



PRIVACY THRESHOLD ANALYSIS (PTA)

This form is used to determine whether a Privacy Impact Assessment is required.

Please use the attached form to determine whether a Privacy Impact Assessment (PIA) is required under the E-Government Act of 2002 and the Homeland Security Act of 2002.

Please complete this form and send it to your component Privacy Office. If you do not have a component Privacy Office, please send the PTA to the DHS Privacy Office:

Senior Director, Privacy Compliance
The Privacy Office
U.S. Department of Homeland Security
Washington, DC 20528
Tel: 202-343-1717

PIA@hq.dhs.gov

Upon receipt from your component Privacy Office, the DHS Privacy Office will review this form. If a PIA is required, the DHS Privacy Office will send you a copy of the Official Privacy Impact Assessment Guide and accompanying Template to complete and return.

A copy of the Guide and Template is available on the DHS Privacy Office website, www.dhs.gov/privacy, on DHSConnect and directly from the DHS Privacy Office via email: pia@hq.dhs.gov, phone: 202-343-1717.



PRIVACY THRESHOLD ANALYSIS (PTA)

SUMMARY INFORMATION

Project or Program Name:	E-Verify: Reverification, Streamlined Tentative Nonconfirmation Process, and Memorandum of Understanding Updates		
Component:	U.S. Citizenship and Immigration Services (USCIS)	Office or Program:	Verification Division/E-Verify
Xacta FISMA Name (if applicable):	Verification Information System Data Center 1 (VIS)	Xacta FISMA Number (if applicable):	CIS-06285-MAJ-06285
Type of Project or Program:	Program	Project or program status:	Modification
Date first developed:	07/07/2007	Pilot launch date:	Click here to enter a date.
Date of last PTA update	July 11, 2014	Pilot end date:	Click here to enter a date.
ATO Status (if applicable)	Complete	ATO expiration date (if applicable):	Click here to enter a date.

PROJECT OR PROGRAM MANAGER

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INFORMATION SYSTEM SECURITY OFFICER (ISSO) (IF APPLICABLE)

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SPECIFIC PTA QUESTIONS

1. Reason for submitting the PTA: Updated PTA

The E-Verify Program (E-Verify) is a free, web-based service that lets participating employers quickly verify the eligibility of their new employees to work in the United States. E-Verify is a Department of Homeland Security (DHS) program implemented by the United States Citizenship and Immigration Services (USCIS) Verification Division and operated in collaboration with the Social Security Administration (SSA). E-Verify is voluntary for employers, but is a contracting requirement for some, such as employers with Federal contracts or subcontracts that contain the Federal Acquisition Regulation E-Verify clause, and a licensing condition for employers in certain states that have legislation that mandates the use of E-Verify for some or all employers. For purposes of this document and to ensure consistency with E-Verify public materials, the acronym DHS is used throughout to refer to actions taken by the USCIS Verification Division to administer E-Verify and complete the Paperwork Reduction Act (PRA) process.

E-Verify uses an automated process to compare information provided by an employee on the Form I-9, *Employment Eligibility Verification* against information in DHS, SSA, Department of State (DoS), and, in those states where a Memoranda of Agreement is in place, state Department of Motor Vehicle (DMV) databases. This allows E-Verify to confirm that an employee is authorized to work in the United States. E-Verify was authorized by the Illegal Immigration Reform and Immigrant Responsibility Act of 1996 (IIRIRA). The E-Verify Program Privacy Impact Assessment (PIA) (May 2010) describes the E-Verify process including the Tentative Nonconfirmation (TNC). In addition, DHS has periodically updated the E-Verify Program PIA and prepared separate PIAs to more fully describe major enhancements to E-Verify and related programs such as, Use of Commercial Data for E-Verify Employer Enrollment, the Records and Information from DMVs for E-Verify (RIDE) program, E-Verify Self Check, and Form I-9. DHS is undertaking the Paperwork Reduction Act (PRA) to provide public notice of planned and recent enhancements to E-Verify:

- Re-verifying an employee's employment authorization when it has expired ("reverification").
Reverification of employment authorization is currently part of Form I-9 requirements and the proposed reverification process in E-Verify will be similar to the Form I-9 process;
- Streamlining the TNC process by combining the notice and referral of a TNC while also communicating directly to the employee about their TNC process via email;
- Updating the E-Verify Memorandum of Understanding (MOU) to reflect the changes to the E-Verify program.

Reverification Process

For technical and programmatic reasons, E-Verify has not included an electronic reverification process as a complement to the Form I-9 reverification requirement. Currently, an employer is only required to update Form I-9 with the employee's new grant of employment authorization. No action is required in E-Verify.

The new electronic reverification process will begin when an existing employee provides evidence of a new grant of employment eligibility and the employer records the document title and expiration date in Section 3 of Form I-9. The employer will then access the previously created E-Verify case or create a new case if no previous case exists. E-Verify will provide a response once the E-Verify case has been submitted.



E-Verify will be collecting the following information with **existing** cases:

- Information in Section 3 of Form I-9. The document name, expiration date (if applicable) and new name (if applicable)

E-Verify will be collecting the following information for **new** cases:

- Information in Section 3 of Form I-9. The document name, expiration date (if applicable), the employees name, date of birth and Social Security Account Number.

Streamlined TNC Process

USCIS implemented enhancements that will directly communicate to employee the same information employers receive during the E-Verify TNC process. These enhancements give employees the opportunity to check their TNC status while allowing employees to extend the window of contact to SSA or DHS if necessary. E-Verify also streamlined TNC Notice and Referral Process by combining these separate processes into one.

MOU Updates

Every E-Verify employer, including federal agencies, small businesses, and large corporations, electronically signs an E-Verify MOU upon enrollment with the program. The employer's consent to and signature of the MOU are mandatory in order for the employer to participate in E-Verify. E-Verify does not negotiate the terms of the MOU with employers.

In order for E-Verify to continue to maintain the specific terms and conditions governing the rights and responsibilities of all parties, the MOU requires updates. Updates include aligning the MOU with the new E-Verify processes of Reverification, the Streamlined TNC Enhancements.

This PTA will be a part of the PRA submission package.

2. Does this system employ any of the following technologies:

If you are using any of these technologies and want coverage under the respective PIA for that technology please stop here and contact the DHS Privacy Office for further guidance.

- Closed Circuit Television (CCTV)
- Social Media
- Web portal¹ (e.g., SharePoint)
- Contact Lists
- None of these

¹ Informational and collaboration-based portals in operation at DHS and its components that collect, use, maintain, and share limited personally identifiable information (PII) about individuals who are "members" of the portal or "potential members" who seek to gain access to the portal.



<p>3. From whom does the Project or Program collect, maintain, use, or disseminate information? <i>Please check all that apply.</i></p>	<p><input type="checkbox"/> This program does not collect any personally identifiable information²</p> <p><input checked="" type="checkbox"/> Members of the public</p> <p><input type="checkbox"/> DHS employees/contractors (list components):</p> <p><input type="checkbox"/> Contractors working on behalf of DHS</p> <p><input type="checkbox"/> Employees of other federal agencies</p>
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<p>4. What specific information about individuals is collected, generated or retained?</p>
<p>The E-Verify System of Records Notice last published in the <i>Federal Register</i> on August 11, 2014, contains a full listing about the information that may be contained in E-Verify. The information collected on employees and employers remains unchanged by the TNC process streamlining implemented on September 9, 2013. The proposed Reverification process does not add any additional categories of information about the employee to be verified.</p> <p>The complete list of information is below:</p> <p>(1) Information about the employee to be verified: Name (last, first, middle initial, other names used, if any); Date of Birth; SSN; Contact information such as email address and telephone number; Date of Hire; Claimed Citizenship Status; Acceptable Form I-9 document type; Expiration Date of Acceptable Form I-9 Document; State or jurisdiction of issuance of identity document when that document is a driver's license, driver's permit, or state-issued identification (ID) card; Passport Number and Country of Issuance; Driver's license number, driver's permit number, or state-issued ID number if issued by a state or jurisdiction participating in</p>

² DHS defines personal information as "Personally Identifiable Information" or PII, which is any information that permits the identity of an individual to be directly or indirectly inferred, including any information that is linked or linkable to that individual, regardless of whether the individual is a U.S. citizen, lawful permanent resident, visitor to the U.S., or employee or contractor to the Department. "Sensitive PII" is PII, which if lost, compromised, or disclosed without authorization, could result in substantial harm, embarrassment, inconvenience, or unfairness to an individual. For the purposes of this PTA, SPII and PII are treated the same.



the Records and Information from Departments of Motor Vehicles for E-Verify (RIDE) program and when a Memorandum of Agreement (MOA) exists between the state or jurisdiction and DHS USCIS to verify the information about the document;

Receipt Number;

Visa Number;

A-Number;

I-94 Number;

Employment Authorization Document (Form I-766) Number; and

Permanent Residence Card (Form I-551) Number Photographs,

if required by secondary verification.

B. Disposition data from the employer. The following codes are entered by the employer based on what the employer does as a result of the employment verification information (the most up-to-date disposition codes can be found in the E-Verify Employer Manual available at <http://www.dhs.gov/E-Verify>):

The employee continues to work for the employer after receiving an Employment Authorized result: Employer selects this option based on receiving an Employment Authorized response from E-Verify;

The employee continues to work for the employer after receiving a Final Non-confirmation (FNC) result: Employer selects this option based on the employee getting an FNC despite the employee contesting the Tentative Non-confirmation (TNC) and the employer retains the employee;

The employee continues to work for the employer after receiving a No Show result: Employer selects this option based on the employee getting a TNC but the employee did not try to resolve the issue with the Social Security Administration (SSA) or DHS and the employer retains the employee;

The employee continues to work for the employer after choosing not to contest a TNC: Employer selects this option when the employee does not contest the TNC but the employer retains the employee;

The employee was terminated by the employer for receiving a FNC result: Employer selects this option when employee receives FNC and is terminated;

The employee was terminated by the employer for receiving a No Show result: Employer selects this option when employee did not take an action to resolve and is terminated;

The employee was terminated by the employer for choosing not to contest a TNC: Employer selects this option when employee does not contest the TNC and is terminated;

The employee voluntarily quit working for the employer: Employer selects this option when employee voluntarily quits job without regard to E-Verify;



The employee was terminated by the employer for reasons other than E-Verify: Employer selects this option when employee is terminated for reasons other than E-Verify;

The case is invalid because another case with the same data already exists: Employer selects this option when the employer ran an invalid query because the information had already been submitted; and

The case is invalid because the data entered is incorrect: Employer selects this option when the employer ran an invalid query because the information was incorrect.

Information related to the expiration of the three day hire rule;

Whether an individual is awaiting a SSN;

Technical Problems;

Audit Revealed New Hire Was Not Run;

Federal Contractor With E-Verify Clause Verifying Existing

Employees;

(2) Information about the Enrollee, Employer, or Designated Agent:

Company Name;

Street Address;

Employer Identification Number;

North American Industry Classification System (NAICS) Code;

Number of Employees;

Number of Sites;

Parent Company or Corporate Company;

Name of Company Point of Contact;

Phone Number;

Fax Number; and

EMail Address.

Information about the Individual Employer User of E-Verify:

(e.g., Human Resource employee conducting E-Verify queries):

Last Name;

First Name;

Middle Initial;

Phone Number;

Fax Number;

Email Address; and

User ID.

E. Employment Eligibility Information created by E-Verify:

Case Verification Number; and

Verification Information System Response (the most up-to-date codes can be found in the E-Verify Employer Manual available at



<http://www.dhs.gov/E-Verify>):

Employment Authorized,
DHS Verification in Process,
SSA TNC,
DHS TNC,
Employee Referred to SSA,
Employee Referred to DHS,
SSA Case in Continuance (In rare cases SSA needs more than 10 federal government workdays to confirm employment eligibility),
DHS Case in Continuance (In rare cases DHS needs more than 10 federal government workdays to confirm employment eligibility),
SSA FNC,
DHS FNC,
DHS No Show,
Case Incomplete,
Photo Matching Required,
Review and Update Employee Data, and
Error: Close Case and Resubmit.

(3) Information from state Motor Vehicle Agencies (MVA) used to verify the information from a driver's license, permit, or state issued ID card if the state has established a MOA with DHS USCIS to allow verification of this information. The categories of records from MVAs may include:

Last Name;
First Name;
State or Jurisdiction of Issuance;
Document Type;
Document Number;
Date of Birth;
Status Text;
Status Description Text; and
Expiration Date.

(4) Information from federal databases used to verify employment eligibility may contain some or all of the following information about the individual being verified:

Last Name;
First Name;
Middle Name;
Other Names Used (e.g., Maiden Name);
Date of Birth;
Age;
Country of Birth;
Country of Citizenship;



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Alien Number;
SSN;
Citizenship Number;
Receipt Number;
Address;
Previous Address;
Phone Number;
Nationality;
Gender;
Photograph;
Date Entered United States;
Class of Admission;
File Control Office Code;
Form I-94 Number;
Provision of Law Cited for Employment Authorization;
Office Code Where the Authorization Was Granted;
Date Employment Authorization Decision Issued;
Date Employment Authorization Begins;
Date Employment Authorization Expires;
Date Employment Authorization Denied;
Confirmation of Employment Eligibility;
TNC of Employment Eligibility and Justification;
FNC of Employment Eligibility;
Status of Department of Justice Executive Office
Immigration Review System (EOIR) Information, if in Proceedings;
Date Alien's Status Changed;
Class of Admission Code;
Date Admitted Until;
Port of Entry;
Departure Date;
Visa Number;
Passport Number;
Passport Information including Country of Issuance (COI);
Passport Card Number;
Form Number, for example Form I-551 (Lawful Permanent Resident card) or Form I-766 (Employment Authorization Document);
Expiration Date;
Employment Authorization Card Information;
Lawful Permanent Resident Card Information;
Petitioner Internal Revenue Service Number;
Class of Admission;
Valid To Date;
Student Status;
Visa Code;
Status Code;



Status Change Date;
Port of Entry Code;
Non-Citizen Entry Date;
Program End Date;
Naturalization Certificate Number;
Naturalization Date and Place;
Naturalization Information and Certificate;
Naturalization Verification (Citizenship Certificate Identification ID);
Naturalization Verification (Citizenship Naturalization Date/Time);
Immigration Status (Immigration Status Code);
Federal Bureau of Investigation Number;
Admission Number;
Petitioner Firm Name;
Petitioner Tax Number;
Date of Admission;
Marital Status;
Marriage Date and Place;
Marriage Information and Certificate;
Visa Control Number;
Visa Foil Number;
Class of Admission;
Case History;
Alerts;
Case Summary Comments;
Case Category;
Date of Encounter;
Encounter Information;
Case Actions & Decisions;
Bonds;
Current Status;
Asylum Applicant Receipt Date;
Airline and Flight Number;
Country of Residence;
City Where Boarded;
City Where Visa was Issued;
Date Visa Issued;
Address While in United States;
File Number; and
File Location.

(5) Information from individuals that successfully complete an E-Verify query using Self Check:

Name (last, first, middle initial, and other names used,



<p>if any); Date of Birth; SSN; and Document(s) type, associated number, and associated expiration date that demonstrates work authorization. These may include U.S. Passport, employment authorization document, I-495 Lawful Permanent Resident card, or other documents and associated numbers a listed as acceptable Form I-9 verification documents.</p> <p>(6) Information from individuals that establish a lock on their SSN through myE-Verify accounts: Name (last, first); SSN; Date of Birth; Lock Receipt Number; Lock Date and Expiration Date; Email Address; and Self-Generated Security Questions and Answers.</p>	
<p>4(a) Does the project, program, or system retrieve information by personal identifier?</p>	<p><input type="checkbox"/> No. Please continue to next question. <input checked="" type="checkbox"/> Yes. If yes, please list all personal identifiers used: All data elements listed in question 4.</p>
<p>4(b) Does the project, program, or system use Social Security Numbers (SSN)?</p>	<p><input type="checkbox"/> No. <input checked="" type="checkbox"/> Yes.</p>
<p>4(c) If yes, please provide the specific legal basis and purpose for the collection of SSNs:</p>	<p>The Illegal Reform and Immigrant Responsibility Act of 1996 (IIRIRA) required DHS to establish the Basic Pilot Program with voluntary participation by employers who could use this system to determine whether newly hired employees are authorized to work in the United States. This program was subsequently renamed the E-Verify program. Specifically, Section 403(a) requires “the individual’s social security account number”.</p>
<p>4(d) If yes, please describe the uses of the SSNs within the project, program, or system:</p>	<p>E-Verify uses the SSN to verify employment authorization.</p>



<p>4(e) If this project, program, or system is an information technology/system, does it relate solely to infrastructure?</p> <p><i>For example, is the system a Local Area Network (LAN) or Wide Area Network (WAN)?</i></p>	<p><input checked="" type="checkbox"/> No. Please continue to next question.</p> <p><input type="checkbox"/> Yes. If a log kept of communication traffic, please answer the following question.</p>
<p>4(f) If header or payload data³ is stored in the communication traffic log, please detail the data elements stored.</p>	
<p>Click here to enter text.</p>	

<p>5. Does this project, program, or system connect, receive, or share PII with any other DHS programs or systems⁴?</p>	<p><input type="checkbox"/> No.</p> <p><input checked="" type="checkbox"/> Yes. If yes, please list: E-Verify connects with several DHS systems to verify employment eligibility (e.g., USCIS Central Index System, CLAIMS3, CLAIMS4, CBP Nonimmigrant Information System and Border Crossing Information System). See the E-Verify Program SORN (Record Source Categories) for a complete listing.</p>
<p>6. Does this project, program, or system connect, receive, or share PII with any external (non-DHS) partners or systems?</p>	<p><input type="checkbox"/> No.</p> <p><input checked="" type="checkbox"/> Yes. If yes, please list: E-Verify connects with SSA (NumIdent System), DoS (Consular Consolidated Database) and in certain instances, State Departments of Motor Vehicle Databases to verify employment eligibility. The Enhanced TNC's, Reverification and MOU updates do not result in any new system connections. As is current practice, E-Verify will receive updates regarding specific E-Verify cases from SVS, an internal DHS system and SSA's EV-STAR. Employers provide PII about their employees from Form I-9 and E-Verify provides the employer with the employment eligibility result.</p>

³ When data is sent over the Internet, each unit transmitted includes both header information and the actual data being sent. The header identifies the source and destination of the packet, while the actual data is referred to as the payload. Because header information, or overhead data, is only used in the transmission process, it is stripped from the packet when it reaches its destination. Therefore, the payload is the only data received by the destination system.

⁴ PII may be shared, received, or connected to other DHS systems directly, automatically, or by manual processes. Often, these systems are listed as "interconnected systems" in Xacta.



<p>6(a) Is this external sharing pursuant to new or existing information sharing access agreement (MOU, MOA, LOI, etc.)?</p>	<p>Existing</p> <p>Please describe applicable information sharing governance in place: MOUs with participating employers and agreements with SSA, Department of State, and State DMV (See E-Verify RIDE PIA and Appendix for current agreements)</p>
<p>7. Does the project, program, or system provide role-based training for personnel who have access in addition to annual privacy training required of all DHS personnel?</p>	<p><input type="checkbox"/> No.</p> <p><input checked="" type="checkbox"/> Yes. If yes, please list: Employers must successfully complete the E-Verify tutorial before they may begin creating E-Verify cases.</p>
<p>8. Per NIST SP 800-53 Rev. 4, Appendix J, does the project, program, or system maintain an accounting of disclosures of PII to individuals who have requested access to their PII?</p>	<p><input type="checkbox"/> No. What steps will be taken to develop and maintain the accounting:</p> <p><input checked="" type="checkbox"/> Yes. In what format is the accounting maintained: The Verification Division (Monitoring and Compliance (M&C)) maintains a log all law enforcement case detail extract requests and corresponding disclosures, if appropriate (e.g., disclosures to the Department of Justice Office of Special Counsel, Immigration and Customs Enforcement).</p> <p>Employers enrolled in E-Verify are already in possession of their employees' PII through Form I-9 and are entering PII from Form I-9 into E-Verify system in order receive employment eligibility response (e.g., "Employment Authorized, TNC, FNC)). Every E-Verify case includes employee PII linked to the specific employer account, thus an individual would be able to learn when an Employer used his or her SSN in E-Verify (Note: the MyE-Verify planned Case History feature will also enable an individual to learn when an E-Verify enrolled-employer used his or her SSN through a Case History report.</p>



9. Is there a FIPS 199 determination?⁴	<input type="checkbox"/> Unknown. <input type="checkbox"/> No. <input type="checkbox"/> Yes. Please indicate the determinations for each of the following: Confidentiality: <input type="checkbox"/> Low <input checked="" type="checkbox"/> Moderate <input type="checkbox"/> High <input type="checkbox"/> Undefined Integrity: <input type="checkbox"/> Low <input checked="" type="checkbox"/> Moderate <input type="checkbox"/> High <input type="checkbox"/> Undefined Availability: <input type="checkbox"/> Low <input checked="" type="checkbox"/> Moderate <input type="checkbox"/> High <input type="checkbox"/> Undefined
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PRIVACY THRESHOLD REVIEW

(TO BE COMPLETED BY COMPONENT PRIVACY OFFICE)

Component Privacy Office Reviewer:	Kristy Sawyer/Sarita Rijhwani
Date submitted to Component Privacy Office:	April 27, 2016
Date submitted to DHS Privacy Office:	April 27, 2016
Component Privacy Office Recommendation:	
<i>Please include recommendation below, including what new privacy compliance documentation is needed.</i>	
The USCIS Privacy Office recommends this E-Verify project be designated as privacy sensitive covered by the existing E-Verify Program System of Records Notice last published in the Federal Register on August 11, 2014 and requiring a new E-Verify Program PIA for transparency. The PIA is currently in progress.	
PIA: The E-Verify Program is described in an overarching, programmatic PIA dated May 2010 and an update to that PIA in July 2012. In addition, there are several PIAs that describe, in more detail, associated enhancements to the E-Verify Program such as E-Verify Use of Commercial Data for Employer Verification, E-Verify RIDE, and Self Check.** The May 2010 E-Verify Program PIA	

⁴ FIPS 199 is the [Federal Information Processing Standard](#) Publication 199, Standards for Security Categorization of Federal Information and Information Systems and is used to establish security categories of information systems.



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discusses the overall TNC process at a high level and provides coverage; however we recommend a comprehensive update to the E-Verify Program PIA and retirement for the original May 2010 PIA and 2012 PIA Update. This will provide a streamlined E-Verify Program PIA notice to the public and provide an opportunity to bring language up-to-date including update privacy risks and mitigations (e.g., including references to Self Check and myE-Verify as mechanisms to enable individuals' access to their information). The E-Verify PIA is in draft and currently with the program.

SORN: DHS/USCIS-011, E-Verify Program (79 FR 46852). The streamlining of information collected on employees and employers remains unchanged by the TNC process streamlining implemented on September 9, 2013. The proposed Reverification process does not add any additional categories of information or categories of individuals (current SORN covers "information about the employee to be verified. The current E-Verify SORN also identifies the Employer Manual available on the E-Verify website as the source for the most up-to-date E-Verify Case disposition codes; therefore updates to the SORN are not necessary.

- **DHS/USCIS/PIA-030 E-Verify Program
- DHS/USCIS/PIA-030(a) E-Verify Program Use of Commercial Data
- DHS/USCIS/PIA-030(b) E-Verify Self Check
- DHS/USCIS/PIA-030(c) E-Verify Ride
- DHS/USCIS/PIA-030(d) E-Verify Program
- DHS/USCIS/PIA-030(e) E-Verify Program

(TO BE COMPLETED BY THE DHS PRIVACY OFFICE)

DHS Privacy Office Reviewer:	Max Binstock
PCTS Workflow Number:	1123429
Date approved by DHS Privacy Office:	May 3, 2016
PTA Expiration Date	May 3, 2019

DESIGNATION

Privacy Sensitive System:	Yes If "no" PTA adjudication is complete.
Category of System:	IT System If "other" is selected, please describe: Click here to enter text.
Determination:	<input type="checkbox"/> PTA sufficient at this time. <input type="checkbox"/> Privacy compliance documentation determination in progress. <input type="checkbox"/> New information sharing arrangement is required. <input type="checkbox"/> DHS Policy for Computer-Readable Extracts Containing Sensitive PII applies.



<input type="checkbox"/> Privacy Act Statement required. <input checked="" type="checkbox"/> Privacy Impact Assessment (PIA) required. <input checked="" type="checkbox"/> System of Records Notice (SORN) required. <input type="checkbox"/> Paperwork Reduction Act (PRA) Clearance may be required. Contact your component PRA Officer. <input type="checkbox"/> A Records Schedule may be required. Contact your component Records Officer.	
PIA:	PIA update is required. If covered by existing PIA, please list: DHS/USCIS/PIA-030 E-Verify Program
SORN:	System covered by existing SORN If covered by existing SORN, please list: DHS/USCIS-011 E-Verify Program
DHS Privacy Office Comments: <i>Please describe rationale for privacy compliance determination above.</i>	
<p>USCIS is submitting this PTA because E-Verify is a service that lets employers quickly verify the eligibility of their new employees to work in the United States. E-Verify compares information provided by an employee on the Form I-9 against information in DHS, SSA, Department of State, and some state DMV databases.</p> <p>PRIV finds that is a privacy sensitive system because E-Verify collects PII from members of the public.</p> <p>PRIV finds that a PIA update is required to streamline notice to the public of the several enhancements made to E-Verify since the original PIA was completed in 2010.</p> <p>PRIV finds that a SORN is required because E-Verify retrieves information by unique identifier.</p> <p>This system is covered by DHS/USCIS-011 E-Verify Program because the system provides employment authorization information to employers participating in E-Verify and to individuals seeking to check employment eligibility under the INA. DHS/USCIS-011 covers information about the employee to be verified, information about the employer, information from state MVA, information from federal databases, information from individuals that successfully complete an E-Verify self-check query, and information from individuals trying to lock their SSN.</p>	