

REVISED ATTACHMENT A:

WEB SURVEY OF USERS

- 2010 QUESTIONNAIRE TRACKED WITH CHANGES FOR 2013 DATA COLLECTION
- 2013 INSTRUMENT WITH CHANGES ACCEPTED

2013 Survey for E-Verify Evaluation

Login Page:

2013 Survey for E-Verify Evaluation

To enter the 2013 Survey for E-Verify Evaluation, please type your User Name and Password in the boxes below, then click on **Login**.

User Name:	<input type="text"/>
Password:	<input type="password"/>
<input type="button" value="LOGIN"/>	<input type="button" value="RFSFT"/>

OMB # 1615-0115 Expires: 07 / 31 / 2013

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2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

2013 Survey for E-Verify Evaluation

Introduction:

The questions in this survey ask about your opinions and your experiences with how E-Verify works for your company. Your answers will be used to help us understand how well E-Verify is working and may lead to improvements in the Program.

Privacy –Your individual responses will not be shared with the Government nor will you be identified in any way to anyone not on Westat's evaluation team.

Your Answers – This survey includes questions about employment verification at your company. The accuracy of your answers is very important to us. In completing the questions, please respond based on your company's current practices and consider all of the business locations, branches, and divisions of your company as you answer questions. If there are any items that you are unable to answer, we would appreciate your obtaining the necessary information.

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 1-888-292-9071 or send an email to OKtoWorkSurvey@westat.com.

Thank you for your help.

2013 Survey for E-Verify Evaluation

Instructions:

- Answer each question, then click the “Save & Continue” button to save your responses and move to the next question.
- **Warning:** If you exit the survey **without saving**, you will lose any unsaved answers.
- Note: After 20 minutes of inactivity, your session will end and a new screen will be displayed with instructions on how to log back into the survey.
- To begin, click the “Continue” button below.

Links near the top of each screen will take you to:

- **Introduction** screen
- **Instructions** (this screen)
- **Section Status** screen: Open any section that has been or is now ready to be opened. You **must** answer the questions in order; you will be unable to open sections before they are available.
- **Contact** email message: Fill in and send an email to the study staff.
- **FAQs** (Frequently Asked Questions) list
- **Print Survey:** Displays your responses in a format for printing.
- **Sign Out:** Allows you to exit the survey.

When you are **finished**:

1. You may print and review a copy of your answers.
2. Make any answer changes needed.
3. Click the “Submit” button.
4. Print your final completed survey for your records.

SECTION A: Contact Information

(ALL COMPANIES)

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

[MOST RECENT COMPANY INFORMATION IS DISPLAYED BELOW]

Company name: _____

Address: STREET _____

CITY _____ STATE ____ ZIPCODE _____

(ALL COMPANIES)

A2. This survey is designed to be completed by the person in your company who is most knowledgeable about your entire company's use of E-Verify. That person could be located at any company office and could operate as part of your company's human resources, security, or other services.

The following information was provided for the person who would be most appropriate to respond to this survey. Please note that this information will only be used by Westat staff in case we need to contact the person.

[MOST RECENT CONTACT INFORMATION IS DISPLAYED AS READ-ONLY BELOW.]

FIRST NAME _____ LAST NAME _____

JOB TITLE _____

Is this the correct person to respond to the survey?

(Please choose only one response)

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

[IF A2 = '1' THEN SKIP TO A4]

[ALL OTHERS, INCLUDING A2 = 'BLANK', ASK A3]

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

(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: JOB TITLE _____

New telephone: FULL PHONE
(____) - _____ - _____ Extension _____

New email address: _____

IF A3 FIRST NAME OR LAST NAME IS 'BLANK', SHOW 'THANK YOU' SCREEN.

THEN SURVEY ENDS

IF SURVEY CONTINUES (SURVEY DOES NOT END):

IF A3 BOTH FIRST NAME AND LAST NAME ARE ANSWERED (NOT 'BLANK'):

SKIP TO QUESTION A5

(ALL COMPANIES)

A4. Please review the contact information provided below and enter any corrections.

[MOST RECENT CONTACT INFORMATION IS DISPLAYED BELOW.]

Name: FIRST NAME _____ LAST NAME _____

Title: JOB TITLE _____

Telephone: FULL PHONE
(____) - _____ - _____ Extension _____

Email address: _____

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

(ALL COMPANIES)

A5. Are you [RESPONDENT FIRST AND LAST NAME FROM A3 OR A4]?

(Please choose only one response)

1 Yes

2 No

IF A2 = '1' AND A4 = (no new information) AND A5 ≠ '1' (INCLUDING A5 = 'BLANK'), SAY:

[Screen #1:]

Please tell us how we can reach [RESPONDENT NAME].

[Screen #2:]

Thank you for your help. We have no further questions for you at this time. The information you have provided is appreciated. **[IF NEW NAME AND EMAIL ADDRESS OR PHONE GIVEN: We will contact [RESPONDENT FIRST AND LAST NAME].**

END

FOR ALL OTHER CASES WHERE A5 ≠ '1', (INCLUDING A5 = 'BLANK'), SAY:

Thank you for your help. We have no further questions for you at this time. The information you have provided is appreciated. **[IF NEW NAME AND EMAIL ADDRESS OR PHONE GIVEN: We will contact [RESPONDENT FIRST AND LAST NAME].**

END

FOR ALL OTHER CASES WHERE A5 ≠ '1', (INCLUDING A5 = 'BLANK'), SAY:

Thank you for your help. We have no further questions for you at this time. The information you have provided is appreciated. **[IF NEW NAME AND EMAIL ADDRESS OR PHONE GIVEN: We will contact [RESPONDENT FIRST AND LAST NAME].**

END

IF A5 = '1', THEN GO TO A6.

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

(ALL COMPANIES)

A6. Which description below best fits your company?

(Please choose only one response)

1 <input type="checkbox"/>	Single location company
2 <input type="checkbox"/>	Multiple location company
3 <input type="checkbox"/>	Don't know

**[IF A6 = '1' OR IF A6 = '3' OR IF A6 = 'BLANK', THEN SKIP TO A8]
[OTHERWISE ASK A7]**

(ALL MULTIPLE LOCATION COMPANIES)

A7. Are you located at your company headquarters/central office?

(Please choose only one response)

1 <input type="checkbox"/>	Yes
2 <input type="checkbox"/>	No

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

(ALL COMPANIES)

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

A8. Is your company an E-Verify Employer Agent; i.e., a company that provides E-Verify and possibly other services to other companies for a fee? An E-Verify Employer Agent used to be called a Designated Agent or DA.

(Please choose only one response)

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

[IF A8 = '1' THEN GROUP = '1 DA' AND SHOW:]

This survey is for companies that only use E-Verify for their own workers. Thank you for your help on this survey. The information you have provided is greatly appreciated.

END

(ALL COMPANIES)

A9. Does your company use an E-Verify Employer Agent; i.e., another company that provides E-Verify and possibly other services for a fee? An E-Verify Employer Agent used to be called a Designated Agent or DA.

(Please choose only one response)

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

[IF A9 = '1' THEN GROUP = '1 UD' AND SHOW:]

This survey is for companies that use E-Verify themselves as opposed to having another company provide this service. Thank you for your help on this survey. The information you have provided is greatly appreciated.

END

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

(ALL COMPANIES)

A10. Which one of the following statements best describes this company's use of E-Verify?

Note: Your answer here will determine which questions you will be asked as you go through the rest of this survey.

(Please choose only one response)

- 1 This company has never used E-Verify **(NEVER USED)**
- 2 This company has used E-Verify but has decided to no longer use it **(PRIOR USER)**
- 3 This company has used E-Verify and plans to continue using it in the future **(CURRENT USER)**

[IF A10 = '1' THEN GROUP = '3 NEVER USED']

[IF A10 = '2' THEN GROUP = '4 PRIOR USER']

[ALL OTHERS, INCLUDING A10 = 'BLANK', GROUP = '5 OTHER']

(ALL COMPANIES)

A11. Do the following statements describe your company?

(Please choose one response for each row)

		Yes	No
a	This company provides workers on <u>our payroll</u> to work at our clients' sites (e.g., our company is a Temporary Staffing agency)	<input type="checkbox"/>	<input type="checkbox"/>
b	This company refers job candidates for permanent placement to potential employers who may hire and pay them (e.g., our company is a Placement or Recruiting firm)	<input type="checkbox"/>	<input type="checkbox"/>

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

A12. Is your company a Professional Employment Organization (PEO); i.e., does your company provide a range of human resources services to clients (e.g., benefits, payroll, training, worker compensation) for a fee?

(Please choose only one response)

1 Yes

2 No

[IF GROUP = '3 NEVER USED' OR GROUP = '4 PRIOR USER' THEN SKIP TO A14]

[IF A6 = '1' OR A6 = '3' OR A6 = 'BLANK' THEN SKIP TO SECTION B]

[OTHERWISE, ASK A13]

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

(ALL USERS WITH MULTIPLE LOCATIONS)

A13. Which of the following best describes how your company uses E-Verify?

(Please choose only one response)

- 1 Headquarters handles all E-Verify submissions for all locations (i.e., all branches)
- 2 One location, but not headquarters, handles all E-Verify submissions for all locations
- 3 All locations use E-Verify, but not all submissions are done from a single location
- 4 Individual locations may use or not use E-Verify at their own discretion
- 5 Certain locations use E-Verify (e.g., because of federal, state, or local mandates) but it is not used company-wide
- 6 Other (specify): _____

[ALL, INCLUDING A13 = 'BLANK', SKIP TO SECTION B]

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

(NOT CURRENTLY USING E-VERIFY)				
A14. Why isn't this company currently using E-Verify? <i>(Please choose one response for each item)</i>		Yes	No	Don't Know
a	The person who originally wanted to use E-Verify 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"/>

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

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?

(Please choose only one response)

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

[IF GROUP = '3 NEVER USED' THEN SKIP TO SECTION D]

[IF GROUP = '4 PRIOR USER' THEN SKIP TO SECTION C]

(ALL CURRENT USERS)

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

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

(Please choose only one response)

- 1 I am the only 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 users have completed the tutorial

(ALL CURRENT USERS)

B3. Thinking about E-Verify system user IDs, at this company which of the following applies? *(Please choose only one response)*

- 1 All users have their own unique user IDs (or there is only one user)
- 2 Some users share a user ID

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

(ALL CURRENT USERS)

<p>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.</p> <p><i>(Please choose one response for each item)</i></p>	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know
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 Tutorial Knowledge Test (previously called 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"/>

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

(ALL CURRENT USERS)

<p>B5. For your company, how helpful are each of the following resources and features that are provided as part of the E-Verify system?</p> <p><i>(Please choose one response for each item)</i></p>	Very Helpful	Helpful	Not Very Helpful	Not At All Helpful	Not Aware of Item	Never Used Item
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"/>

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

(ALL CURRENT USERS)

B6. Thinking about system navigation and data entry issues, how user-friendly is the E-Verify system? *(Please choose only one response)*

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

(ALL CURRENT USERS)

B7. Have you personally ever tried calling the E-Verify Technical Help Desk (800-741-5023) or the E-Verify Customer Service number (888-464-4218)? *(Please choose only one response)*

- 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

[IF B7 = '1' THEN ASK B8]

[ALL OTHERS, INCLUDING B7 = 'BLANK' SKIP TO SECTION C]

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

B8. Which service did you try to contact? *(Please choose only one response)*

- 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

[IF B8 = '1' OR B8 = '3' THEN ASK B9]

[IF B8 = '2' THEN SKIP TO B10]

[IF B8 = '4' THEN SKIP TO B11]

[ALL OTHERS, INCLUDING B8 = 'BLANK', SKIP TO SECTION C]

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

(CURRENT USERS WHO TRIED TO CALL HELP DESK)

B9. Generally, how satisfied were you with your experience in contacting the E-Verify Technical Help Desk? *(Please choose only one response)*

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

[IF B8 = '3' THEN ASK B10]

[ALL OTHERS, INCLUDING B8 = 'BLANK', SKIP TO INSTRUCTIONS BEFORE B12]

(CURRENT USERS WHO TRIED TO CALL CUSTOMER SERVICE)

B10. Generally, how satisfied were you with your experience in contacting the E-Verify Customer Service number? *(Please choose only one response)*

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

[ALL, INCLUDING B10 = 'BLANK', SKIP TO INSTRUCTIONS BEFORE B12]

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

B11. Generally, how satisfied were you with your experience in contacting either the E-Verify Technical Help Desk or the Customer Service number? *(Please choose only one response)*

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

[IF B9 = '3' OR B9 = '4' OR B10 = '3' OR B10 = '4' OR B11 = '3' OR B11 = '4', THEN ASK B12]
[ALL OTHERS, INCLUDING B9, B10, AND B11 = 'BLANK', SKIP TO SECTION C]

(CURRENT USERS WHO WERE UNSATISFIED WITH EITHER NUMBER)

<p>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 response for each item)</i></p>	Yes	No	Not applicable
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2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

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 unable to get through to a person	<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"/>

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

[IF GROUP = '3 NEVER USED' THEN SKIP TO SECTION D]

SECTION C: Setup and Maintenance Costs

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

Setup Costs:

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

[IF C1A = '1' OR C1B = '1' OR C1C = '1' OR C1D = '1' OR C1E = '1' OR C1F = '1' OR C1G = '1' OR (C1GSPECIFY = (not blank) AND C1G = blank), THEN ASK C2]

[ALL OTHERS, INCLUDING ALL ITEMS IN C1 = 'BLANK', SKIP TO C3]

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

(CURRENT AND PRIOR USERS WITH ANY SETUP COSTS)

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

[ONLY DISPLAY ITEMS THAT WERE CHECKED AS '1' IN C1 AND/OR TEXT FOR C1G]

- 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 **[DISPLAY TEXT FROM C1G]**

(ALL CURRENT AND PRIOR USERS)

C3. Were the *indirect* costs associated with *setting up* E-Verify, such as reassignment of employees, additional recruitment, delayed production and so on:
(Please choose only one response)

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

[IF GROUP = '4 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 E-Verify? <i>(Please choose one response for each item)</i>	Yes	No
a Computer maintenance	<input type="checkbox"/>	<input type="checkbox"/>
b Telephone fees for internet access	<input type="checkbox"/>	<input type="checkbox"/>
c Internet access fees	<input type="checkbox"/>	<input type="checkbox"/>
d Training of replacement staff	<input type="checkbox"/>	<input type="checkbox"/>
e Wages for verification specialist(s)	<input type="checkbox"/>	<input type="checkbox"/>
f Other (specify): _____	<input type="checkbox"/>	<input type="checkbox"/>

[IF C4A = '1' OR C4B = '1' OR C4C = '1' OR C4D = '1' OR C4E = '1' OR C4F = '1' OR (C4FSPECIFY = (not blank) AND C4F = blank), THEN ASK C5]
 [ALL OTHERS, INCLUDING ALL ITEMS IN C4 = 'BLANK', SKIP TO C6]

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

(CURRENT USERS WITH ANY MAINTENANCE COSTS)

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

[ONLY DISPLAY ITEMS THAT WERE CHECKED AS '1' IN C4 AND/OR TEXT FOR C4F]

- 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 **[DISPLAY TEXT FROM C4F]**

(ALL CURRENT USERS)

C6. Have the *indirect* costs associated with *maintaining* E-Verify been:
(Please choose only one response)

- 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 E-Verify.

(ALL COMPANIES)

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

(Please choose only one response)

- 1 USCIS website
- 2 Other USCIS or SSA materials, publications, or presentations
- 3 U.S. Immigration and Customs Enforcement (ICE) audit or visit
- 4 Information from a state or local office
- 5 Media coverage
- 6 Request from client to participate
- 7 Information from a business/professional association
- 8 Heard about it from other companies
- 9 Other (specify): _____
- 10 Don't know

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

(ALL COMPANIES)

D2. Which of the following were reasons this company agreed to participate in E-Verify? <i>(Please choose one response for each item)</i>	Yes	No	Don't Know
a State or local government required participation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b Federal government required participation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c To satisfy a client's request	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d Believed that using E-Verify would allow us to avoid a U.S. Immigration and Customs Enforcement (ICE) audit, raid, or fine	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e To improve ability to verify work authorization	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f Believed it would make us more competitive with others in our industry	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g Trusted recommendation from someone at another company or organization	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h Other (specify): _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

[IF TWO OR MORE ITEMS IN D2 ARE CODED '1' (Yes), THEN ASK D3]

[ELSE IF GROUP = '3 NEVER USED' OR GROUP = '4 PRIOR USER' THEN SKIP TO SECTION E]

[ALL OTHERS, INCLUDING D2='BLANK', SKIP TO D4]

(ALL COMPANIES WITH MORE THAN ONE 'YES' IN D2.)

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

D3. Which of the following was the *main* reason this company agreed to participate in E-Verify? *(Please choose only one response)*

[ONLY DISPLAY ITEMS THAT WERE CHECKED AS '1' IN D2 AND/OR TEXT FOR D2h]

- 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 or organization
- 8 Other **[DISPLAY TEXT FROM D2h]**

[IF GROUP = '3 NEVER USED' OR GROUP = '4 PRIOR USER' THEN SKIP TO SECTION E]

(ALL CURRENT USERS)

D4.

Some states and localities have mandated the use of E-Verify for some or all their companies.

E-Verify has also been mandated for most federal contractors.

IF A11a OR A11b OR A12 =YES, ASK: Please answer the following for your own company.

(Please choose one response for each row)

- a Our company participates in E-Verify because we have federal contract(s) requiring participation
- b Our company participates in E-Verify because we do business in a state or locality that requires participation

[IF D4a = '1' OR D4b = '1', THEN ASK D5]

[ALL OTHERS, INCLUDING D4 = 'BLANK', SKIP TO D9]

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

(
CURRENT USERS REQUIRED TO USE E-VERIFY)

D5. If your company were no longer required to use E-Verify, how likely is it that you would continue to use it? *(Please choose only one response)*

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

[IF D5 = '1' OR D5 = '2' THEN ASK D6]

[IF D5 = '4' OR D5 = '5' THEN ASK D7]

[ALL OTHERS, INCLUDING D5 = 'BLANK', SKIP TO INSTRUCTIONS BEFORE D8]

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

(CURRENT USERS REQUIRED TO USE E-VERIFY LIKELY TO CONTINUE)			
D6. Why would you be likely to continue using E-Verify? <i>(Please choose one response for each item)</i>	Yes	No	Don't Know
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, INCLUDING ALL ITEMS IN D6 = 'BLANK', SKIP TO INSTRUCTIONS BEFORE D8]

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

<p>(CURRENT USERS REQUIRED TO USE E-VERIFY UNLIKELY TO CONTINUE) D7. Why would you be unlikely to continue using E-Verify? <i>(Please choose one response for each item)</i></p>	Yes	No	Don't Know
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"/>

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

[IF D4a = '1' THEN ASK D8]
 [ALL OTHERS, INCLUDING D4 = 'BLANK', SKIP TO D9]

(CURRENT USERS REQUIRED TO USE E-VERIFY BECAUSE OF FEDERAL CONTRACTS)

D8. In response to the federal mandate, did you verify or are you verifying any of your existing employees who were working at this company prior to when the company began using E-Verify?

(Please choose only one response)

- 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 CURRENT USERS) D9. Please indicate your own perceptions related to the impact that E-Verify has had on this company. <i>(Please choose one response for each item)</i>	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	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

advantage for this company					
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)

D10. 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 response 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. 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"/>
d. 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"/>
e. Frequent technical assistance is required from the Help Desk to use E-Verify	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. 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"/>
g. 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"/>

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)



2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

(ALL CURRENT USERS)

D11. 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 response for each item)</i>	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Applicable
h. a. 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"/>
i. b. 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"/>
j. c. 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"/>
k. d. 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"/>
l. e. We believe E-Verify is highly accurate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. 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"/>
g. 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"/>

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

(ALL CURRENT USERS)

D12. E-Verify Photo Matching allows you to compare the picture on the person's Form I-9 documents to the one that is returned by E-Verify.

Has your company ever used E-Verify Photo Matching?

(Please choose only one response)

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

[IF D12 = '1' THEN ASK D13]

[ALL OTHERS, INCLUDING D12 = 'BLANK', SKIP TO D17]

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

D13. Please consider the following statements related to the E-Verify Photo Matching and select the choice that best represents the experiences at this company. <i>(Please choose one response for each item)</i>	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Applicable
a. We would like to have the Photo Matching include more types of documents	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Using Photo Matching 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. Photo Matching 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"/>
d. The use of Photo Matching has helped us identify cases of potential fraud	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Other (specify): _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(CURRENT USERS USING PHOTO MATCHING)
(CURRENT USERS USING PHOTO MATCHING)

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

D14. Has Photo Matching influenced the types of documents your company asks for during the verification process?

(Please choose only one response)

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

IF YES, ASK D15; OTHERWISE SKIP TO D16

- 3 Don't know

(CURRENT USERS INFLUENCED BY PHOTO MATCHING)			
D15. Has Photo Matching made it more likely that your company will do the following during the verification process? <i>(Please choose one response for each item)</i>	Yes	No	Don't Know
a. Ask noncitizens for immigration documents during verification	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Ask U.S. citizens for passports during verification	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(CURRENT USERS USING PHOTO MATCHING)

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

D16. Does this company compare the photo provided in the E-Verify Photo Matching response to the picture on the document the worker provided?

(Please choose only one response)

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

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

(ALL CURRENT USERS)

D17. How frequently during the Form I-9 process does this company compare the *picture on the document(s) used for verification* to the *person* presenting them?
(Please choose only one response)

- 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
- 5 Don't know

(ALL CURRENT USERS)

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

D18. In the past few years, have you noticed any decrease in the use of immigration documents (Employment Authorization Documents or Permanent Resident Green Cards) provided by employees during the verification process?

(Please choose only one response)

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

(ALL CURRENT USERS)

D19. 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*?

(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 More willing
- 2 Less willing
- 3 Neither
- 4 Don't know

[IF D19 = '1' THEN ASK D20]

[IF D19 = '2' THEN SKIP TO D21]

[ALL OTHERS, INCLUDING D19 = 'BLANK', SKIP TO D22]

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

(CURRENT USERS WHO ARE MORE WILLING IN D19)

<p>D20. Which of the statements below are reasons that this company is more willing now to consider hiring job applicants who appear to be foreignborn?</p> <p><i>(Please choose one response for each item)</i></p>	Yes	No
a. Using E-Verify is easier than using the Form I-9 to tell who is work authorized	<input type="checkbox"/>	<input type="checkbox"/>
b. Using E-Verify takes the guesswork out of determining the validity of the documents presented	<input type="checkbox"/>	<input type="checkbox"/>
c. Using E-Verify provides immediate results	<input type="checkbox"/>	<input type="checkbox"/>
d. Using E-Verify reassures us that we are not hiring unauthorized workers	<input type="checkbox"/>	<input type="checkbox"/>
e. Using E-Verify gives us confidence that all the workers we hire are legally authorized to work	<input type="checkbox"/>	<input type="checkbox"/>
f. Using E-Verify shows a good-faith effort that we are complying with the law	<input type="checkbox"/>	<input type="checkbox"/>
g. Some other reason (specify): _____	<input type="checkbox"/>	<input type="checkbox"/>

[ALL SKIP TO D22]

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

(CURRENT USERS WHO ARE LESS WILLING IN D19)

<p>D21. Which of the statements below are reasons that this company is less willing now to consider hiring job applicants who appear to be foreign born?</p> <p><i>(Please choose one response for each item)</i></p>	Yes	No
a. 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"/>
b. Using E-Verify creates extra work when someone is not work authorized	<input type="checkbox"/>	<input type="checkbox"/>
c. Using E-Verify is more difficult with foreign-born applicants	<input type="checkbox"/>	<input type="checkbox"/>
d. Some other reason (specify): _____	<input type="checkbox"/>	<input type="checkbox"/>

(ALL CURRENT USERS)

D22. Self Check is a voluntary and free service of the USCIS E-Verify Program that allows individuals to check their employment eligibility in the United States.

Have you heard about Self Check?

(Please choose only one response)

- 1 Yes
- 2 No

[IF D22 = '1' THEN ASK D23]

[ALL OTHERS, INCLUDING D22 = 'BLANK', SKIP TO SECTION E]

<p>(CURRENT USERS WHO HAVE HEARD ABOUT SELF CHECK)</p> <p>D23. Do you agree with the following statements?</p> <p><i>(Please choose one response for each item)</i></p>	Yes	No	Don't Know
a Self Check reduces Tentative Nonconfirmations (TNCs)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b Self Check makes the hiring and verification process more efficient	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c Self Check makes workers less concerned about the E-Verify verification process	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

(CURRENT USERS WHO HAVE HEARD ABOUT SELF CHECK)

D24. Does this company inform anyone (e.g., job applicants, new hires, existing workers) about the Self Check service?

(Please choose only one response)

- 1 Yes (specify): _____)
- 2 No
- 3 Don't know

(CURRENT USERS WHO HAVE HEARD ABOUT SELF CHECK)

D25. Does this company require anyone to use the Self Check service?

(Please choose only one response)

- 1 Yes (specify): _____)
- 2 No
- 3 Don't know

(CURRENT USERS WHO HAVE HEARD ABOUT SELF CHECK)

D26. Has anyone told you that they have used Self Check?

(Please choose only one response)

- 1 Yes (specify): _____)
- 2 No

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

[IF A11b ≠ '1' THEN SKIP TO SECTION F]

SECTION E: Companies that Refer Job Candidates

This section asks questions about your experiences in referring job candidates to companies wishing to hire new employees. Do NOT consider temporary placements or other workers on your own payroll in this section.

(EMPLOYMENT AGENCIES) E1. For which referrals does your company require the following pre-employment checks (other than E-Verify) before referring workers for employment? <i>(Please choose one response 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"/>

[IF E1A = '1' OR E1A = '2' OR E1B = '1' OR E1B = '2' OR E1C = '1' OR E1C = '2' OR E1D = '1' OR E1D = '2' OR E1E = '1' OR E1E = '2' OR E1F = '1' OR E1F = '2' OR E1G = '1' OR E1G = '2' OR (E1GSPECIFY = (not blank) AND E1G = blank), THEN ASK E2]
[ALL OTHERS, INCLUDING ALL ITEMS IN E1 = 'BLANK', SKIP TO E3]

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

(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?

(Please choose only one response)

- 1 One to two days
- 2 Three to six days
- 3 One to two weeks
- 4 More than two weeks

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

(EMPLOYMENT AGENCIES)

E3. Which *job candidates* do you require to be found work authorized before referring them?

(Please choose only one response)

- 1 All job candidates
- 2 Some job candidates
- 3 None of the job candidates

(EMPLOYMENT AGENCIES)

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

E4. Have any of your clients ever asked you to only refer potential employees whom E-Verify has found to be work authorized? *(Please choose only one response)*

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

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

SECTION F: Verification Procedures

IF PLACEMENT OR RECRUITING FIRM [IF A11b = '1']: "This section asks questions about your verification procedures for *your own employees, including internal staff and other employees on your payroll even if they are working off site or as temporary help for another company.*"

ALL OTHER TYPES: 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 employees on your payroll who work offsite.

[IF GROUP = '3 NEVER USED' OR GROUP = '4 PRIOR USER' THEN SKIP TO F2]

(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 new hires	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b Employees who started working for this company because of merger or buy-out	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c 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"/>
d Existing employees with work authorizations that are about to expire	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e Existing employees not believed to be work authorized	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f Other types (specify): _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

(ALL COMPANIES)

F2. [FOR EMPLOYMENT AGENCIES, BEGIN THIS QUESTION WITH: You already answered this question for job candidates that you refer to other companies. Now we are asking about tests/checks you do as part of the hiring process for your own employees, that is, all of the employees on your payroll.]

Which of the following do you require from some or all prospective new employees before they can start work?

(Please choose one response for each item)

	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"/>

THE FOLLOWING INSTRUCTION APPLIES WHEN THE QUESTION IS FIRST ANSWERED, AND ALSO APPLIES TO THE RESPONSE IF IT IS REVISED LATER.

[IF F2A = '1' OR F2A = '2' OR F2B = '1' OR F2B = '2' OR F2C = '1' OR F2C = '2' OR F2D = '1' OR F2D = '2' OR F2E = '1' OR F2E = '2' OR F2F = '1' OR F2F = '2' OR F2G = '1' OR F2G = '2' OR F2GSPECIFY = (not blank) AND F2G = blank), THEN ASK F3]

[ALL OTHERS, INCLUDING ALL F2 = 'BLANK', SKIP TO INSTRUCTIONS BEFORE F4]

(ALL COMPANIES 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?

(Please choose only one response)

- 1 One to two days
- 2 Three to six days
- 3 One to two weeks
- 4 More than two weeks

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

[IF GROUP = '3 NEVER USED' OR GROUP = '4 PRIOR USER' THEN SKIP TO SECTION G]

(ALL CURRENT USERS)

F4. When is E-Verify *typically* used to verify work authorization?

(Please choose only one response)

- 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): _____

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

[IF F4 = '1' OR F4 = '2' OR F4 = '3' THEN ASK F5]

[ALL OTHERS, INCLUDING F4 = 'BLANK', SKIP TO F6]

(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? (Please choose only one response)

- 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

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

(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? *(Please choose only one response)*

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

**[IF F6 = '1' THEN ASK F7]
[ALL OTHERS, INCLUDING F6 = 'BLANK', SKIP TO F9]**

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

(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? *(Please choose only one response)*

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

(CURRENT USERS IF HAD A DATA ENTRY TNC)

F8.

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

(Please choose only one response)

- 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)

F9. Did your company have any Tentative Nonconfirmation findings that were *NOT* the result of data entry errors? *(Please choose only one response)*

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

[IF F9 = '1' THEN ASK F10]

[ALL OTHERS, INCLUDING F9 = 'BLANK', SKIP TO F17]

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

CURRENT USERS THAT HAD A TNC

F10. How often does each of the following situations apply to this company's use of E-Verify for persons receiving Tentative Nonconfirmations? <i>(Please choose one response for each item)</i> Note: Select 'Not Applicable' if the situation has never arisen	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 a 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"/>

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

(CURRENT USERS THAT HAD A TNC)

F11. How often does each of the following situations apply to this company's use of E-Verify for persons receiving Tentative Nonconfirmations?	Never	Sometimes	Often	Always	Not Applicable
<p><i>(Please choose one response for each item)</i></p> <p><i>Note: Select 'Not Applicable' if the situation has never arisen</i></p>					
g. a. Employees tell us that they plan to contest	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. b. Employees decide to quit rather than to contest the finding	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. c. 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. d. We don't tell employees about 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. e. 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. f. 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"/>

(CURRENT USERS THAT HAD A TNC)

F12. How soon after a Tentative Nonconfirmation is received does your company typically notify the employee? *(Please choose only one response)*

- 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

(CURRENT USERS THAT HAD A TNC)

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

<p>F13. 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. <i>(Please choose one response for each item)</i> <i>Note: Select 'Not Applicable' if the situation has never occurred</i></p>	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Applicable
a. Contesting a Tentative Nonconfirmation is not encouraged because the process requires too much time	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Providing assistance to employees who contest a Tentative Nonconfirmation is an excessive burden on staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Contesting Tentative Nonconfirmations is not encouraged because work authorization rarely results	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Establishing work authorization has become a burden because there are so many Tentative Nonconfirmations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Work assignments must be restricted until employment authorization is confirmed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Pay is reduced until employment authorization is confirmed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Training is delayed until after employment authorization is confirmed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(CURRENT USERS THAT HAD A TNC)

F14. Has your company ever had a worker receive a Final Nonconfirmation (or unauthorized to work)?

(Please choose only one response)

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

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

[IF F14 = '1' THEN ASK F15]

[ALL OTHERS, INCLUDING F14 = 'BLANK', SKIP TO F17]

CURRENT USERS THAT HAD AN FNC)

F15. Which of the following affect how long a worker could remain on the job after receiving a Final Nonconfirmation? <i>(Please choose one response for each item)</i>	Yes, always	Yes, sometimes	No	Not Applicable
a. The worker is terminated immediately	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. 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"/>
c. We keep the worker until a replacement can be found	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. We keep the worker until a specific project is completed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. 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"/>
f. 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"/>
g. Other (specify): _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(CURRENT USERS THAT HAD AN FNC)

F16. On average, how long do you usually let a person continue to work after the Final Nonconfirmation (FNC) (or unauthorized to work) has been received?

_____ Average number of workdays

OR We do not usually terminate employment for workers with FNCs

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

(ALL CURRENT USERS)

F17. The following statements describe possible <i>changes that could be made to the E-Verify procedures</i>. Please select the answer that best describes your views for each of these possible changes. <i>(Please choose one response for each item)</i>	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 fingerprints	<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 Photo Matching	<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 CURRENT USERS)

F18. Do you now use any form of electronic I-9?
(Please choose only one response)

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

SECTION G: Company Characteristics

(ALL COMPANIES)

G1. Please estimate the total number of current employees in *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 who 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 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

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

(ALL COMPANIES)

G5. Approximately what percent of current employees of *this company* would you say are immigrants, that is, they were born outside 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.

- 0 0 percent
- 1 1-5 percent
- 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 for E-Verify?

[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.

2010 E-Verify Users Web Survey showing track changes for the 2013 Survey (February 20, 2013)

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2013 Survey for E-Verify Evaluation

Login Page:

2013 Survey for E-Verify Evaluation

To enter the 2013 Survey for E-Verify Evaluation, please type your User Name and Password in the boxes below, then click on **Login**.

User Login:	<input type="text"/>
Password:	<input type="password"/>
<input type="button" value="LOGIN"/>	<input type="button" value="RESET"/>

OMB # 1615-0115 Expires: 07 / 31 / 2013

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: Mr. Sunday Aigbe, Chief, Regulatory Products Division, U.S. Department of Homeland Security, 111 Massachusetts Avenue NW, 3rd Floor, Washington, DC 20529. **Do not return the completed form to this address.**

2013 Survey for E-Verify Evaluation

Introduction:

The questions in this survey ask about your opinions and your experiences with how E-Verify works for your company. Your answers will be used to help us understand how well E-Verify is working and may lead to improvements in the Program.

Privacy – Your individual responses will not be shared with the Government nor will you be identified in any way to anyone not on Westat's evaluation team.

Your Answers – This survey includes questions about employment verification at your company. The accuracy of your answers is very important to us. In completing the questions, please respond based on your company's current practices and consider all of the business locations, branches, and divisions of your company as you answer questions. If there are any items that you are unable to answer, we would appreciate your obtaining the necessary information.

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 1-888-292-9071 or send an email to OKtoWorkSurvey@westat.com.

Thank you for your help.

2013 Survey for E-Verify Evaluation

Instructions:

- Answer each question, then click the “Save & Continue” button to save your responses and move to the next question.
- **Warning:** If you exit the survey **without saving**, you will lose any unsaved answers.
- Note: After 20 minutes of inactivity, your session will end and a new screen will be displayed with instructions on how to log back into the survey.
- To begin, click the “Continue” button below.

Links near the top of each screen will take you to:

- **Introduction** screen
- **Instructions** (this screen)
- **Section Status** screen: Open any section that has been or is now ready to be opened. You **must** answer the questions in order; you will be unable to open sections before they are available.
- **Contact** email message: Fill in and send an email to the study staff.
- **FAQs** (Frequently Asked Questions) list
- **Print Survey:** Displays your responses in a format for printing.
- **Sign Out:** Allows you to exit the survey.

When you are **finished**:

5. You may print and review a copy of your answers.
6. Make any answer changes needed.
7. Click the “Submit” button.
8. Print your final completed survey for your records.

SECTION A: Contact Information

(ALL COMPANIES)

A1. Please enter any corrections to the company address information listed below.
[MOST RECENT COMPANY INFORMATION IS DISPLAYED BELOW]

Company name: _____

Address: STREET _____

CITY _____ STATE ____ ZIPCODE _____

(ALL COMPANIES)

A2. This survey is designed to be completed by the person in your company who is most knowledgeable about your entire company's use of E-Verify. That person could be located at any company office and could operate as part of your company's human resources, security, or other services.

The following information was provided for the person who would be most appropriate to respond to this survey. Please note that this information will only be used by Westat staff in case we need to contact the person.

[MOST RECENT CONTACT INFORMATION IS DISPLAYED AS READ-ONLY BELOW.]

FIRST NAME _____ LAST NAME _____

JOB TITLE _____

Is this the correct person to respond to the survey?

(Please choose only one response)

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

[IF A2 = '1' THEN SKIP TO A4]

[ALL OTHERS, INCLUDING A2 = 'BLANK', ASK A3]

2013 E-Verify Users Web Survey, Revised February 20, 2013

(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: JOB TITLE _____

New telephone: FULL PHONE
(____) - _____ - _____ Extension _____

New email address: _____

IF A3 FIRST NAME OR LAST NAME IS 'BLANK', SHOW 'THANK YOU' SCREEN.

THEN SURVEY ENDS

IF SURVEY CONTINUES (SURVEY DOES NOT END):

IF A3 BOTH FIRST NAME AND LAST NAME ARE ANSWERED (NOT 'BLANK'):

SKIP TO QUESTION A5

(ALL COMPANIES)

A4. Please review the contact information provided below and enter any corrections.

[MOST RECENT CONTACT INFORMATION IS DISPLAYED BELOW.]

Name: FIRST NAME _____ LAST NAME _____

Title: JOB TITLE _____

Telephone: FULL PHONE
(____) - _____ - _____ Extension _____

Email address: _____

2013 E-Verify Users Web Survey, Revised February 20, 2013

(ALL COMPANIES)

A5. Are you [RESPONDENT FIRST AND LAST NAME FROM A3 OR A4]?

(Please choose only one response)

- 1 Yes
- 2 No

IF A2 = '1' AND A4 = (no new information) AND A5 ≠ '1' (INCLUDING A5 = 'BLANK'), SAY:

[Screen #1:]
Please tell us how we can reach [RESPONDENT NAME].

[Screen #2:]
Thank you for your help. We have no further questions for you at this time. The information you have provided is appreciated. **[IF NEW NAME AND EMAIL ADDRESS OR PHONE GIVEN: We will contact [RESPONDENT FIRST AND LAST NAME].**

END

FOR ALL OTHER CASES WHERE A5 ≠ '1', (INCLUDING A5 = 'BLANK'), SAY:

Thank you for your help. We have no further questions for you at this time. The information you have provided is appreciated. **[IF NEW NAME AND EMAIL ADDRESS OR PHONE GIVEN: We will contact [RESPONDENT FIRST AND LAST NAME].**

END

IF A5 = '1', THEN GO TO A6.

(ALL COMPANIES)

A6. Which description below best fits your company?

(Please choose only one response)

1 <input type="checkbox"/>	Single location company
2 <input type="checkbox"/>	Multiple location company
3 <input type="checkbox"/>	Don't know

**[IF A6 = '1' OR IF A6 = '3' OR IF A6 = 'BLANK', THEN SKIP TO A8]
[OTHERWISE ASK A7]**

(ALL MULTIPLE LOCATION COMPANIES)

A7. Are you located at your company headquarters/central office?

(Please choose only one response)

1 <input type="checkbox"/>	Yes
2 <input type="checkbox"/>	No

2013 E-Verify Users Web Survey, Revised February 20, 2013

(ALL COMPANIES)

A8. Is your company an E-Verify Employer Agent; i.e., a company that provides E-Verify and possibly other services to other companies for a fee? An E-Verify Employer Agent used to be called a Designated Agent or DA.

(Please choose only one response)

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

[IF A8 = '1' THEN GROUP = '1 DA' AND SHOW:]

This survey is for companies that only use E-Verify for their own workers. Thank you for your help on this survey. The information you have provided is greatly appreciated.

END

(ALL COMPANIES)

A9. Does your company use an E-Verify Employer Agent; i.e., another company that provides E-Verify and possibly other services for a fee? An E-Verify Employer Agent used to be called a Designated Agent or DA.

(Please choose only one response)

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

[IF A9 = '1' THEN GROUP = '1 UD' AND SHOW:]

This survey is for companies that use E-Verify themselves as opposed to having another company provide this service. Thank you for your help on this survey. The information you have provided is greatly appreciated.

END

2013 E-Verify Users Web Survey, Revised February 20, 2013

(ALL COMPANIES)

A10. Which one of the following statements best describes this company's use of E-Verify?

Note: Your answer here will determine which questions you will be asked as you go through the rest of this survey.

(Please choose only one response)

- 1 This company has never used E-Verify **(NEVER USED)**
- 2 This company has used E-Verify but has decided to no longer use it **(PRIOR USER)**
- 3 This company has used E-Verify and plans to continue using it in the future **(CURRENT USER)**

[IF A10 = '1' THEN GROUP = '3 NEVER USED']

[IF A10 = '2' THEN GROUP = '4 PRIOR USER']

[ALL OTHERS, INCLUDING A10 = 'BLANK', GROUP = '5 OTHER']

(ALL COMPANIES)

A11. Do the following statements describe your company?

(Please choose one response for each row)

		Yes	No
a	This company provides workers on <u>our payroll</u> to work at our clients' sites (e.g., our company is a Temporary Staffing agency)	<input type="checkbox"/>	<input type="checkbox"/>
b	This company refers job candidates for permanent placement to potential employers who may hire and pay them (e.g., our company is a Placement or Recruiting firm)	<input type="checkbox"/>	<input type="checkbox"/>

2013 E-Verify Users Web Survey, Revised February 20, 2013

A12. Is your company a Professional Employment Organization (PEO); i.e., does your company provide a range of human resources services to clients (e.g., benefits, payroll, training, worker compensation) for a fee?

(Please choose only one response)

- 1 Yes
- 2 No

[IF GROUP = '3 NEVER USED' OR GROUP = '4 PRIOR USER' THEN SKIP TO A14]
[IF A6 = '1' OR A6 = '3' OR A6 = 'BLANK' THEN SKIP TO SECTION B]
[OTHERWISE, ASK A13]

(ALL USERS WITH MULTIPLE LOCATIONS)

A13. Which of the following best describes how your company uses E-Verify?

(Please choose only one response)

- 1 Headquarters handles all E-Verify submissions for all locations (i.e., all branches)
- 2 One location, but not headquarters, handles all E-Verify submissions for all locations
- 3 All locations use E-Verify, but not all submissions are done from a single location
- 4 Individual locations may use or not use E-Verify at their own discretion
- 5 Certain locations use E-Verify (e.g., because of federal, state, or local mandates) but it is not used company-wide
- 6 Other (specify): _____

[ALL, INCLUDING A13 = 'BLANK', SKIP TO SECTION B]

2013 E-Verify Users Web Survey, Revised February 20, 2013

(NOT CURRENTLY USING E-VERIFY)				
A14. Why isn't this company currently using E-Verify?				
<i>(Please choose one response for each item)</i>		Yes	No	Don't Know
a	The person who originally wanted to use E-Verify 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?

(Please choose only one response)

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

[IF GROUP = '3 NEVER USED' THEN SKIP TO SECTION D]

[IF GROUP = '4 PRIOR USER' THEN SKIP TO SECTION C]

(ALL CURRENT USERS)

2013 E-Verify Users Web Survey, Revised February 20, 2013

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

(Please choose only one response)

- 1 I am the only 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 users have completed the tutorial

(ALL CURRENT USERS)

B3. Thinking about E-Verify system user IDs, at this company which of the following applies? *(Please choose only one response)*

- 1 All users have their own unique user IDs (or there is only one user)
- 2 Some users share a user ID

2013 E-Verify Users Web Survey, Revised February 20, 2013

(ALL CURRENT USERS)

<p>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 response for each item)</i></p>	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know
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 Tutorial Knowledge Test (previously called 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"/>

2013 E-Verify Users Web Survey, Revised February 20, 2013

(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? <i>(Please choose one response for each item)</i>	Very Helpful	Helpful	Not Very Helpful	Not At All Helpful	Not Aware of Item	Never Used Item
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? *(Please choose only one response)*

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

2013 E-Verify Users Web Survey, Revised February 20, 2013

(ALL CURRENT USERS)

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

- 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

[IF B7 = '1' THEN ASK B8]

[ALL OTHERS, INCLUDING B7 = 'BLANK' SKIP TO SECTION C]

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

B8. Which service did you try to contact? *(Please choose only one response)*

- 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

[IF B8 = '1' OR B8 = '3' THEN ASK B9]

[IF B8 = '2' THEN SKIP TO B10]

[IF B8 = '4' THEN SKIP TO B11]

[ALL OTHERS, INCLUDING B8 = 'BLANK', SKIP TO SECTION C]

2013 E-Verify Users Web Survey, Revised February 20, 2013

(CURRENT USERS WHO TRIED TO CALL HELP DESK)

B9. Generally, how satisfied were you with your experience in contacting the E-Verify Technical Help Desk? *(Please choose only one response)*

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

[IF B8 = '3' THEN ASK B10]

[ALL OTHERS, INCLUDING B8 = 'BLANK', SKIP TO INSTRUCTIONS BEFORE B12]

(CURRENT USERS WHO TRIED TO CALL CUSTOMER SERVICE)

B10. Generally, how satisfied were you with your experience in contacting the E-Verify Customer Service number? *(Please choose only one response)*

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

[ALL, INCLUDING B10 = 'BLANK', SKIP TO INSTRUCTIONS BEFORE B12]

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

B11. Generally, how satisfied were you with your experience in contacting either the E-Verify Technical Help Desk or the Customer Service number? *(Please choose only one response)*

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

2013 E-Verify Users Web Survey, Revised February 20, 2013

[IF B9 = '3' OR B9 = '4' OR B10 = '3' OR B10 = '4' OR B11 = '3' OR B11 = '4', THEN ASK B12]
 [ALL OTHERS, INCLUDING B9, B10, AND B11 = 'BLANK, SKIP TO SECTION C]

(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 response for each item)</i>	Yes	No	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 unable to get through to a person	<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"/>

[IF GROUP = '3 NEVER USED' THEN SKIP TO SECTION D]

SECTION C: Setup and Maintenance Costs

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

Setup Costs:

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

[IF C1A = '1' OR C1B = '1' OR C1C = '1' OR C1D = '1' OR C1E = '1' OR C1F = '1' OR C1G = '1' OR (C1GSPECIFY = (not blank) AND C1G = blank), THEN ASK C2]
[ALL OTHERS, INCLUDING ALL ITEMS IN C1 = 'BLANK', SKIP TO C3]

2013 E-Verify Users Web Survey, Revised February 20, 2013

(CURRENT AND PRIOR USERS WITH ANY SETUP COSTS)

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

[ONLY DISPLAY ITEMS THAT WERE CHECKED AS '1' IN C1 AND/OR TEXT FOR C1G]

- 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 **[DISPLAY TEXT FROM C1G]**

(ALL CURRENT AND PRIOR USERS)

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

(Please choose only one response)

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

[IF GROUP = '4 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 E-Verify? <i>(Please choose one response for each item)</i>	Yes	No
a Computer maintenance	<input type="checkbox"/>	<input type="checkbox"/>
b Telephone fees for internet access	<input type="checkbox"/>	<input type="checkbox"/>
c Internet access fees	<input type="checkbox"/>	<input type="checkbox"/>
d Training of replacement staff	<input type="checkbox"/>	<input type="checkbox"/>
e Wages for verification specialist(s)	<input type="checkbox"/>	<input type="checkbox"/>
f Other (specify): _____	<input type="checkbox"/>	<input type="checkbox"/>

[IF C4A = '1' OR C4B = '1' OR C4C = '1' OR C4D = '1' OR C4E = '1' OR C4F = '1' OR (C4FSPECIFY = (not blank) AND C4F = blank), THEN ASK C5]
[ALL OTHERS, INCLUDING ALL ITEMS IN C4 = 'BLANK', SKIP TO C6]

2013 E-Verify Users Web Survey, Revised February 20, 2013

(CURRENT USERS WITH ANY MAINTENANCE COSTS)

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

[ONLY DISPLAY ITEMS THAT WERE CHECKED AS '1' IN C4 AND/OR TEXT FOR C4F]

- 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 **[DISPLAY TEXT FROM C4F]**

(ALL CURRENT USERS)

C6. Have the *indirect* costs associated with *maintaining* E-Verify been:
(Please choose only one response)

- 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 E-Verify.

(ALL COMPANIES)

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

(Please choose only one response)

- 1 USCIS website
- 2 Other USCIS or SSA materials, publications, or presentations
- 3 U.S. Immigration and Customs Enforcement (ICE) audit or visit
- 4 Information from a state or local office
- 5 Media coverage
- 6 Request from client to participate
- 7 Information from a business/professional association
- 8 Heard about it from other companies
- 9 Other (specify): _____
- 10 Don't know

2013 E-Verify Users Web Survey, Revised February 20, 2013

(ALL COMPANIES)

D2. Which of the following were reasons this company agreed to participate in E-Verify?	Yes	No	Don't Know
<i>(Please choose one response for each item)</i>			
a State or local government required participation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b Federal government required participation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c To satisfy a client's request	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d Believed that using E-Verify would allow us to avoid a U.S. Immigration and Customs Enforcement (ICE) audit, raid, or fine	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e To improve ability to verify work authorization	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f Believed it would make us more competitive with others in our industry	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g Trusted recommendation from someone at another company or organization	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h Other (specify): _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

[IF TWO OR MORE ITEMS IN D2 ARE CODED '1' (Yes), THEN ASK D3]

[ELSE IF GROUP = '3 NEVER USED' OR GROUP = '4 PRIOR USER' THEN SKIP TO SECTION E]

[ALL OTHERS, INCLUDING D2 = 'BLANK', SKIP TO D4]

2013 E-Verify Users Web Survey, Revised February 20, 2013

(ALL COMPANIES WITH MORE THAN ONE 'YES' IN D2.)

D3. Which of the following was the *main* reason this company agreed to participate in E-Verify? (Please choose only one response)

[ONLY DISPLAY ITEMS THAT WERE CHECKED AS '1' IN D2 AND/OR TEXT FOR D2h]

- 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 or organization
- 8 Other [DISPLAY TEXT FROM D2h]

[IF GROUP = '3 NEVER USED' OR GROUP = '4 PRIOR USER' THEN SKIP TO SECTION E]

(ALL CURRENT USERS)				
D4. Some states and localities have mandated the use of E-Verify for some or all their companies. E-Verify has also been mandated for most federal contractors.				
IF A11a OR A11b OR A12 =YES, ASK: Please answer the following for <u>your own company</u>.				
<i>(Please choose one response for each row)</i>		Yes	No	Don't Know
a	Our company participates in E-Verify because we have federal contract(s) requiring participation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b	Our company participates in E-Verify because we do business in a state or locality that requires participation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

[IF D4a = '1' OR D4b = '1', THEN ASK D5]
 [ALL OTHERS, INCLUDING D4 = 'BLANK', SKIP TO D9]

2013 E-Verify Users Web Survey, Revised February 20, 2013

(CURRENT USERS REQUIRED TO USE E-VERIFY)

D5. If your company were no longer required to use E-Verify, how likely is it that you would continue to use it? *(Please choose only one response)*

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

[IF D5 = '1' OR D5 = '2' THEN ASK D6]

[IF D5 = '4' OR D5 = '5' THEN ASK D7]

[ALL OTHERS, INCLUDING D5 = 'BLANK', SKIP TO INSTRUCTIONS BEFORE D8]

(CURRENT USERS REQUIRED TO USE E-VERIFY LIKELY TO CONTINUE)				
D6. Why would you be likely to continue using E-Verify?				
<i>(Please choose one response for each item)</i>		Yes	No	Don't Know
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, INCLUDING ALL ITEMS IN D6 = 'BLANK', SKIP TO INSTRUCTIONS BEFORE D8]

(CURRENT USERS REQUIRED TO USE E-VERIFY UNLIKELY TO CONTINUE)			
D7. Why would you be unlikely to continue using E-Verify? <i>(Please choose one response for each item)</i>	Yes	No	Don't Know
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"/>

[IF D4a = '1' THEN ASK D8]

[ALL OTHERS, INCLUDING D4 = 'BLANK', SKIP TO D9]

(CURRENT USERS REQUIRED TO USE E-VERIFY BECAUSE OF FEDERAL CONTRACTS)

D8. In response to the federal mandate, did you verify or are you verifying any of your existing employees who were working at this company prior to when the company began using E-Verify?

(Please choose only one response)

- 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) _____

2013 E-Verify Users Web Survey, Revised February 20, 2013

<p>(ALL CURRENT USERS) D9. Please indicate your own perceptions related to the impact that E-Verify has had on this company. <i>(Please choose one response 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"/>

2013 E-Verify Users Web Survey, Revised February 20, 2013

(ALL CURRENT USERS)

D10. 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 response 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. 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"/>
d. 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"/>
e. Frequent technical assistance is required from the Help Desk to use E-Verify	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. 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"/>
g. 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"/>

2013 E-Verify Users Web Survey, Revised February 20, 2013

(ALL CURRENT USERS)

D11. 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 response for each item)</i>	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Applicable
a. 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"/>
b. 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"/>
c. 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"/>
d. 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"/>
e. We believe E-Verify is highly accurate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. 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"/>
g. 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)

D12. E-Verify Photo Matching allows you to compare the picture on the person's Form I-9 documents to the one that is returned by E-Verify.

Has your company ever used E-Verify Photo Matching?

(Please choose only one response)

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

[IF D12 = '1' THEN ASK D13]

[ALL OTHERS, INCLUDING D12 = 'BLANK', SKIP TO D17]

2013 E-Verify Users Web Survey, Revised February 20, 2013

(CURRENT USERS USING PHOTO MATCHING)

D13. Please consider the following statements related to E-Verify Photo Matching and select the choice that best represents the experiences at this company. <i>(Please choose one response for each item)</i>	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Applicable
a. We would like to have Photo Matching include more types of documents	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Using Photo Matching 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. Photo Matching 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"/>
d. The use of Photo Matching has helped us identify cases of potential fraud	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Other (specify): _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(CURRENT USERS USING PHOTO MATCHING)

D14. Has Photo Matching made it more likely for your company to ask noncitizens for immigration documents during the verification process?

(Please choose only one response)

1 Yes

2 No

3 Don't know

(CURRENT USERS USING PHOTO MATCHING)

D15. Has Photo Matching made it more likely for your company to ask U.S. citizens for passports during the verification process?

(Please choose only one response)

1 Yes

2 No

3 Don't know

(CURRENT USERS USING PHOTO MATCHING)

2013 E-Verify Users Web Survey, Revised February 20, 2013

D16. Does this company compare the photo provided in the E-Verify Photo Matching response to the picture on the document the worker provided?

(Please choose only one response)

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

(ALL CURRENT USERS)

D17. How frequently during the Form I-9 process does this company compare the *picture on the document(s) used for verification* to the *person* presenting them?

(Please choose only one response)

- 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
- 5 Don't know

(ALL CURRENT USERS)

2013 E-Verify Users Web Survey, Revised February 20, 2013

D18. In the past few years, have you noticed any decrease in the use of immigration documents (Employment Authorization Documents or Permanent Resident Green Cards) provided by employees during the verification process?

(Please choose only one response)

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

(ALL CURRENT USERS)

D19. 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*?

(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 More willing
- 2 Less willing
- 3 Neither
- 4 Don't know

[IF D19 = '1' THEN ASK D20]

[IF D19 = '2' THEN SKIP TO D21]

[ALL OTHERS, INCLUDING D19 = 'BLANK', SKIP TO D22]

(CURRENT USERS WHO ARE MORE WILLING IN D19)

<p>D20. Which of the statements below are reasons that this company is more willing now to consider hiring job applicants who appear to be foreign born?</p> <p><i>(Please choose one response for each item)</i></p>	Yes	No
a. Using E-Verify is easier than using the Form I-9 to tell who is work authorized	<input type="checkbox"/>	<input type="checkbox"/>
b. Using E-Verify takes the guesswork out of determining the validity of the documents presented	<input type="checkbox"/>	<input type="checkbox"/>
c. Using E-Verify provides immediate results	<input type="checkbox"/>	<input type="checkbox"/>
d. Using E-Verify reassures us that we are not hiring unauthorized workers	<input type="checkbox"/>	<input type="checkbox"/>
e. Using E-Verify gives us confidence that all the workers we hire are legally authorized to work	<input type="checkbox"/>	<input type="checkbox"/>
f. Using E-Verify shows a good-faith effort that we are complying with the law	<input type="checkbox"/>	<input type="checkbox"/>
g. Some other reason (specify): _____	<input type="checkbox"/>	<input type="checkbox"/>

[ALL SKIP TO D22]

(CURRENT USERS WHO ARE LESS WILLING IN D19)

<p>D21. Which of the statements below are reasons that this company is less willing now to consider hiring job applicants who appear to be foreign born?</p> <p><i>(Please choose one response for each item)</i></p>	Yes	No
a. 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"/>
b. Using E-Verify creates extra work when someone is not work authorized	<input type="checkbox"/>	<input type="checkbox"/>
c. Using E-Verify is more difficult with foreign-born applicants	<input type="checkbox"/>	<input type="checkbox"/>
d. Some other reason (specify): _____	<input type="checkbox"/>	<input type="checkbox"/>

(ALL CURRENT USERS)

D22. Self Check is a voluntary and free service of the USCIS E-Verify Program that allows individuals to check their employment eligibility in the United States.

Have you heard about Self Check?

(Please choose only one response)

- 1 Yes
- 2 No

[IF D22 = '1' THEN ASK D23]

[ALL OTHERS, INCLUDING D22 = 'BLANK', SKIP TO SECTION E]

2013 E-Verify Users Web Survey, Revised February 20, 2013

(CURRENT USERS WHO HAVE HEARD ABOUT SELF CHECK) D23. Do you agree with the following statements? <i>(Please choose one response for each item)</i>		Yes	No	Don't Know
a	Self Check reduces Tentative Nonconfirmations (TNCs)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b	Self Check makes the hiring and verification process more efficient	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c	Self Check makes workers less concerned about the E-Verify verification process	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(CURRENT USERS WHO HAVE HEARD ABOUT SELF CHECK)
D24. Does this company inform anyone (e.g., job applicants, new hires, existing workers) about the Self Check service?
(Please choose only one response)

- 1 Yes (specify): _____)
- 2 No
- 3 Don't know

(CURRENT USERS WHO HAVE HEARD ABOUT SELF CHECK)
D25. Does this company require anyone to use the Self Check service?
(Please choose only one response)

- 1 Yes (specify): _____)
- 2 No
- 3 Don't know

(CURRENT USERS WHO HAVE HEARD ABOUT SELF CHECK)
D26. Has anyone told you that they have used Self Check?
(Please choose only one response)

- 1 Yes (specify): _____)
- 2 No

[IF A11b ≠ '1' THEN SKIP TO SECTION F]

SECTION E: Companies that Refer Job Candidates

This section asks questions about your experiences in referring job candidates to companies wishing to hire new employees. Do NOT consider temporary placements or other workers on your own payroll in this section.

(EMPLOYMENT AGENCIES) E1. For which referrals does your company require the following pre-employment checks (other than E-Verify) before referring workers for employment? <i>(Please choose one response 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"/>

[IF E1A = '1' OR E1A = '2' OR E1B = '1' OR E1B = '2' OR E1C = '1' OR E1C = '2' OR E1D = '1' OR E1D = '2' OR E1E = '1' OR E1E = '2' OR E1F = '1' OR E1F = '2' OR E1G = '1' OR E1G = '2' OR (E1GSPECIFY = (not blank) AND E1G = blank), THEN ASK E2]
[ALL OTHERS, INCLUDING ALL ITEMS IN E1 = 'BLANK', SKIP TO E3]

2013 E-Verify Users Web Survey, Revised February 20, 2013

(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?

(Please choose only one response)

- 1 One to two days
- 2 Three to six days
- 3 One to two weeks
- 4 More than two weeks

2013 E-Verify Users Web Survey, Revised February 20, 2013

(EMPLOYMENT AGENCIES)

E3. Which *job candidates* do you require to be found work authorized before referring them?

(Please choose only one response)

- 1 All job candidates
- 2 Some job candidates
- 3 None of the job candidates

(EMPLOYMENT AGENCIES)

2013 E-Verify Users Web Survey, Revised February 20, 2013

E4. Have any of your clients ever asked you to only refer potential employees whom E-Verify has found to be work authorized? *(Please choose only one response)*

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

SECTION F: Verification Procedures

IF PLACEMENT OR RECRUITING FIRM [IF A11b = '1']: "This section asks questions about your verification procedures for *your own employees, including internal staff and other employees on your payroll even if they are working off site or as temporary help for another company.*"

ALL OTHER TYPES: 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 employees on your payroll who work off site.

[IF GROUP = '3 NEVER USED' OR GROUP = '4 PRIOR USER' THEN SKIP TO F2]

(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 new hires	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b Employees who started working for this company because of merger or buy-out	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c 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"/>
d Existing employees with work authorizations that are about to expire	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e Existing employees not believed to be work authorized	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f Other types (specify): _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(ALL COMPANIES) F2. [FOR EMPLOYMENT AGENCIES, BEGIN THIS QUESTION WITH: You already answered this question for job candidates that you refer to other companies. Now we are asking about tests/checks you do as part of the hiring process for your own employees, that is, all of the employees on your payroll.] 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"/>

THE FOLLOWING INSTRUCTION APPLIES WHEN THE QUESTION IS FIRST ANSWERED, AND ALSO APPLIES TO THE RESPONSE IF IT IS REVISED LATER.

[IF F2A = '1' OR F2A = '2' OR F2B = '1' OR F2B = '2' OR F2C = '1' OR F2C = '2' OR F2D = '1' OR F2D = '2' OR F2E = '1' OR F2E = '2' OR F2F = '1' OR F2F = '2' OR F2G = '1' OR F2G = '2' OR F2GSPECIFY = (not blank) AND F2G = blank), THEN ASK F3]

[ALL OTHERS, INCLUDING ALL F2 = 'BLANK', SKIP TO INSTRUCTIONS BEFORE F4]

(ALL COMPANIES 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?

(Please choose only one response)

- 1 One to two days
- 2 Three to six days
- 3 One to two weeks
- 4 More than two weeks

[IF GROUP = '3 NEVER USED' OR GROUP = '4 PRIOR USER' THEN SKIP TO SECTION G]

(ALL CURRENT USERS)

F4. When is E-Verify typically used to verify work authorization?

(Please choose only one response)

- 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): _____

[IF F4 = '1' OR F4 = '2' OR F4 = '3' THEN ASK F5]
[ALL OTHERS, INCLUDING F4 = 'BLANK', SKIP TO F6]

(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? *(Please choose only one response)*

- 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? *(Please choose only one response)*

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

[IF F6 = '1' THEN ASK F7]
[ALL OTHERS, INCLUDING F6 = 'BLANK', SKIP TO F9]

(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? *(Please choose only one response)*

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

(CURRENT USERS IF HAD A DATA ENTRY TNC)

F8. When a data entry error is found, how do you *typically* correct it?
(Please choose only one response)

- 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)

F9. Did your company have any Tentative Nonconfirmation findings that were *NOT* the result of data entry errors? *(Please choose only one response)*

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

[IF F9 = '1' THEN ASK F10]

[ALL OTHERS, INCLUDING F9 = 'BLANK', SKIP TO F17]

(CURRENT USERS THAT HAD A TNC)

<p>F10. How often does each of the following situations apply to this company's use of E-Verify for persons receiving Tentative Nonconfirmations?</p> <p><i>(Please choose one response for each item)</i></p> <p><i>Note: Select 'Not Applicable' if the situation has never arisen</i></p>	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 a 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"/>

(CURRENT USERS THAT HAD A TNC)

<p>F11. How often does each of the following situations apply to this company's use of E-Verify for persons receiving Tentative Nonconfirmations?</p> <p><i>(Please choose one response for each item)</i></p> <p><i>Note: Select 'Not Applicable' if the situation has never arisen</i></p>	Never	Sometimes	Often	Always	Not Applicable
a. Employees tell us that they plan to contest	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Employees decide to quit rather than to contest the finding	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. 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"/>
d. We don't tell employees about 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"/>
e. 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"/>
f. 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"/>

(CURRENT USERS THAT HAD A TNC)

F12. How soon after a Tentative Nonconfirmation is received does your company typically notify the employee? (Please choose only one response)

- 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

(CURRENT USERS THAT HAD A TNC)

F13. 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 response for each item) <i>Note: Select 'Not Applicable' if the situation has never occurred</i>	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Applicable
a. Contesting Tentative Nonconfirmations is not encouraged because the process requires too much time	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Providing assistance to employees who contest Tentative Nonconfirmations is an excessive burden on staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Contesting Tentative Nonconfirmations is not encouraged because work authorization rarely results	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Establishing work authorization has become a burden because there are so many Tentative Nonconfirmations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Work assignments must be restricted until work authorization is confirmed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Pay is reduced until work authorization is confirmed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Training is delayed until after work authorization is confirmed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(CURRENT USERS THAT HAD A TNC)

F14. Has your company ever had a worker receive a Final Nonconfirmation (or unauthorized to work)? *(Please choose only one response)*

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

[IF F14 = '1' THEN ASK F15]

[ALL OTHERS, INCLUDING F14 = 'BLANK', SKIP TO F17]

(CURRENT USERS THAT HAD AN FNC)

F15. Which of the following affect how long a worker could remain on the job after receiving a Final Nonconfirmation? <i>(Please choose one response for each item)</i>	Yes, always	Yes, sometimes	No	Not Applicable
a. The worker is terminated immediately	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. 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"/>
c. We keep the worker until a replacement can be found	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. We keep the worker until a specific project is completed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. 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"/>
f. 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"/>
g. Other (specify): _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(CURRENT USERS THAT HAD AN FNC)

F16. On average, how long do you usually let a person continue to work after the Final Nonconfirmation (FNC) (or unauthorized to work) has been received?

_____ Average number of workdays

OR We do not usually terminate employment for workers with FNCs

(ALL CURRENT USERS)

F17. The following statements describe possible changes that could be made to E-Verify procedures. Please select the answer that best describes your views for each of these possible changes. <i>(Please choose one response for each item)</i>	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 fingerprints	<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 Photo Matching	<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 CURRENT USERS)

F18. Do you now use any form of electronic I-9?
(Please choose only one response)

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

SECTION G: Company Characteristics

(ALL COMPANIES)

G1. Please estimate the total number of current employees in *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 who 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 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 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.

- 0 0 percent
- 1 1-5 percent
- 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 for E-Verify?

[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.

