s) used for verification to the person presenting them?

- 1 Always
- 2 Only when there is not an E-Verify photo to compare to the person
- 3 Sometimes, even when there is an E-Verify photo
- 4 Never

(ALL CURRENT USERS)

D20. Since the start of the Photo Tool in September 2007, have you noticed any decrease in the use of immigration documents (Employment Authorized Documents or Permanent Resident green cards) provided by employees during the verification process?

- 1 Yes
- 2 No
- 3 Don't know

(ALL CURRENT USERS)

D21. Since the start of the Photo Tool, has your company been more likely to ask noncitizens for immigration documents during the verification process?

- 1 Yes
- 2 No
- 3 Don't know

(ALL CURRENT USERS)

D22. Do you think that this company 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

(ALL CURRENT USERS WHO ARE MORE/LESS WILLING IN D20)

D23. Why do you think that this company is (more willing / less willing) now to consider hiring job applicants who appear to be foreign-born? <i>(Please choose one for each item)</i>	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Applicable
A. Using E-Verify is easier than using the Form I-9 to tell who is work-authorized	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. Using E-Verify takes the guess work out of determining the validity of the documents presented	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. Using E-Verify can be disruptive if we first hire someone and then later have to let that person go	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. Using E-Verify provides immediate results	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E. Using E-Verify reassures us that we are not hiring unauthorized workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F. Using E-Verify creates extra work when someone is not work authorized	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
G. Using E-Verify gives us confidence that all the workers we hire are legally authorized to work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
H. Using E-Verify is more difficult with foreign-born applicants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I. Using E-Verify shows a good-faith effort that we are complying with the law	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

SECTION E: Employment Agencies

This section asks questions about your experiences in referring job applicants to companies wishing to hire new employees. Please answer these questions based ONLY on your experiences with these workers. We will ask about the workers on your own payroll later.

(EMPLOYMENT AGENCIES) E1. How often does your company require the following pre-employment checks (other than E-Verify) before referring workers for employment? <i>(Please choose one for each item)</i>	All referrals	Some referrals	No referrals
A. Tests of drugs and/or alcohol abuse	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. Criminal record check	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. Reference checks	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. Check on the accuracy of education and prior experience claims of the worker	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E. Other background checks (driving records, credit history, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F. Skills tests (typing tests, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
G. Other (specify): _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(EMPLOYMENT AGENCIES WITH AT LEAST ONE CHECK DONE PRIOR TO REFERRING)

E2. How long does it typically take to complete these checks, that is, from the time you decide the worker should have them until all checks/tests are completed?

- 1 Less than a week
- 2 One to two weeks
- 3 More than two weeks

(EMPLOYMENT AGENCIES) E3. Which job applicants do you require to be found work-authorized before referring them? <i>(Please choose one response for each item)</i>	Yes	No	Not Applicable
A All job applicants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B Only those placed with certain customers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C Other (specify): _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(EMPLOYMENT AGENCIES)

E4. Have any of your clients 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

SECTION F: Verification Procedures

The following questions are about your verification procedures for your employees. Do NOT include information about employees working at your company who are from temporary help agencies or contractors. Do include your employees who work off-site.

(ALL CURRENT USERS) F1. For which of the following does this company verify work-authorization using E-Verify? <i>(Please choose one response for each item)</i>	Yes	No	Not Applicable
A All applicants for jobs with our company	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B Those job applicants we plan to hire	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C Those job applicants that will be working off-site	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D All new hires	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E Employees that started working for this company because of a merger or buy-out	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F Existing employees who worked at this company prior to when the company began using E-Verify	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
G Existing employees with work-authorizations that are about to expire	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
H Existing employees not believed to be work-authorized	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I Other types (specify): _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(ALL CURRENT USERS) F2. [FOR EMPLOYMENT AGENCIES, BEGIN THIS QUESTION WITH: You already answered this question for workers that you refer to clients. Now we are asking about tests/checks you do as part of the hiring process for your own employees.] Which of the following do you require from some or all prospective new employees before they can start work? <i>(Please choose one response for each item)</i>	For all hires	For some hires	Not for any hires
A Tests of drugs and/or alcohol abuse	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B Criminal record check	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C Reference checks	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D Check on the accuracy of education and prior experience claims of the worker	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E Other background checks (driving records, credit history, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F Tests of skills (e.g., typing tests)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
G Other (specify): _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(ALL CURRENT USERS WITH AT LEAST ONE CHECK DONE PRIOR TO HIRING)

F3. *How long does it typically take to complete these checks, that is, from the time you decide the worker should have them until all checks/tests are completed?*

- 1 Less than a week
- 2 One to two weeks
- 3 More than two weeks

(ALL CURRENT USERS)

F4. **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 worker has accepted
- 3 After a job offer has been accepted but before the employee's first day of paid work
- 4 On the first day of paid work
- 5 On the second or third day of paid work
- 6 More than three days after starting paid work
- 7 Other times (specify) _____

(ALL CURRENT USERS THAT VERIFY PRIOR TO THE START OF WORK)

F5. **Which of the following best describes your company's procedures for when workers can start work?**

- 1 All workers must be found work-authorized by E-Verify prior to starting work
- 2 Some types of workers must be found work-authorized by E-Verify prior to starting work (specify types) _____
- 3 No workers need to be found work-authorized by E-Verify prior to starting work

(ALL CURRENT USERS)

F6. **As far as you know, did your company receive any Tentative Nonconfirmation findings because of a 'data entry' mistake when entering the I-9 information into E-Verify?**

- 1 Yes
- 2 No
- 3 Don't know

(ALL CURRENT USERS IF HAD A DATA ENTRY TNC)

F7. Did those ‘data entry’ mistakes when entering the I-9 information into E-Verify occur during the past 12 months?

- 1 Yes
- 2 No
- 3 Don’t know

(ALL CURRENT USERS IF HAD A DATA ENTRY TNC)

F8. Which of the following describe experiences your company has had with Tentative Nonconfirmation findings due to data entry mistakes made at your company: <i>(Please choose one for each item)</i>	Yes	No	Not Applicable
A. We found the error ourselves and corrected it without telling the employee	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. The employee found the error when told about the finding and we corrected it without the employee having to contest the finding	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. The employee contested the finding and USCIS or SSA discovered the error	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. The error was caused by our having difficulty reading the worker’s handwriting on the Form I-9	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(ALL CURRENT USERS IF HAD A DATA ENTRY TNC)

F9. When a data entry error is found, how do you typically correct it?

- 1 We close the original case as an invalid query 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 invalid query.
- 3 We submit the case as a revision of the original case when prompted by the system.
- 4 Other (specify) _____

(ALL CURRENT USERS IF HAD A DATA ENTRY TNC)

F10. Did your company have any Tentative Nonconfirmation findings that were *NOT* the result of data entry errors?

- 1 Yes
- 2 No
- 3 Don’t know

(ALL CURRENT USERS THAT HAD A TNC)

F11. How often do each of the following situations apply to this company’s use of the E-Verify Program for persons receiving Tentative Nonconfirmations? <i>(Please choose one for each item)</i> <i>Note: Select ‘Not Applicable’ if the situation has never arisen</i>	Never	Sometimes	Often	Always	Not Applicable
A. Employees who fail <i>initial verification</i> are informed privately.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. <i>Written</i> notification of a Tentative Nonconfirmation is given to employees.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. <i>In-person</i> notification of Tentative Nonconfirmation is given to employees.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. We have difficulty locating employees to notify them of the Tentative Nonconfirmation finding.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E. Employees do not return to work when a Tentative Nonconfirmation is received.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F. Employees are unable to contest a Tentative Nonconfirmation because of barriers such as language or bureaucracy/‘red tape’.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Employees tell us that they plan to contest.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Employees decide to quit rather than to contest the findings.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Employees quit before we have a chance to tell them about the finding.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
J. We don’t tell employees about the Tentative Nonconfirmations but let them continue to work for us.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
K. We decide not to hire employees receiving Tentative Nonconfirmations without telling them about the finding.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
L. We decide to fire employees receiving Tentative Nonconfirmations without telling them about the finding.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(ALL CURRENT USERS THAT HAD A TNC)

F12. How soon after a Tentative Nonconfirmation is received does your company typically notify the employee?

- 1 A day or less
- 2 Within three days
- 3 Within a week
- 4 More than a week
- 5 We do not usually notify the employee

(ALL CURRENT USERS THAT HAD A TNC)

F13. Has your company ever had a worker receive a Final Nonconfirmation (unauthorized to work)?

- 1 Yes
- 2 No
- 3 Don't know

(ALL CURRENT USERS THAT HAD A FNC)

F14. Which of the following affect how long a worker could remain on the job after receiving a Final Nonconfirmation? <i>(Please choose one for each item)</i>	Yes, always	Yes, sometimes	No	Not Applicable
A. The worker's departure is linked to the company's pay period (e.g., the end of the month)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. We keep the worker until a replacement can be found	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. We keep the worker until a specific project is completed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. When the position requires travel, we wait until a trip has been completed before we let the worker go	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E. We time the departure to fall within a certain amount of time after receiving the Final Nonconfirmation (e.g., within 3 or 5 days)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F. Other (specify) _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(ALL CURRENT USERS THAT HAD A FNC)

F15. On average, how long do you usually let a person continue to work after the Final Nonconfirmation (or unauthorized) has been received?

_____ Average number of work days

OR We do not usually terminate employment for workers with FNCs

(ALL CURRENT USERS THAT HAD A TNC)

<p>F16. Please consider each of the following statements related to <i>Tentative Nonconfirmations</i> received during employment verification using the E-Verify system. Select the answer that best represents the experiences of this company. (Please choose one for each item)</p> <p><i>Note: Select 'Not Applicable' if the situation has never occurred</i></p>	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Applicable
<p>A. Contesting a Tentative Nonconfirmation is not encouraged because the process requires too much time.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>B. Providing assistance to employees who contest a Tentative Nonconfirmation is an excessive burden on staff.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>C. Contesting a Tentative Nonconfirmation is not encouraged because employment authorization rarely results.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>D. Establishing employment authorization has become a burden because there are so many Tentative Nonconfirmations.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>e. Work assignments must be restricted until employment authorization is confirmed.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>f. Pay is reduced until employment authorization is confirmed.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>g. Training is delayed until after employment authorization is confirmed.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(ALL COMPANIES)

<p>F17. 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. <i>(Please choose one for each item)</i></p>	Strongly Support	Support	Oppose	Strongly Oppose	No Opinion
a. Allowing verification of job applicants.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Allowing all companies to verify existing employees.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Requiring all companies in the United States to use E-Verify.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Eliminating the paper Form I-9.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Including the ability to take and verify finger prints.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Increasing the types of documents that can be used with the Photo Tool.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Making Tentative Nonconfirmation notices and referral letters available in more languages.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Adding a formal appeal process that employers or their employees could use if they disagree with the final case finding.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Any other changes you might want to suggest (specify): _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(ALL COMPANIES)

F18. Do you now use any form of electronic I-9?

- 1 Yes
- 2 No
- 3 Don't know

SECTION G: Company Characteristics

(ALL COMPANIES)

G1. Please estimate the total number of current employees of your company as of today. Be sure to include all employees on your company's payroll regardless of whether they work full-time or part-time, and whether they are permanent or temporary employees. Employees that are paid by another company should NOT be included.

(_____) total employees at all locations of this company

(ALL COMPANIES)

G2. During the past 12 months, approximately how many people were hired by this company?

(_____) employees hired in last 12 months

(ALL COMPANIES)

G3. During the past 12 months, approximately how many employees were terminated or quit?

(_____) employees were terminated or quit in last 12 months

(ALL COMPANIES)

G4. Approximately what percent of current employees of this company 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 company

(ALL COMPANIES)

G5. Approximately what percent of current employees of this company 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

(ALL COMPANIES)

G6. What additional comments or suggestions for improvement do you have regarding the E-Verify Program?

[IF FEWER THAN 100 EMPLOYEES, SAY: We are particularly interested in your experiences and suggestions as a small company.]

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](#)