

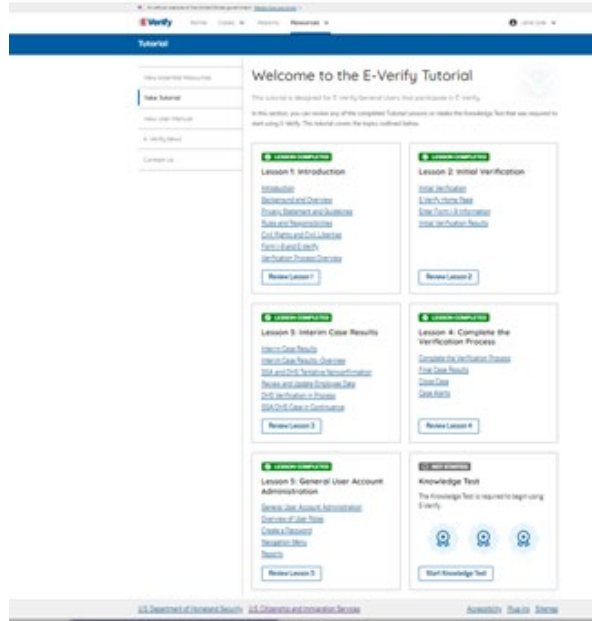
EV GU Lesson 1

**LESSON COMPLETED**

**Lesson 1: Introduction**

[Introduction](#)  
[Background and Overview](#)  
[Privacy Statement and Guidelines](#)  
[Rules and Responsibilities](#)  
[Civil Rights and Civil Liberties](#)  
[Form I-9 and E-Verify](#)  
[Verification Process Overview](#)

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Current	Updated Content	Updated Image
	<p><b>Welcome to the E-Verify Tutorial</b></p> <p>This tutorial is designed for E-Verify general users for Employers that participate in E-Verify.</p> <p>In this section, you can review any of the completed tutorial lessons or retake the knowledge test that was required to start using E-Verify. This tutorial covers the topics outlined below.</p> <p><b>Lesson 1: Introduction</b></p> <p>Introduction  E-Verify Background and Overview  Privacy Statement and Guidelines  Rules and Responsibilities  Civil Rights and Civil Liberties  Form I-9 and E-Verify  Verification Process Overview  {Review Lesson 1}</p> <p><b>Lesson 2: Initial Verification</b></p> <p>Initial Verification</p>	

E-Verify Home Page  
Enter Form I-9 Information  
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**Lesson 3: Interim Case Results**

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DHS and/or SSA Case in Continuance  
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Complete the Verification Process  
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General User Account Administration  
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**Lesson 1: Introduction**

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**Lesson 1: Introduction**

Introduction  
 E-Verify Background and Overview  
 Privacy Statement and Guidelines  
 Rules and Responsibilities  
 Civil Rights and Civil Liberties  
 Form I-9 and E-Verify  
 Verification Process Overview  
 {Review Lesson 1}

**Introductions**

Welcome to Lesson 1 of the E-Verify General User Tutorial for Employers. In this lesson, you will learn about:

- E-Verify Background and Overview
- Privacy Statement and Guidelines
- Rules and Responsibilities
- Civil Rights and Civil Liberties
- Form I-9 and E-Verify
- Verification Process Overview



**E-Verify** Home Cases Reports Resources General User

**Tutorial**

### Learning Objectives

Upon completing this lesson, you should be able to:

- Describe the background and overview of E-Verify
- Carry out and comply with rules, responsibilities and guidelines for protecting privacy and personal information
- Recognize Civil Rights and Civil Liberties
- Recognize Form I-9 procedures and how they relate to E-Verify
- Recognize the verification process and case results

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### Learning Objectives

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**E-Verify** Home Cases Reports Resources Employer User

**Tutorial**

### Background and Overview

In 1996, Congress passed the Illegal Immigration Reform and Immigrant Responsibility Act (IIRIRA), which required the Social Security Administration (SSA) and U.S. Citizenship and Immigration Services (USCIS), formerly the Immigration and Naturalization Service (INS), to initiate an employment verification pilot program.

Under the U.S. Department of Homeland Security (DHS), USCIS operates the E-Verify program, previously referred to as the Basic Pilot Program. E-Verify implements the legal requirements of IIRIRA by allowing any U.S. employer to electronically verify the employment eligibility of its newly hired employees.

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### E-Verify Background

In 1996, Congress passed the Illegal Immigration Reform and Immigrant Responsibility Act (IIRIRA), which required the Department of Homeland Security (DHS) and Social Security Administration (SSA) to develop an employment confirmation process now known as E-Verify.




**E-Verify** Home Cases Reports Resources Employer User

**Tutorial**

### Background and Overview

In 1996, Congress passed the Illegal Immigration Reform and Immigrant Responsibility Act (IIRIRA), which required the Social Security Administration (SSA) and U.S. Citizenship and Immigration Services (USCIS), formerly the Immigration and Naturalization Service (INS), to initiate an employment verification pilot program.

Under the U.S. Department of Homeland Security (DHS), USCIS operates the E-Verify program, previously referred to as the Basic Pilot Program. E-Verify implements the legal requirements of IIRIRA by allowing any U.S. employer to electronically verify the employment eligibility of its newly hired employees.



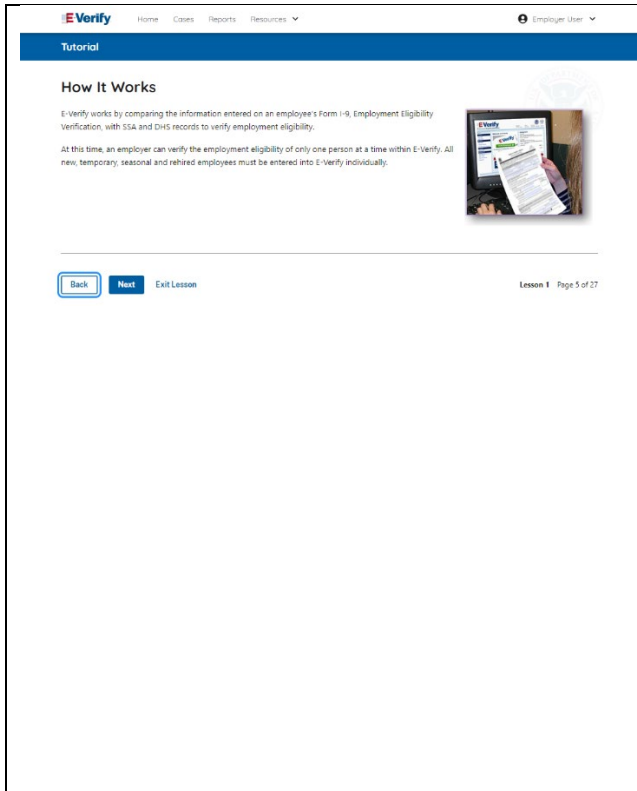
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## E-Verify Overview

E-Verify is an internet-based system that electronically verifies the employment eligibility of newly hired employees to work in the United States.

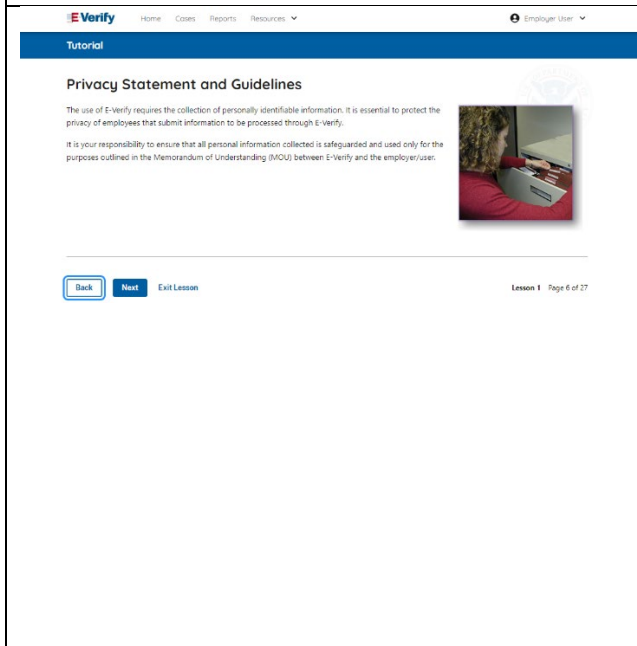
E-Verify is a voluntary program. Employers with federal contracts or subcontracts that contain the Federal Acquisition Regulation (FAR) E-Verify clause are required to enroll in and use E-Verify as a condition of federal contracting. Employers with employees in states with legislation that requires participation in E-Verify, for example, as a condition of business licensing, may also be required to participate in E-Verify. In addition, an employer may be required to participate in E-Verify pursuant to a court order.





## How E-Verify Works

E-Verify works by electronically comparing the information from an employee's Form I-9, Employment Eligibility Verification, with official government records that E-Verify can access to verify the identity and employment eligibility of each newly hired employee and/or employee assigned to a covered federal contract.



## Privacy Statement and Guidelines

E-Verify use requires the collection of personally identifiable information (PII). Employers must protect the privacy of employees who submit information to be processed through E-Verify and ensure that all personal information collected is safeguarded and used only for the purposes outlined in the memorandum of understanding (MOU).

E-Verify protects PII in accordance with a National Archives and Records Administration (NARA) records retention and disposal schedule (N 1-566-08-7) by annually disposing of E-Verify records that are over 10 years old. This minimizes security and privacy risks associated with U.S. government retention of PII.



Failure to properly protect employee information can result in identity theft or fraud and can cause considerable inconvenience, harm, or embarrassment to the employees or employer affected.

### Privacy Guidelines

#### Privacy Guidelines Overview

- Allow only authorized users to use E-Verify. Ensure that only authorized users handle information and create cases.
- Secure access to E-Verify. Protect passwords used to access E-Verify and ensure that unauthorized persons do not access E-Verify.
- Protect and store employee information properly. Ensure that employee information is stored in a safe and secure location and that only authorized users have access to this information.
- Discuss E-Verify results in private. Ensure that all case results, including mismatches and Final Nonconfirmations are discussed in private with the employee.

#### REMINDER

You must ensure that all PII is safeguarded.




E-Verify Home Cases Reports Resources Employee User

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### Privacy and Security Statement (continued)

Failure to properly protect employee information can result in identity theft or fraud, and can cause considerable inconvenience, harm or embarrassment to the employees or employers affected.



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### Privacy Guidelines

At a minimum, take the steps outlined in the table below to protect personal information and comply with the appropriate regulations.

PRIVACY GUIDELINES
<b>Allow ONLY authorized users to use E-Verify.</b> Ensure that only the appropriate users handle information and perform verification cases.
<b>SECURE access to E-Verify.</b> Protect passwords used to access E-Verify and ensure that unauthorized persons do not gain access to the system.
<b>PROTECT and STORE individuals' information properly.</b> Ensure that employees' information is stored in a safe and secure location and that only authorized users have access to this information.
<b>Discuss E-Verify results in PRIVATE.</b> Ensure that case results are discussed in private with the employee.

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The screenshot shows the E-Verify tutorial interface. At the top, there is a navigation bar with 'E-Verify' logo and links for Home, Cases, Reports, Resources, and Employer User. Below the navigation bar, the page title is 'Tutorial' and the sub-header is 'Rules and Responsibilities'. The main content area contains introductory text: 'All E-Verify users are bound by the guidelines set forth in the MOU and the rules and responsibilities outlined in the E-Verify User Manual for Employers and this tutorial. The next screens outline the specific rules and responsibilities required of everyone that uses E-Verify.' To the right of the text is a small image of a person at a computer. At the bottom of the page, there are navigation buttons for 'Back', 'Next', and 'Exit Lesson', along with the text 'Lesson 1 Page 9 of 27'.

### Rules and Responsibilities

All E-Verify users are bound by the guidelines set forth in the E-Verify MOU and the rules and responsibilities outlined in the E-Verify User Manual for Employers and this tutorial.

The next screens outline the specific rules and responsibilities required of everyone that uses E-Verify.

**NOTE:** Additional information on each rule and responsibility is provided throughout this tutorial.



The screenshot shows the E-Verify tutorial interface for the next page. The navigation bar is the same as the previous page. The sub-header is 'Rules and Responsibilities (continued)'. The main content area lists 'Employers participating in E-Verify MUST:' followed by several bullet points: 'Follow E-Verify procedures for each newly hired employee while enrolled/participating in E-Verify.', 'Notify each job applicant of E-Verify participation.', 'Clearly display the "Notice of E-Verify Participation" and "Right to Work" posters in all languages supplied by DHS.', 'Complete Form I-9, Employment Eligibility Verification, for each newly hired employee before creating a case in E-Verify.', and 'Ensure that all Form I-9, JSS 8 identity documents have a photo.' A note at the bottom states: 'NOTE: Additional information on each rule and responsibility is provided throughout this tutorial.' Navigation buttons for 'Back', 'Next', and 'Exit Lesson' are at the bottom, along with the text 'Lesson 1 Page 10 of 27'. Below the screenshot, there is a red text annotation: 'Obtain a Social Security number from each newly hired employee on Form I-9. Listed on #11'.

### Rules and Responsibilities – E-Verify Employers Must

Employers participating in E-Verify **MUST**:

- ✓ Follow E-Verify procedures for each employee for whom an E-Verify case is created.
- ✓ Notify each job applicant of E-Verify participation by clearly displaying the Notice of E-Verify Participation and the Right to Work posters in English and Spanish. You may also display the posters in other languages provided by DHS.
- ✓ Complete Form I-9 for each newly hired employee before creating a case in E-Verify.
- ✓ Obtain a Social Security number from each newly hired employee on Form I-9.



**E-Verify** Home Cases Reports Resources Employer User

**Tutorial**

### Rules and Responsibilities (continued)

Employers participating in E-Verify **MUST**:

- Create a case for each newly hired employee no later than the third business day after he or she starts work for pay.
- Obtain a Social Security number (SSN) from Form I-9 for each newly hired employee.
- Provide each employee with notice of and the opportunity to contest a Tentative Nonconfirmation (TNC).
- Not terminate the employee during the E-Verify verification process because he or she receives a TNC.
- Ensure that all personally identifiable information is safeguarded.

**NOTE:** Additional information on each rule and responsibility is provided throughout this tutorial.

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*Not terminate the employee during the E-Verify verification process because he or she receives a TNC. Listed on #13*

- ✓ Ensure that Form I-9 List B identity documents have a photo.
- ✓ Create a case for each newly hired employee no later than the third business day after he or she starts work for pay. Enter the employee's email address in E-Verify if it was provided on Form I-9.
- ✓ Provide each employee with notice of and the opportunity to take action on a mismatch by downloading the Further Action Notice and providing it to the employee before referring the case.
- ✓ Ensure that all PII is safeguarded.

**E-Verify** Home Cases Reports Resources Employer User

**Tutorial**

### Notice to Employees of E-Verify Participation

You **MUST** notify ALL employees of your participation in E-Verify. To do this, you must clearly display the following in all languages provided by DHS:

- "Notice of E-Verify Participation" and;
- "Right to Work" posters.

Both notices are found in "View Essential Resources."

**IMPORTANT:** Notices and/or posters that cannot be displayed should be printed and distributed to every job applicant.

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- ### Rules and Responsibilities - Notice to Employees of E-Verify Participation
- You **MUST** notify **ALL** employees of your participation in E-Verify:
- Provide the following posters to your company locations:
    - Notice of E-Verify Participation; and
    - Right to Work.
  - Ensure all locations display the posters (in both English and Spanish) in a prominent place that is clearly visible to all current and prospective employees, electronically or in hard copy.
  - Replace the participation posters when updates are provided by DHS to ensure employees, applicants, and the public to have the most recent and complete information regarding E-Verify.
  - E-Verify recommends providing a copy of these posters with job application materials, either electronically or in hard copy.



E-Verify Home Cases Reports Resources Employer User

Tutorial

### Rules and Responsibilities (continued)

Employers participating in E-Verify **MUST NOT:**

- Use E-Verify to pre-screen an applicant for employment.
- Check the employment eligibility of an employee hired before the company signed the E-Verify MOU.
- Take adverse action against an employee based upon a case result unless E-Verify issues a final nonconfirmation.
- Specify or request which Form I-9 documentation a newly hired employee must use.
- Use E-Verify to discriminate against ANY job applicant or new hire on the basis of his or her national origin, citizenship or immigration status.
- Selectively verify the employment eligibility of a newly hired employee.
- Share any user ID and/or password.

**NOTE:** Additional information on each rule and responsibility is provided throughout this tutorial.

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### Rules and Responsibilities - E-Verify Employer Must Not:

Employers participating in E-Verify **MUST NOT:**

- Use E-Verify to pre-screen an applicant for employment.
- Specify or request which Form I-9 documentation an employee must use, except to specify that any Form I-9 List B document the employee chooses to present must contain a photo.
- Use E-Verify to discriminate against any job applicant or employee on the basis of their national origin, citizenship, or immigration status.
- Create an E-Verify case for an employee who was hired before the employer signed the E-Verify MOU, except in certain instances, such as employees of federal contractors with the FAR E-Verify clause.
- Terminate, suspend, delay training, withhold or lower pay, or take any other adverse action against an employee because of the mismatch, until the mismatch becomes a Final Nonconfirmation.
- Share any user ID or password.

**NOTE:** Additional information on each rule and responsibility is provided throughout this tutorial.


**E-Verify** Home Cases Reports Resources Employer User

**Tutorial**

### Civil Rights and Civil Liberties

It is important to protect the rights of employees. The next screens discuss the following:

- Employee Protection
- Responsibility to Avoid Discrimination
- Deter Discrimination in Your Workplace
- Adverse Actions



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## Civil Rights and Civil Liberties

Employee rights must be protected. The next screens discuss the following:

- Employee Protection
- Responsibility to Avoid Discrimination
- Deter Discrimination in Your Workplace
- Adverse Actions



**E-Verify** Home Cases Reports Resources Employer User

**Tutorial**

### Employee Protection

It is your responsibility to treat employees equitably when using E-Verify.

**You MUST:**

- Create a case in E-Verify only **AFTER** the applicant has accepted an offer of employment and Form I-9 is complete.
- Give notice to employees regarding your participation in E-Verify and employee rights.
- Take steps to ensure the privacy of employees by protecting their personal information and to secure the password you use to access E-Verify.
- Discuss work eligibility issues with people directly concerned with the information and limit these conversations to the relevant case details.
- Ensure employees who receive a Tentative Nonconfirmation (TNC) case result are provided with the printed Further Action Notice.

**You must NOT:**

- Create a case in E-Verify before a job offer has been accepted and Form I-9 is complete. This is considered pre-screening.
- Use E-Verify to screen job applicants or to re-verify employment eligibility.
- Use E-Verify selectively.

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## Civil Rights and Civil Liberties - Employee Protection

It is your responsibility to treat employees equitably when using E-Verify. **You MUST:**

- Create a case in E-Verify only **AFTER** the applicant has accepted an offer of employment and Form I-9 is complete.
- Give notice to employees regarding your participation in E-Verify and employee rights.
- Take steps to ensure the privacy of employees by protecting their personal information and to secure the password you use to access E-Verify.
- Discuss employment eligibility issues with people directly concerned with the information and limit these conversations to the relevant case details.

- Ensure employees who receive a mismatch are provided with the printed Further Action Notice.

**You must NOT:**

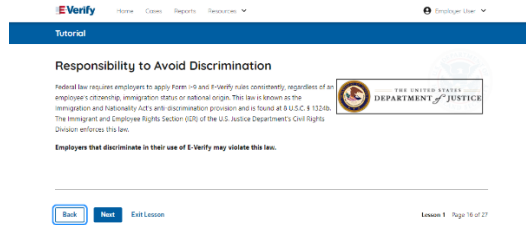
- Create a case in E-Verify before a job offer has been accepted and Form I-9 is complete. This is considered pre-screening.
- Use E-Verify to screen job applicants or to re-verify employment eligibility.
- Use E-Verify selectively to discriminate against applicants or employees.

**Protecting Civil Rights and Civil Liberties: The Department of Justice’s Immigrant and Employee Rights Section (IER)**

Federal law requires employers to apply Form I-9 and E-Verify rules consistently, regardless of an employee’s citizenship, immigration status or national origin. This law is known as the Immigration and Nationality Act’s anti-discrimination provision and is found at 8 U.S.C. § 1324b. The Immigrant and Employee Rights Section (IER) of the U.S. Justice Department's Civil Rights Division enforces this law.

**Employers that discriminate in their use of E-Verify may violate this law.**

For more information on how to avoid discrimination, contact IER Worker Hotline at 800-255-7688 (TTY: 800-237-2515) or visit [justice.gov/ier](http://justice.gov/ier).



No Image

**Civil Rights and Civil Liberties – U.S. Equal Employment Opportunity Commission (EEOC)**

You may not discriminate against employees because of race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), disability or genetic information.

**Employers that discriminate in their use of E-Verify may be in violation this law.**

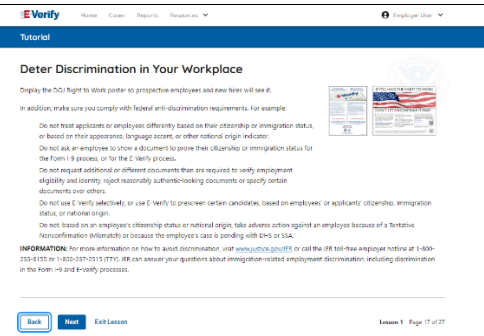
For more information on how to avoid discrimination, contact EEOC at 800-669-4000 (TTY: 844-234-5122) or visit [eeoc.gov](http://eeoc.gov).

**Civil Rights and Civil Liberties - Deter Unlawful Discrimination in Your Workplace**

Display the DHS E-Verify Participation and DOJ Right to Work posters so prospective employees and new hires will see them.

In addition, make sure you comply with federal anti-discrimination requirements. For example:

- Do not treat applicants or employees differently based on their citizenship or immigration status, or based on their appearance, language, accent, or other national origin indicator.
- Do not ask an employee to show a specific document to prove their citizenship or immigration status for the Form I-9 process or for the E-Verify process.
- Do not request additional or different documents than are required to verify employment eligibility and identity, reject reasonably genuine-looking documents or specify certain documents over others.
- Do not use E-Verify selectively or to prescreen certain candidates based on employees' or applicants' citizenship, immigration status, or national origin.
- Do not, based on an employee's citizenship status or national origin, take adverse action against an employee because of a mismatch or because their case is pending with DHS or SSA.



**E-Verify** Home Cases Alerts Discussion


Tutorial

### Adverse Actions

E-Verify prohibits you from taking adverse actions against employees based on the employer's decision to contest a Tentative Nonconfirmation (TNC) or because the employer's case is pending with DHS or SSA. Adverse actions include terminating, suspending, withholding pay or training, delaying a start date or otherwise limiting his or her employment.

To avoid improper adverse actions, treat employees that choose to contest a case result as you would treat any other employee.

If you take adverse actions against job applicants or employees, you could face legal action, including civil penalties and back pay awards, and your participation in E-Verify may be terminated.



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### Civil Rights and Civil Liberties – Adverse Actions

Employers must not terminate, suspend, delay training, withhold or lower pay, or take any other adverse action against an employee because of the mismatch, until the mismatch becomes a Final Nonconfirmation.

If the employee chooses not to take action on the mismatch, the employer may terminate employment with no civil or criminal liability as noted in Responsibilities of the Employer, Article II, Section A paragraph 13 of the MOU. The case can be treated as a Final Nonconfirmation, and the employer should close the case in E-Verify.

**To avoid improper adverse actions, treat employees that choose to contest a mismatch result as you would treat any other employee.**



**E-Verify**

terminate suspend

Employers must NOT

withhold or lower pay

delay training take any other adverse action

... against an employee because of a mismatch, until the mismatch becomes a Final Nonconfirmation

**Form I-9 and E-Verify**

All employers in the United States are required to complete Form I-9 no later than the third business day after their employees start work for pay and keep a record of Form I-9 on file. This requirement does NOT change for employers enrolled in E-Verify.

Employers enrolled in E-Verify have chosen to take the additional step of verifying that their employees' Form I-9 information matches government records, thereby ensuring a legal workforce.

**NOTE:** To view or download Form I-9, click [Form I-9](#). For more information on Form I-9 procedures, review the [Handbook for Employers: Guidance for Completing Form I-9 \(M-274\)](#) which is also located in View Essential Resources.

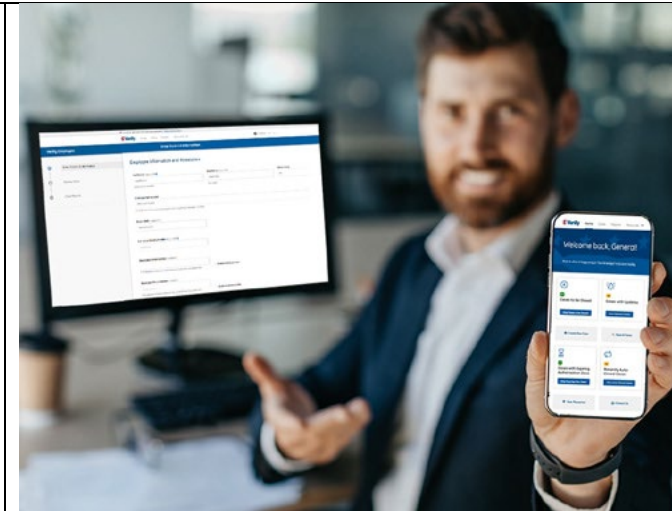
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## Form I-9 and E-Verify

All employers in the United States are required to complete Form I-9 no later than the third business day after their employees start work for pay and keep a record of Form I-9 on file. This requirement does **NOT** change for employers enrolled in E-Verify.

Employers enrolled in E-Verify have chosen to take the additional step of electronically confirming that their employees' Form I-9 information matches official government records that E-Verify can access, thereby helping ensure a legal workforce.

**NOTE:** To view or download Form I-9, click [Form I-9](#). For more information on Form I-9 procedures, review the [Handbook for Employers: Guidance for Completing Form I-9 \(M-274\)](#) which is also located in View Essential Resources.



**Form I-9: Section 1 - Overview**

Newly hired employees must complete Section 1 of Form I-9 in its entirety. Providing a Social Security number (SSN) on Form I-9 is usually voluntary but newly hired employees of employers participating in E-Verify are required to provide an SSN on Form I-9. Therefore, all newly hired employees, including seasonal, temporary and rehires, **MUST** have an SSN.

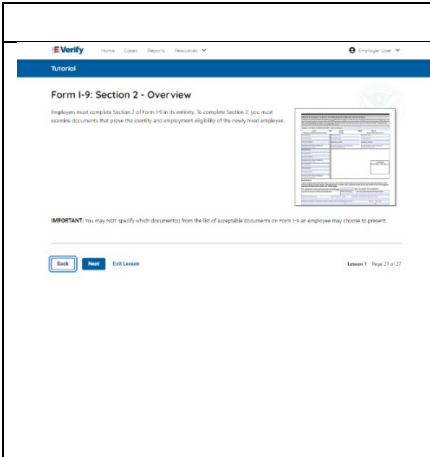
**IMPORTANT:** If an employee does NOT have an SSN, he or she must obtain one from the Social Security Administration (SSA). This delays the 3-day requirement to create a case in E-Verify. Employers must note the reason for this delay on the employer's Form I-9 and during the verification process. You must create a case in E-Verify as soon as the employee has received an assigned SSN from SSA.

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## Form I-9 and E-Verify – Form I-9, Section 1 – Overview

Newly hired employees must complete Section 1 of Form I-9 in its entirety. Providing a Social Security number (SSN) on Form I-9 is usually voluntary but newly hired employees of employers participating in E-Verify are required to provide an SSN on Form I-9. Therefore, all newly hired employees, including seasonal, temporary, and rehires, **MUST** provide an SSN.

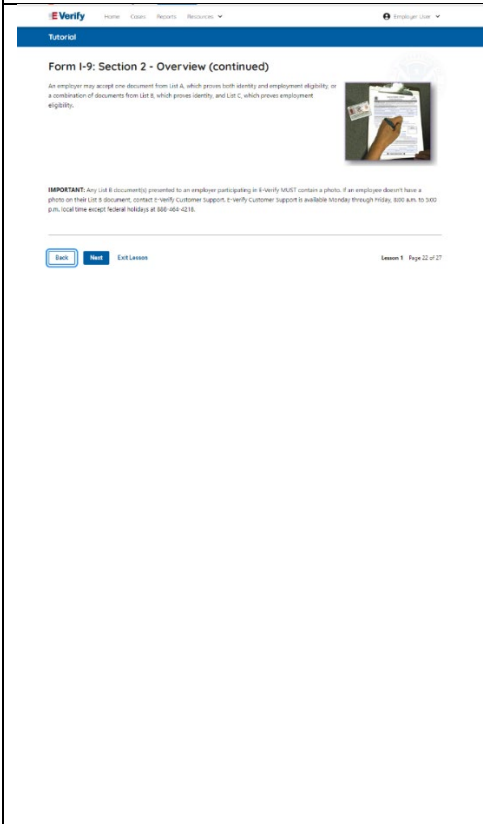
**IMPORTANT:** If an employee does NOT provide an SSN, they must obtain one from the Social Security Administration. This can delay the 3-day requirement to create a case in E-Verify. Employers must note the reason for this delay on the employee's Form I-9 during the verification process. You must create a case in E-Verify as soon as the employee has received their SSN from SSA.



**Form I-9 and E-Verify – Form I-9, Section 2 – Overview**

Employers must complete Section 2 of Form I-9 in its entirety. To complete Section 2, you must examine documents that prove the identity and employment eligibility of the newly hired employee.

**IMPORTANT:** You may **NOT** specify which document(s) from the List of Acceptable Documents on Form I-9 an employee may choose to present.



**Form I-9 and E-Verify – Form I-9, Section 2 – Documents**

An employer may accept one document from List A, which proves both identity and employment eligibility, **or** a combination of documents from List B, which proves identity, and List C, which proves employment eligibility.

**IMPORTANT:** Any List B document(s) presented to an employer participating in E-Verify **MUST** contain a photo.





**E-Verify** Home Cases Reports Preferences  
Tutorial

### Verification Process Overview

The E-Verify employment eligibility verification process begins with a completed Form I-9. The information from Form I-9 is then entered into E-Verify and a case result is provided.

Case results inform you of your employee's work eligibility. Case results can be initial, interim, or final.

Every case created in E-Verify receives a final case result before it is closed, and every case must be closed.

**REMINDER:** E-Verify makes employment eligibility determinations by comparing the employee's Form I-9 information entered in E-Verify with the information in DHS and SSA records.

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## Verification Process Overview

The E-Verify employment eligibility verification process begins with a completed Form I-9. The information from Form I-9 is then entered into E-Verify and a case result is provided.

Case results inform you of your employee's work eligibility. Case results can be initial, interim, or final.

If you determine the information in the case is incorrect, close the case and create a new case with correct information.

Every case must be closed.

**REMINDER:** E-Verify confirms employment eligibility by comparing the employee's Form I-9 information entered in E-Verify to official government records.



**E-Verify** Home Cases Reports Resources Employee Case

**Tutorial**

**Initial Verification Case Results - Overview**

After Form I-9 information has been entered into E-Verify, E-Verify promptly provides you an initial case result. An initial case result is the first, and sometimes final, case result provided by E-Verify.

An overview of the initial case results is listed in the table below.

Initial Case Results	Overview
<b>Employment Authorized</b>	The employee's information matched with DHS and/or SSA records. It's that easy!
<b>Tentative Nonconfirmation (TNC)</b>	Information does not initially match with SSA or DHS records. Additional action is required.
<b>DHS Verification in Progress</b>	This case is referred to DHS for further verification. No action is required until further notice from E-Verify.

Each case result is unique and may or may not require additional action by you and/or the employee. Additional information on initial case results and next steps are addressed throughout this tutorial.

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## Verification Process - Initial Verification Case Results Overview

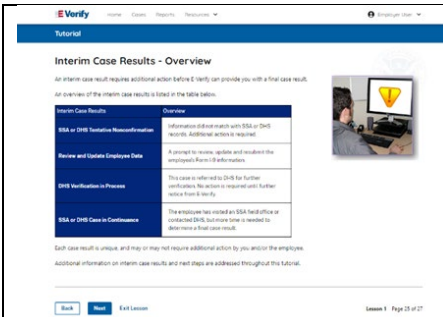
After Form I-9 information has been entered into E-Verify, E-Verify promptly provides you an initial case result. An initial case result is the first, and sometimes final, case result provided by E-Verify.

An overview of the initial case results is listed in the table below.

Initial Case Results	Overview
Employment Authorized	The employee's information matched with official records. Case will automatically close. No action needed.
Tentative Nonconfirmation (Mismatch)	Information does not initially match records. Additional action is required.
E-Verify Needs More Time	DHS could not immediately verify the data and needs more time. This case is referred to DHS for further verification. No action is required until further notice from E-Verify.

Each case result is unique and additional action may be required by you and/or the employee. Additional information on initial case results and next steps are addressed throughout this tutorial.





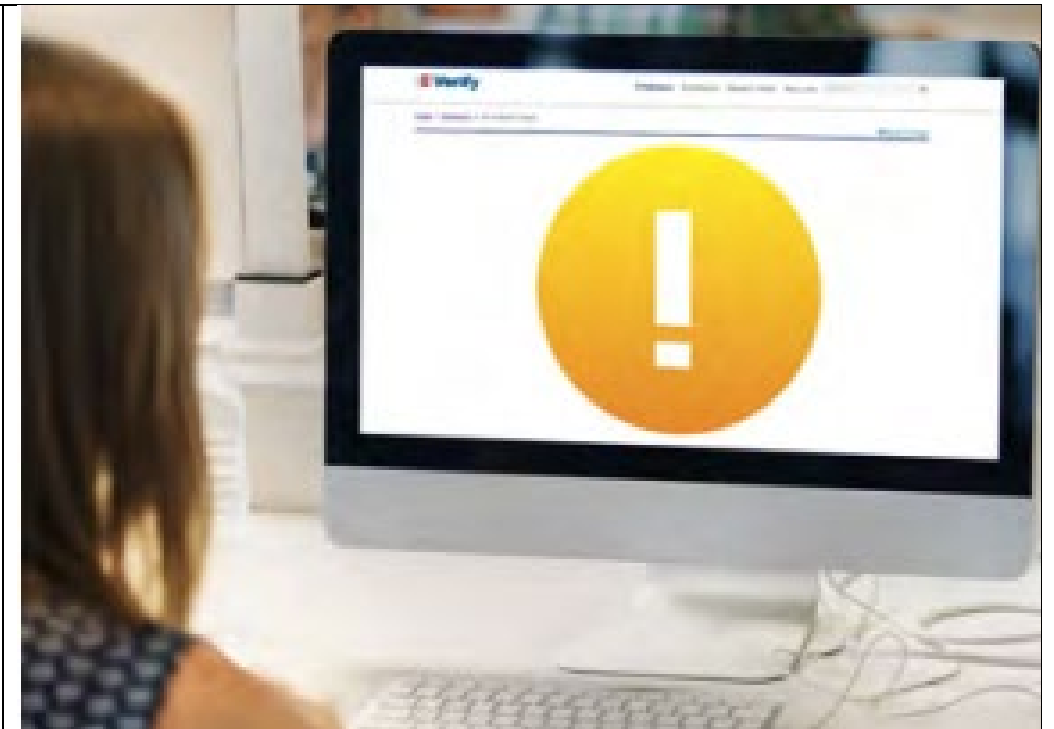
## Verification Process – Interim Verification Case Results Overview

An interim case result requires additional action before E-Verify can provide you with a final case result.

An overview of the interim case results is listed in the table below.

Interim Case Results	Overview
<b>DHS and/or SSA Tentative Nonconfirmation (Mismatch)</b>	Information did not match official government records. Additional action is required.
<b>E-Verify Needs More Time</b>	DHS could not immediately verify the data and needs more time. This case is referred to DHS for further action. No action is required until further notice from E-Verify.
<b>DHS and/or SSA Case in Continuance</b>	The employee has contacted DHS and/or visited a SSA field office, but more time is needed to determine a final case result. No action is required until further notice from E-Verify.

Each case result is unique and may or may not require additional action by you and/or the employee. Additional information on interim case results and next steps are addressed throughout this tutorial.



**E-Verify** Home Cases Reports Resources

**Tutorial** Employee User

### Final Case Results - Overview

A final case result means that the case is ready to be closed. You must close every case to complete the E-Verify process.

An overview of the final case results is listed in the table below.

Final Case Results	Overview
<b>Employment Authorized</b>	The employee's information matched with DHS and/or SSA records. It's that easy!
<b>DHS or SSA Final Nonconfirmation</b>	E-Verify cannot verify an employee's employment eligibility after the employee has visited SSA or contacted DHS.
<b>DHS No Show</b>	The employee did not contact DHS within the eight Federal Government working days.
<b>Error: Close Case and Resubmit</b>	This case cannot continue because the expiration date entered for the employee's U.S. Passport, Passport Card or driver's license is incorrect. This case must be resubmitted in E-Verify.

Additional information on final case results and next steps are addressed throughout this tutorial.

Back Next Exit Lesson Lesson 1 Page 16 of 22

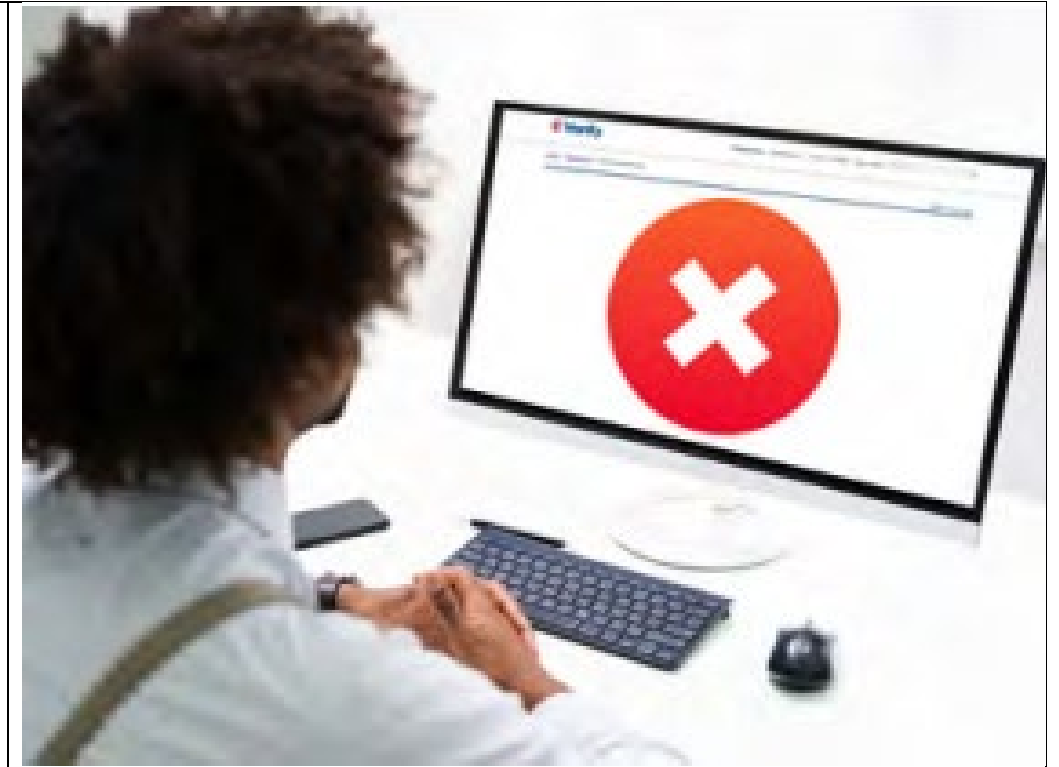
## Verification Process – Final Case Results Overview

A final case result means that the case is ready to be closed. You must close every case to complete the E-Verify process.

An overview of the final case results is listed in the table below.

Final Case Results	Overview
<b>Employment Authorized</b>	The employee's information matched with official records. Case will automatically close. No action needed.
<b>DHS and/or SSA Final Nonconfirmation</b>	E-Verify cannot verify employee's employment eligibility. You may close the case.
<b>Close Case and Resubmit</b>	This case cannot continue because the expiration date entered for the employee's U.S. Passport, Passport Card or driver's license is incorrect. Close the case in E-Verify and create a new case.

Each case result is unique and may or may not require additional action by you. Additional information on final case results and next steps are addressed throughout this tutorial.



E-Verify Home Cases Reports Resources General User

### Tutorial

#### Summary

Congratulations! You have completed Lesson 1 of the E-Verify General User Tutorial for Employers. You should now be able to:

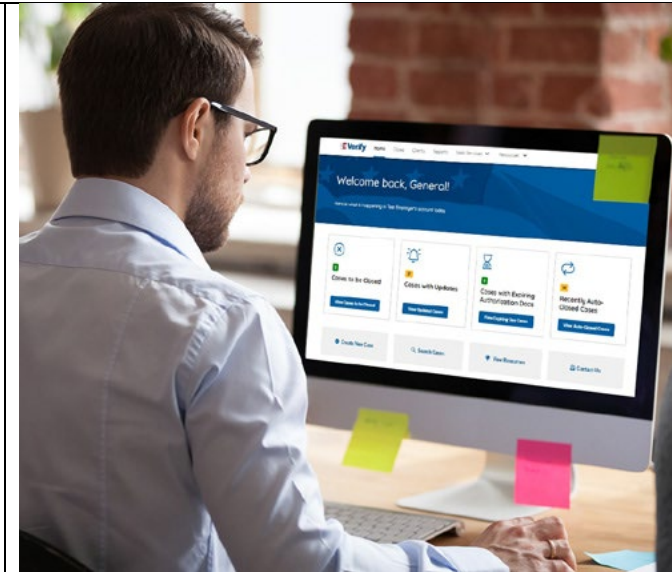
- Describe the background and overview of E-Verify
- Carry out and comply with rules, responsibilities and guidelines for protecting privacy and personal information
- Recognize Civil Rights and Civil Liberties
- Recognize Form I-9 procedures and how they relate to E-Verify
- Recognize the verification process and case results

[Back](#) [Complete Lesson](#) [Exit Lesson](#) Lesson 1 Page 27 of 27

### Summary

Congratulations! You have completed Lesson 1 of the E-Verify General User Tutorial for Employers. You should now be able to:

- Describe the background and overview of E-Verify
- Carry out and comply with rules, responsibilities, and guidelines for protecting privacy and personal information
- Recognize Civil Rights and Civil Liberties
- Recognize Form I-9 procedures and how they relate to E-Verify
- Recognize the verification process and case results



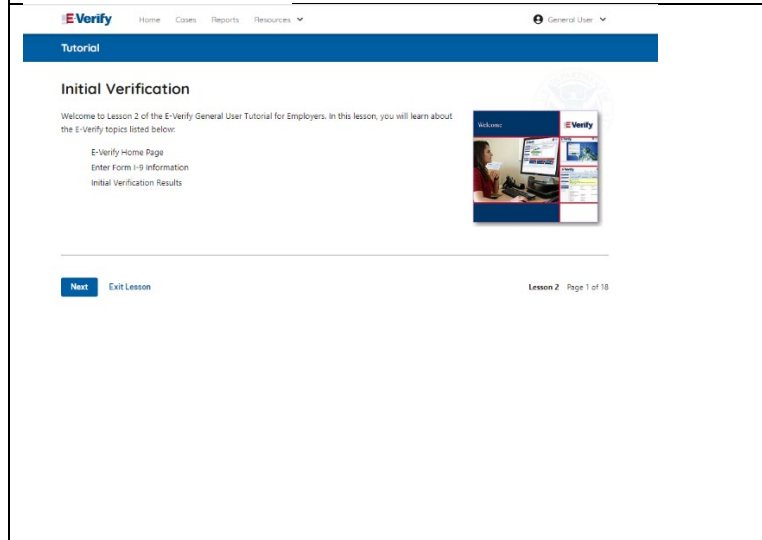
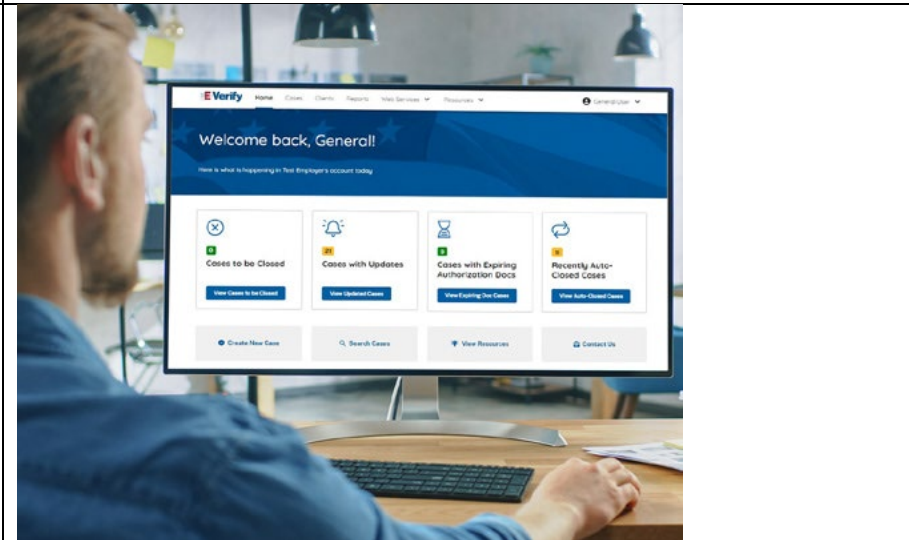
## EV GU Tutorial Lesson 2

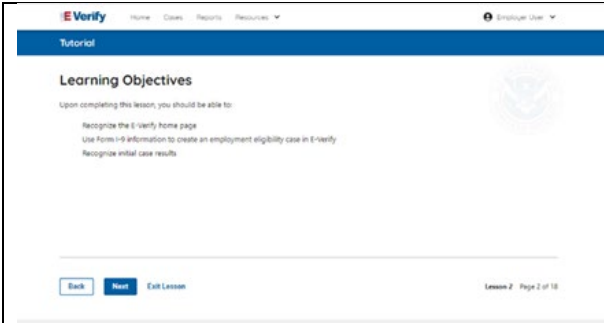
**LESSON COMPLETED**

Lesson 2: Initial Verification

[Initial Verification](#)  
[E-Verify Home Page](#)  
[Enter Form I-9 Information](#)  
[Initial Verification Results](#)

[Review Lesson 2](#)

Current	Update	Image
<p><b>LESSON COMPLETED</b></p> <p>Lesson 2: Initial Verification</p> <p><a href="#">Initial Verification</a>  <a href="#">E-Verify Home Page</a>  <a href="#">Enter Form I-9 Information</a>  <a href="#">Initial Verification Results</a></p> <p><a href="#">Review Lesson 2</a></p>	<p><b>Lesson 2: Initial Verification</b></p> <p>Initial Verification  E-Verify Home Page  Enter Form I-9 Information  Initial Verification Results</p>	
	<p><b>Initial Verification</b></p> <p>Welcome to Lesson 2 of the E-Verify General User Tutorial. In this lesson, you will learn about:</p> <ul style="list-style-type: none"> <li>• E-Verify Home Page</li> <li>• Entering Form I-9 Information</li> <li>• Initial Verification Results</li> </ul>	



### Learning Objectives

Upon completing this lesson, you should be able to:

- Recognize the E-Verify home page
- Use Form I-9 information to create a case in E-Verify
- Recognize initial case results



### E-Verify Home Page

Each time you log in to E-Verify you will see a welcome back banner with your name and company listed.

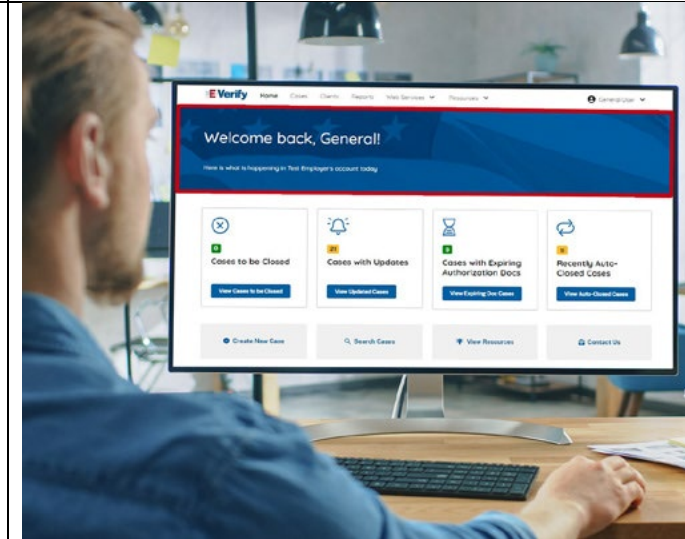
Under the welcome banner are case alert boxes with important information about your cases, including Cases to be Closed, Cases with Updates, Cases with Expiring Authorization Docs and Recently Auto-Closed Cases.

Directly below the case alert boxes are convenient quick links in gray boxes, including Create New Case, Search Cases, View Resources and Contact Us.

Below the quick links is the E-Verify News section that keeps you up to date on the latest and greatest with E-Verify.

#### Navigation buttons above the banner include:

MENU	FUNCTIONS
Home	<ul style="list-style-type: none"> <li>• Employer User Home Page</li> </ul>
Cases	<ul style="list-style-type: none"> <li>• Create New Case</li> <li>• Search Cases</li> </ul>
Reports	<ul style="list-style-type: none"> <li>• Run Reports</li> </ul>
Resources	<ul style="list-style-type: none"> <li>• View Essential Resources</li> <li>• Take Tutorial</li> <li>• View User Manual</li> <li>• E-Verify News</li> <li>• Contact Us</li> </ul>
Account Options	<ul style="list-style-type: none"> <li>• User Profile</li> <li>• Change Password</li> <li>• Change Security Questions</li> <li>• Log Out</li> </ul>



## Create an E-Verify Case

The earliest you may create a case in E-Verify is after the employee accepts an offer of employment and Form I-9 is complete. After the Form I-9 is complete, your next step is to create a case in E-Verify. An E-Verify case must be created no later than the third business day after the employee starts work for pay.

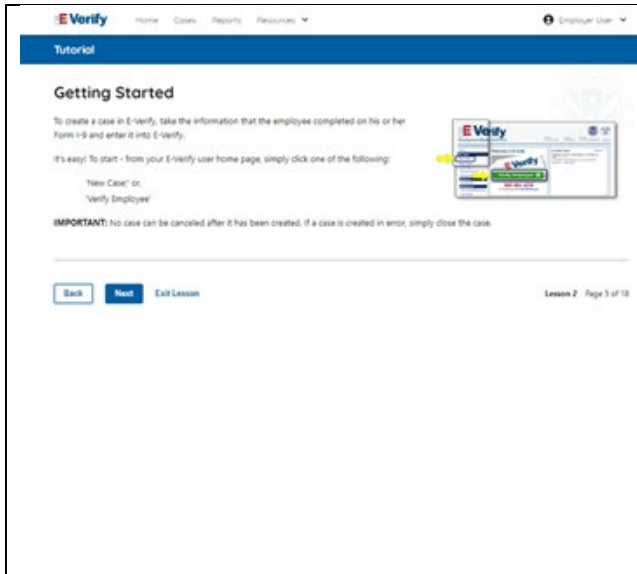
You can find the employee's first day of employment in Section 2 of Form I-9. The employee's first day of employment is circled below.

If the employee's first day of employment changes after you have created the case in E-Verify, no additional action is required in E-Verify as you cannot change that date once you've created the case. You must, however, make a correction to the date recorded in the certification block of Section 2 of the employee's Form I-9 if the employee's first day of employment changes. Annotate the correction with your initials and the date you made the correction.

Review the [Handbook for Employers: Instructions for Completing Form I-9 \(M-274\)](#) or [I-9 Central](#) for more information.

**NOTE:** Employees hired on or before Nov. 6, 1986, are not subject to Form I-9 and, therefore, should not have a case created in E-Verify based on this employment.





## Getting Started

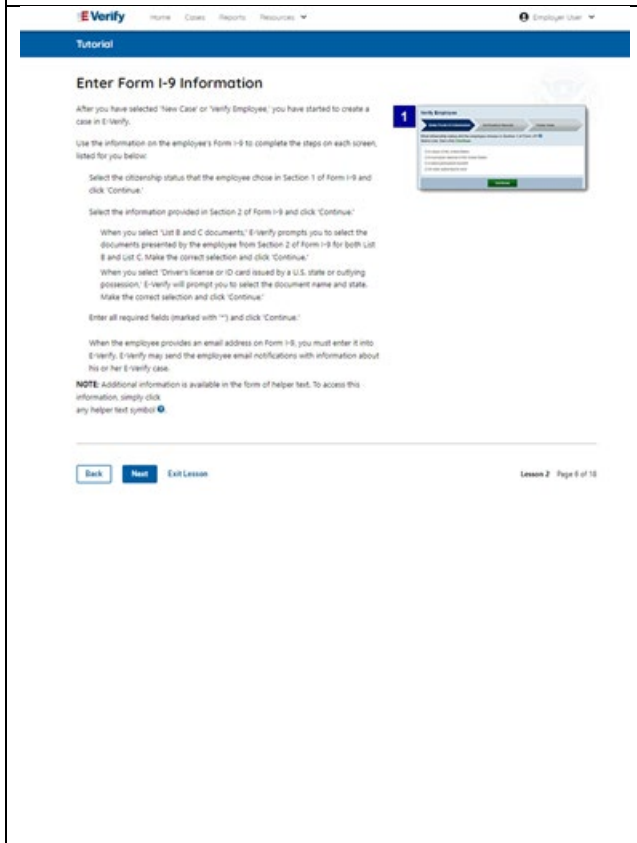
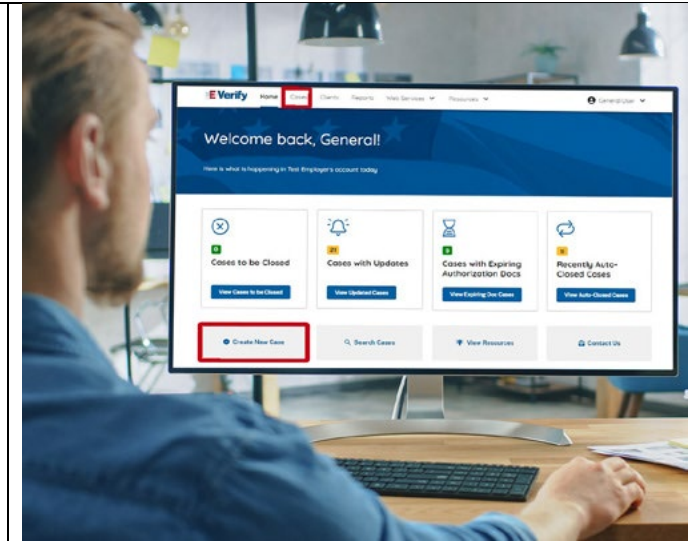
To create a case in E-Verify, use the information from the employee's I-9 and enter it into E-Verify.

From the E-Verify home page:

Click **Cases** above the banner and select **Create New Case**; or

Click **Create New Case** quick link, in gray box below the case alerts.

**IMPORTANT:** No case can be deleted after it has been created. If a case is created in error, simply close the case. All draft cases will be automatically closed after 180 days.




## Enter Form I-9 Information

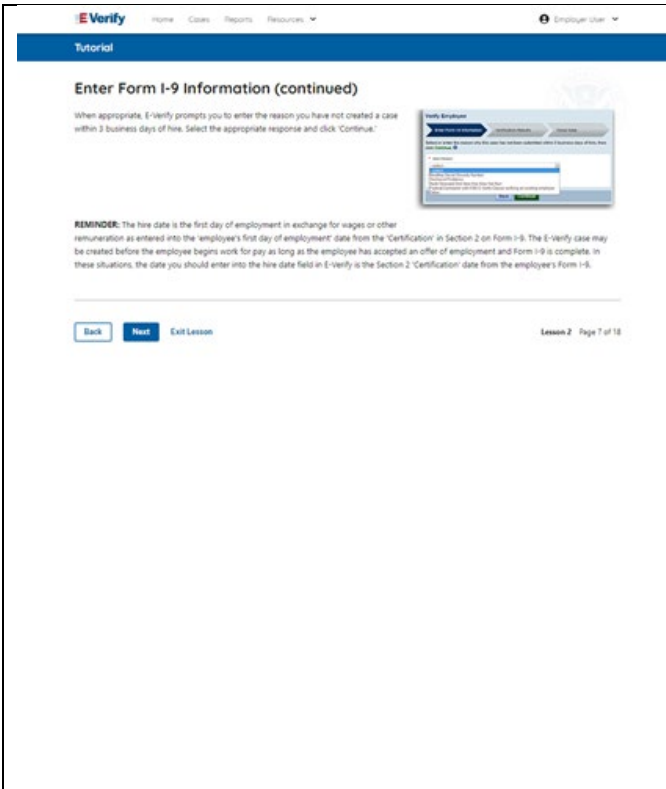
Enter the employee's information from Section 1 of Form I-9. If you do not enter required information, or enter non-standard information, E-Verify generates a field error message and you must enter the required information to continue with the case.

From the Enter Form I-9 Information screen:

- Complete the Employee Information and Attestation section;
- If the employee provided an email address on Form I-9, you must enter it into E-Verify. E-Verify may send the employee email notifications with information about their E-Verify case;
- Click **Continue**;
- Chose the appropriate option for citizenship or immigration status; Click **List A Document** or **List B & C Document** when asked what documents the employer or authorized representative reviewed and verified;
- Select document(s) types from drop down list;
- Enter Document Number (if applicable);
- Enter Expiration Date (if applicable); and
- Click **Continue**.

**NOTE:** Additional information is available in the form of helper text. To access this information, simply click any helper text symbol .



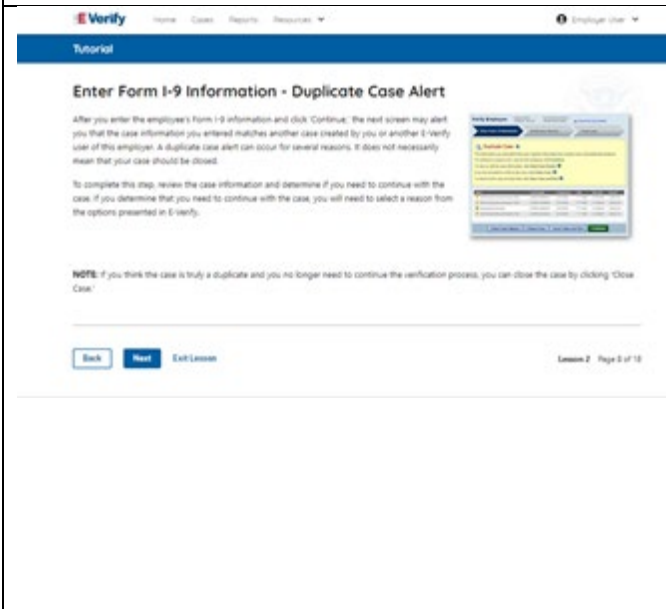
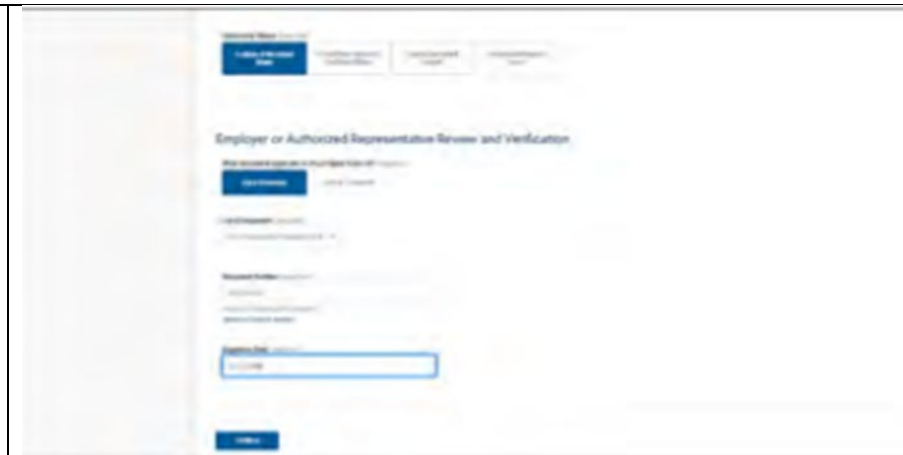


### Enter Form I-9 Information – Additional Case Details

Under the Additional Case Details section, type the employee’s first day of employment as recorded in Section 2 of Form I-9 into the Employee’s First Day of Employment field in the Hire Date field E-Verify. Alternatively, you may click **Today**, **1 Day Ago**, or **2 Days Ago** and the corresponding date automatically populates in the Employee’s First Day of Employment field.

If the case is being created 3 or more days past the employee's first day of employment, you must provide a reason for the delay. Select the appropriate reason from the drop-down menu or if **Other** is selected, E-Verify requires you to type the reason in the Reason for Delay text box and click **Continue**.

REMINDER: The first day of employment is when an exchange for wages or other remuneration as entered in the employee's first day of employment date from the certification block in Section 2 on Form I-9. The E-Verify case may be created before the employee begins work for pay as long as the employee has accepted an offer of employment and Form I-9 is complete. In these situations, the date you should enter in the hire date field in E-Verify is the date recorded in the certification block of Section 2 from the employee's Form I-9.

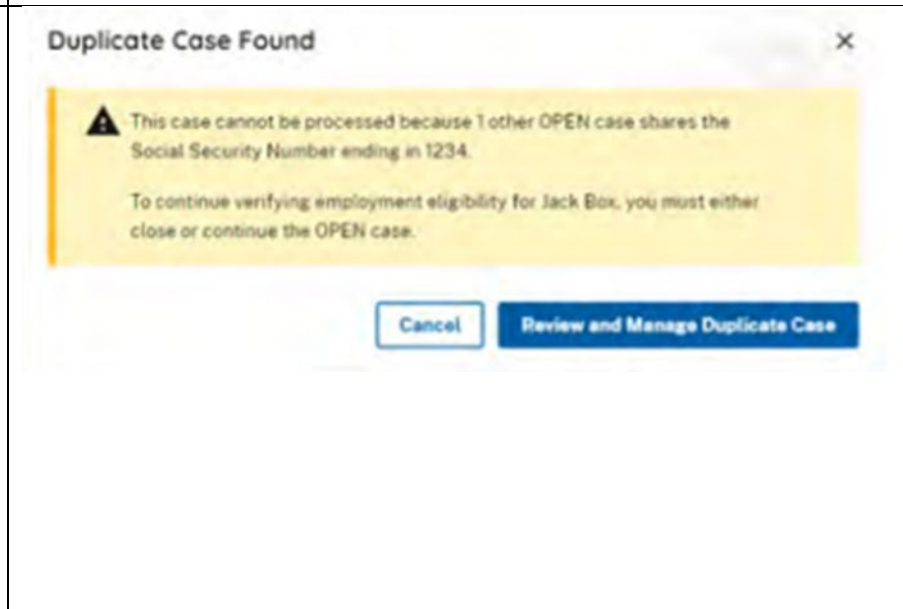


### Enter Form I-9 Information – Duplicate Case Alert

After you enter the employee's Form I-9 information and click **Continue**, the next screen may alert you that the case information you entered matches another case created by you or another E-Verify user of this employer. A duplicate case alert can occur for several reasons. It does not necessarily mean that your case should be closed.

If you receive a new duplicate case alert, you must close all open duplicate cases created for this employee before either this or another case can proceed:

- Select **Review and Manage Duplicate Cases** to see a list of all duplicate cases (open and closed).
- To close an individual case, click **Close Case**.
- Select **Cancel** if you wish to completely discontinue with this case that you have started. Nothing will be saved).



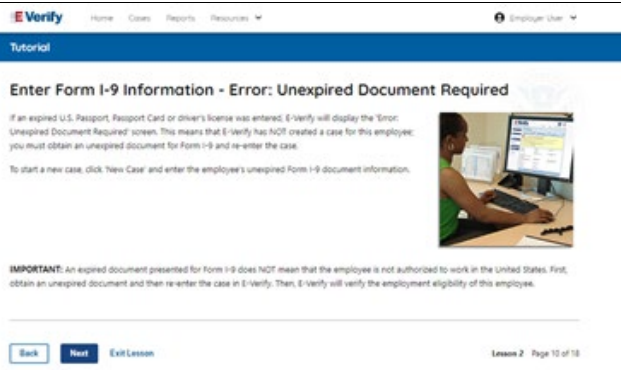
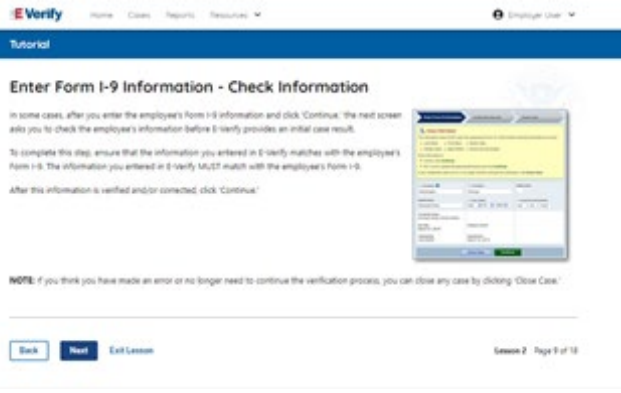
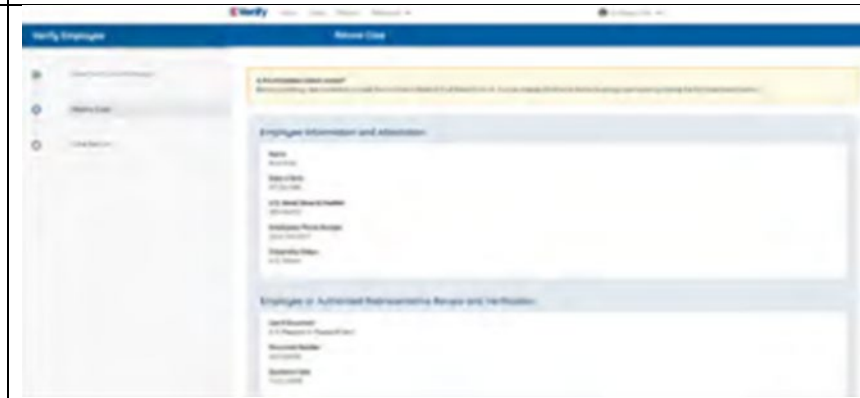
- To continue with a previously created open duplicate case, click **Continue Case**.
- If you decide to continue processing a duplicate case listed in this alert, you must select a reason for continuing a duplicate case.

### Enter Form I-9 Information – Review Case

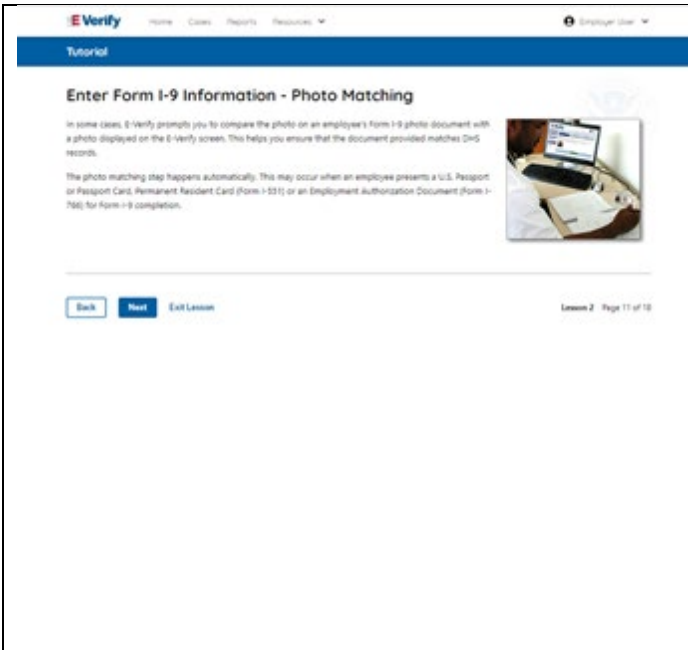
In some cases, after you enter the employee's Form I-9 information and click **Continue**, the Review Case screen asks you to check the employee's information before E-Verify provides an initial case result.

To complete this step, you must ensure that the information you entered in E-Verify matches the employee's Form I-9.

- You can change information before receiving case results by clicking **Edit Case Details**;
- After this information is verified or corrected, click **Submit Case**;
- If you need more time, click **Save and Exit**; or
- If you think you have made an error or no longer need to continue with a case, click **Close Case** and the case will automatically close without being submitted.



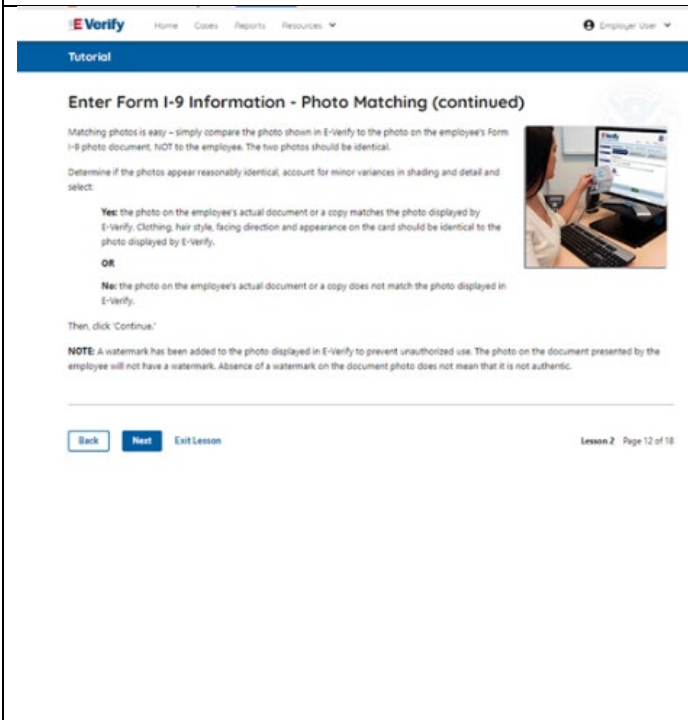
### Delete - OBE



### Enter Form I-9 Information – E-Verify Photo Matching

In some cases, E-Verify prompts you to compare the photo on an employee's Form I-9 photo document with a photo displayed on the E-Verify screen. This helps you ensure that the document provided matches government official records.

The photo matching step happens automatically when an employee presents a U.S. Passport or Passport Card, Permanent Resident Card (Form I-551, also known as a Green Card), or an Employment Authorization Document (Form I-766) for Form I-9 completion.



### Enter Form I-9 Information – E-Verify Photo Matching Overview

Matching photos is easy – simply compare the photo shown in E-Verify to the photo on the employee's Form I-9 photo document, **NOT** to the employee. The two photos should be identical.

Determine if the photos appear reasonably identical, account for minor variances in shading and detail, then select:

**Yes, the photo matches** - The photo on the employee's actual document or a copy matches the photo displayed by E-Verify. Clothing, hair style, facing direction and appearance on the card should be identical to the photo displayed by E-Verify.

**No, this photo does not match** - The photo on the employee's actual document or a copy does not match the photo displayed in E-Verify.

**OR**



**No photo displayed** - No photo was displayed for the E-Verify user to compare with the employee's document provided. You should select this option when E-Verify either displays no photo or it displays an image of something other than a photo of a person, such as an image of a document.

Then, click **Continue** to Case Results.

Review the [E-Verify User Manual, 2.2.2 E-Verify Photo Matching](#) for more information.

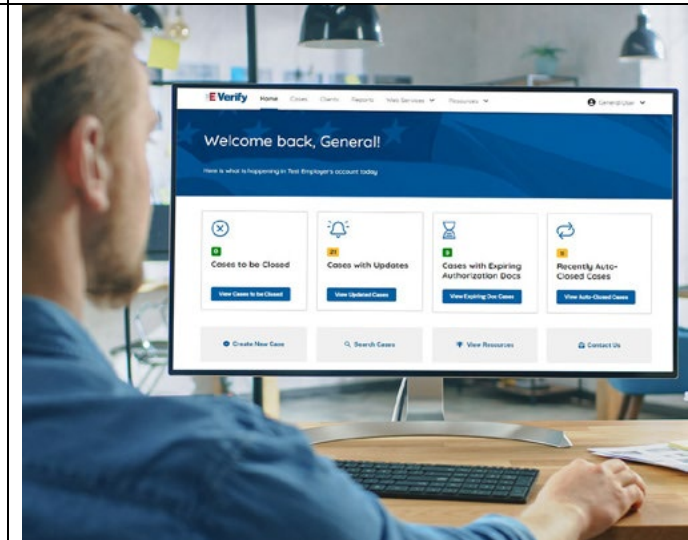
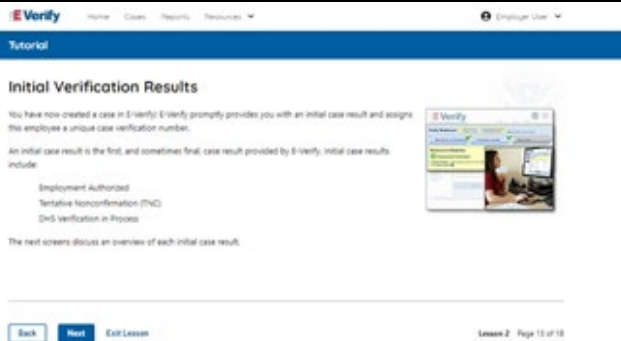
### Verification Process - Initial Verification Case Results Overview

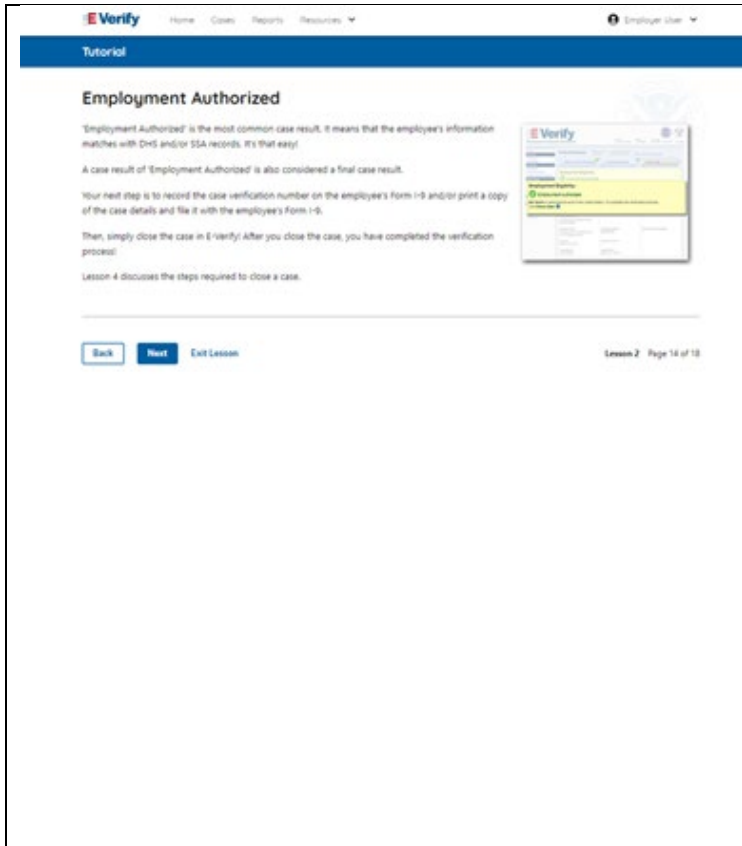
After you enter Form I-9 information into E-Verify and submit the information to create the case, E-Verify promptly provides you an initial case result. An initial case result is the first, and sometimes final, case result provided by E-Verify.

An overview of the initial case results is listed in the table below.

Initial Case Results	Overview
Employment Authorized	The employee's information matched with official records. Case will automatically close. No action needed.
Tentative Nonconfirmation (Mismatch)	Information does not initially match official government records. Additional action is required.
E-Verify Needs More Time	DHS cannot verify the data and needs more time. This case is referred to DHS for further verification. No action is required until further notice from E-Verify.

Each case result is unique and may or may not require additional action by you and/or the employee. Additional information on initial case results and next steps are addressed throughout this tutorial.





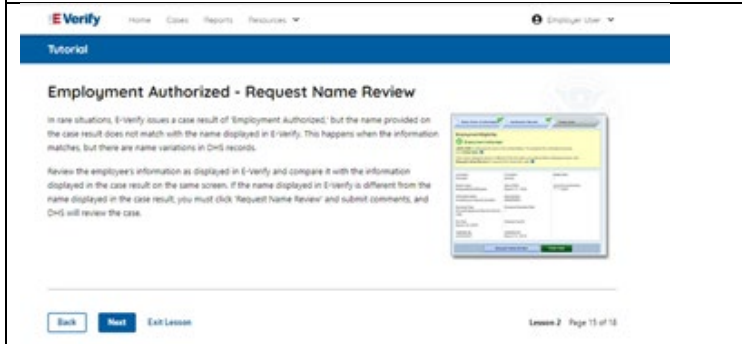
### Verification Process – Final Case Results Overview

A final case result means that the case is ready to be closed. You must close every case to complete the E-Verify process.

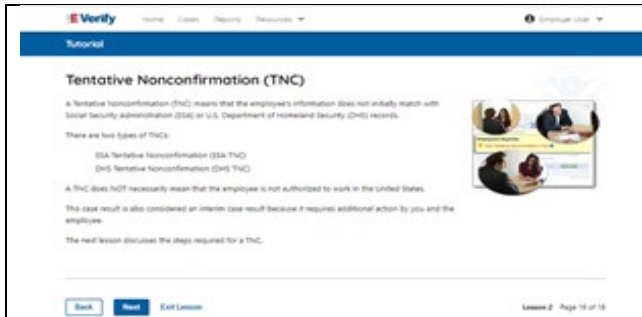
An overview of the final case results is listed in the table below.

Final Case Results	Overview
<b>Employment Authorized</b>	The employee's information matched with official records. Case will automatically close. No action needed.
<b>DHS and/or SSA Final Nonconfirmation</b>	E-Verify cannot verify an employee's employment eligibility after the employee has contacted DHS and/or visited a SSA field office. You may close the case.
<b>Close Case and Resubmit</b>	This case cannot continue because the expiration date entered for the employee's U.S. Passport, Passport Card or driver's license is incorrect. Close the case in E-Verify and create a new case.

Each case result is unique and may or may not require additional action by you. Additional information on final case results and next steps are addressed throughout this tutorial.



### DELETE OBE



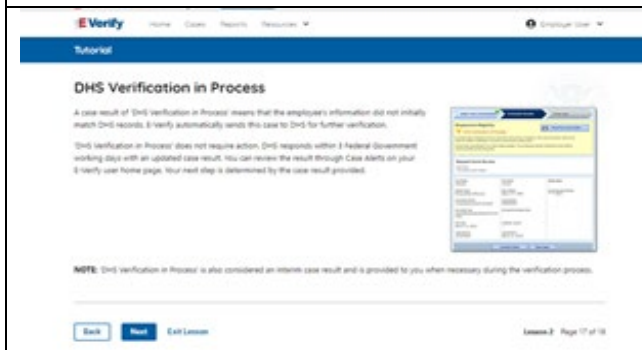
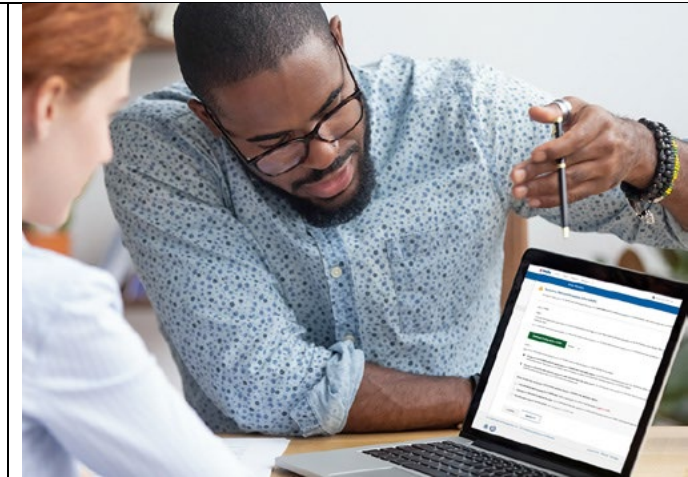
## Tentative Nonconfirmation (Mismatch) – Process Overview

The Tentative Nonconfirmation (mismatch) process can be simple; however, it requires action by you and the employee.

Employers must complete the following steps in E-Verify within 10 federal government working days after issuance of the mismatch result:

- Notify your employee of their mismatch result as soon as possible within the 10 days.
- Download the Further Action Notice.
- Give your employee a copy of the Further Action Notice.
- Review the Further Action Notice with your employee in private and have them confirm whether the information listed is correct.
- If the information is incorrect, select the statement indicating the information was not correct and close the case. After the case is closed, create a new case for your employee with the correct information.
- If the information is correct, tell your employee they have 10 days from issuance of the mismatch to notify you whether they will take action to resolve the mismatch.
- Refer the case if your employee tells you they will take action to resolve the mismatch and refer the case to DHS and/or SSA.
- If your employee does not give you their decision by the end of the 10th federal government working day after E-Verify issued the mismatch, then you close the case.

Review the [E-Verify User Manual, 3.3 Tentative Nonconfirmation \(Mismatch\)](#) for more information.



## Delete – now covered on Verification Process - Initial Verification Case Results Overview slide


E-Verify Home Cases Reports Resources General User

Tutorial

### Summary

Congratulations! You have completed Lesson 2 of the E-Verify General User Tutorial for Employers. You should now be able to:

- Recognize the E-Verify home page
- Use Form I-9 information to create an employment eligibility case in E-Verify
- Recognize initial case results

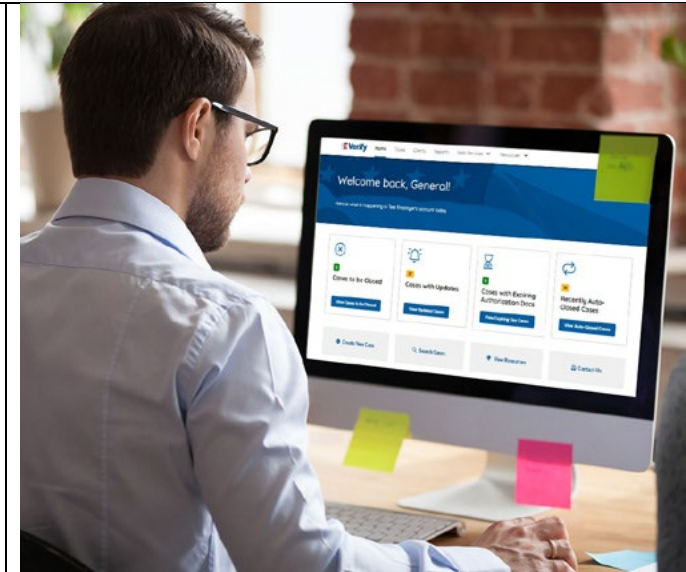


Back Complete Lesson Exit Lesson Lesson 2 Page 18 of 18

## Summary

Congratulations! You have completed Lesson 2 of the E-Verify General User Tutorial for Employers. You should now be able to:

- Recognize the E-Verify home page
- Use Form I-9 information to create an employment eligibility case in E-Verify
- Recognize initial case results





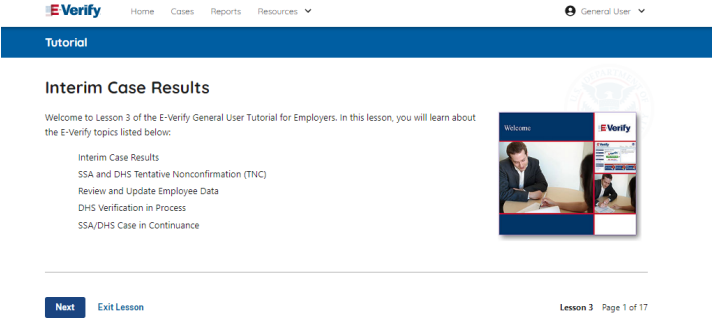

## EV GU Lesson 3

**LESSON COMPLETED**

**Lesson 3: Interim Case Results**

[Interim Case Results](#)  
[Interim Case Results - Overview](#)  
[SSA and DHS Tentative Nonconfirmation](#)  
[Review and Update Employee Data](#)  
[DHS Verification in Process](#)  
[SSA/DHS Case in Continuance](#)

[Review Lesson 3](#)

Current	Updated Content	
<p><b>LESSON COMPLETED</b></p> <p><b>Lesson 3: Interim Case Results</b></p> <p><a href="#">Interim Case Results</a>  <a href="#">Interim Case Results - Overview</a>  <a href="#">SSA and DHS Tentative Nonconfirmation</a>  <a href="#">Review and Update Employee Data</a>  <a href="#">DHS Verification in Process</a>  <a href="#">SSA/DHS Case in Continuance</a></p> <p><a href="#">Review Lesson 3</a></p>	<p><b>Lesson 3: Interim Case Results</b></p> <p>Interim Case Results            Interim Case Results – Overview            DHS and SSA Tentative Nonconfirmation (Mismatch)            E-Verify Needs More Time            DHS or SSA Case in Continuance</p>	
	<p><b>Interim Case Results</b></p> <p>Welcome to Lesson 3 of the E-Verify General User Tutorial. In this lesson, you will learn about these E-Verify topics:</p> <ul style="list-style-type: none"> <li>• Interim Case Results</li> <li>• DHS and SSA Tentative Nonconfirmation (Mismatch)</li> <li>• E-Verify Needs More Time</li> <li>• DHS and/or SSA Case in Continuance</li> </ul>	

E-Verify Home Cases Reports Resources Employer User

Tutorial

### Learning Objectives

Upon completing this lesson, you should be able to:

- Complete an SSA and DHS Tentative Nonconfirmation
- Recognize interim case results
- Describe E-Verify interim case results: Review and Update Employee Data, DHS Verification in Process and SSA/DHS Case in Continuance

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### Learning Objectives

Upon completing this lesson, you should be able to:

- Complete a DHS and SSA Tentative Nonconfirmation (Mismatch)
- Recognize interim case results
- Describe E-Verify interim case results:
  - E-Verify Needs More Time; and
  - DHS and/or SSA Case in Continuance
- Complete Photo Matching Process

E-Verify Home Cases Reports Resources Employer User

Tutorial

### Interim Case Results - Overview

An interim case result requires additional action before E-Verify can provide a final case result. All cases must receive a final case result. You must close every case to complete the E-Verify process.

Interim case results include:

- SSA Tentative Nonconfirmation and DHS Tentative Nonconfirmation
- Review and Update Employee Data
- DHS Verification in Process
- SSA Case in Continuance and DHS Case in Continuance

The next screens discuss each case result in detail.

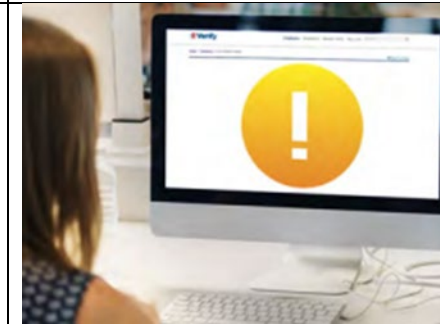
Back Next Exit Lesson Lesson 3 Page 3 of 17

### Verification Process – Interim Verification Case Results Overview

An interim case result requires additional action before E-Verify can provide you with a final case result.

An overview of the interim case results is listed in the table below.

Interim Case Results	Overview
<b>DHS and/or SSA Tentative Nonconfirmation (Mismatch)</b>	Information did not match official government records. Additional action is required.
<b>E-Verify Needs More Time</b>	DHS cannot verify the data and needs more time. This case is referred to DHS for further action. No action is required until further notice from E-Verify.
<b>DHS and/or SSA Case in Continuance</b>	The employee has contacted DHS and/or visited a SSA field office, but more time is needed to determine a final case result. No action is required until further notice from E-Verify.



Each case result is unique and may or may not require additional action by you and/or the employee. Additional information on interim case results and next steps are addressed throughout this tutorial.

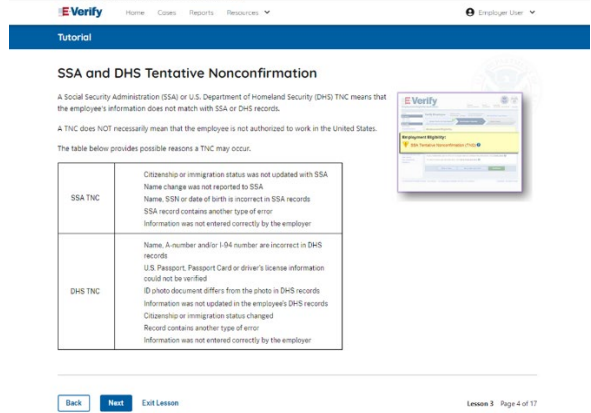
**DHS and SSA Mismatch**

A Department of Homeland Security (DHS) and/or Social Security Administration (SSA) mismatch means that the employee's information does not match with official government records.

A mismatch does **NOT** necessarily mean that the employee is not authorized to work in the United States.

The table below some provides possible reasons a mismatch may occur.

<b>DHS MISMATCH</b>	<ul style="list-style-type: none"> <li>• Name, A-number and/or I-94 number are incorrect in DHS records</li> <li>• U.S. Passport, Passport Card or driver's license information could not be verified</li> <li>• ID photo document differs from the photo in DHS records</li> <li>• Information was not updated in the employee's DHS records</li> <li>• Citizenship or immigration status changed</li> <li>• Record contains another type of error</li> <li>• Information was not entered correctly by the employer</li> </ul>
<b>SSA MISMATCH</b>	<ul style="list-style-type: none"> <li>• Citizenship or immigration status was not updated with SSA</li> <li>• Name change was not reported to SSA</li> </ul>



- Name, SSN or date of birth is incorrect in SSA records
- SSA record contains another type of error
- Information was not entered correctly by the employer

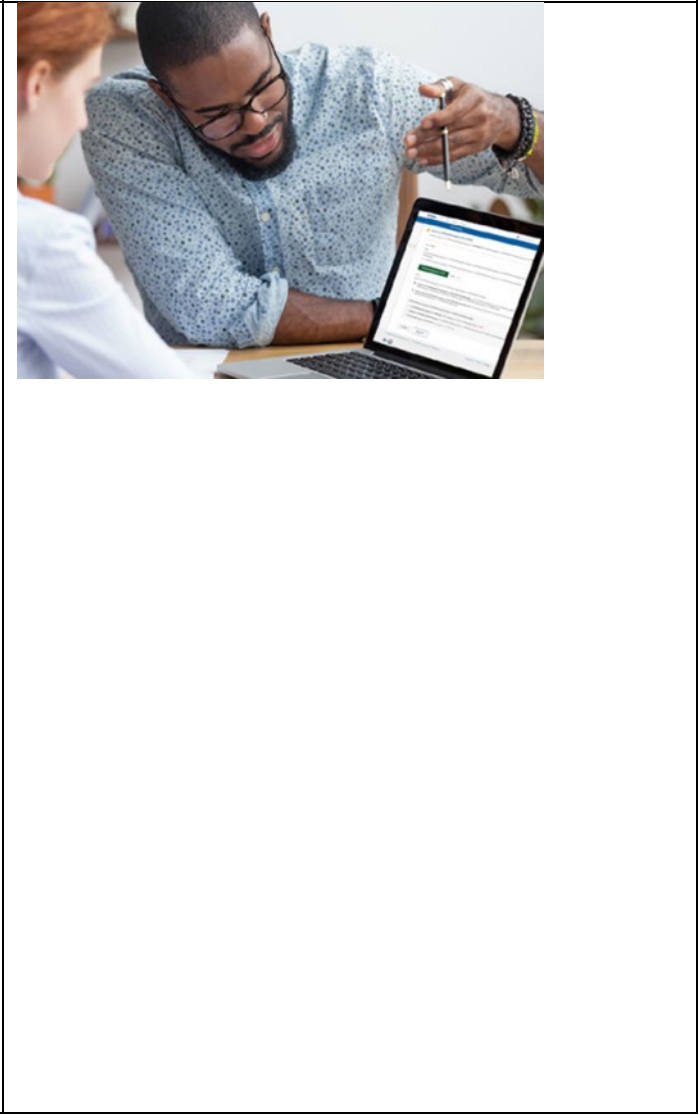
**Mismatch – Process Overview**

The mismatch process can be simple; however, it requires action by you and the employee.

Employers must complete the following steps in E-Verify within 10 federal government working days after issuance of the mismatch result:

- Notify your employee of their mismatch result as soon as possible within the 10 days.
- Give your employee a copy of the Further Action Notice.
- Review the Further Action Notice with your employee in private and have them confirm whether the information listed is correct.
- If the information is incorrect, close the case and select the statement indicating the information was not correct. After the case is closed, create a new case for your employee with the correct information.
- If the information is correct, the employee will decide whether to take action on the mismatch. Tell your employee they have 10 days from issuance of the mismatch to notify you whether they will take action to resolve the mismatch.
- If your employee does not give you their decision by the end of the 10th federal government working day after E-Verify issued the mismatch, then you close the case.

The next screens walk you through the mismatch process in detail.



**E-Verify** Home Cases Reports Resources Employer User


**Tutorial**

### Begin the TNC Process

When E-Verify provides a case result of SSA or DHS Tentative Nonconfirmation (TNC), you start the TNC process when you click 'Continue' from the verification result page.

The next screens take you through the steps listed below:

- Notify Employee of TNC
- Confirm Employee Decision
- Refer Employee or Close Case
- Check for Case Status Updates



**IMPORTANT:** A TNC does NOT necessarily mean that the employee is not authorized to work in the United States. You MUST provide the employee the opportunity to contest a TNC. You may not take adverse action against an employee because of the TNC or while the employee's case is pending.


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### Mismatch - Begin Mismatch Process

If E-Verify provides a case result of DHS and/or SSA mismatch, you will begin the mismatch process. The next screens take you through the steps listed below:

- Notify Employee of Mismatch
- Confirm Employee Decision
- Refer Employee or Close Case
- Check for Case Status Updates

**IMPORTANT:** A mismatch does **NOT** necessarily mean that the employee is not authorized to work in the United States. You **MUST** provide the employee the opportunity to take action to resolve the mismatch. Employers may not terminate, suspend, delay training, withhold or lower pay, or take any other adverse action against an employee because of the mismatch, until the mismatch becomes a Final Nonconfirmation.



**E-Verify** Home Cases Reports Resources Employer User


**Tutorial**

### Notify the Employee of the TNC - Further Action Notice

The first step is to notify the employee of a TNC as soon as possible.

To notify the employee, follow the steps listed below:

- Select a language to print the Further Action Notice and click 'Print Notice.'
- Review the Further Action Notice privately with the employee.
- Indicate that the employee has been notified by selecting the check box 'I have notified this employee of the TNC.'



**NOTE:** A sample of the Further Action Notice is available any time you log into E-Verify under 'View Essential Resources,' accessible on your user home page.

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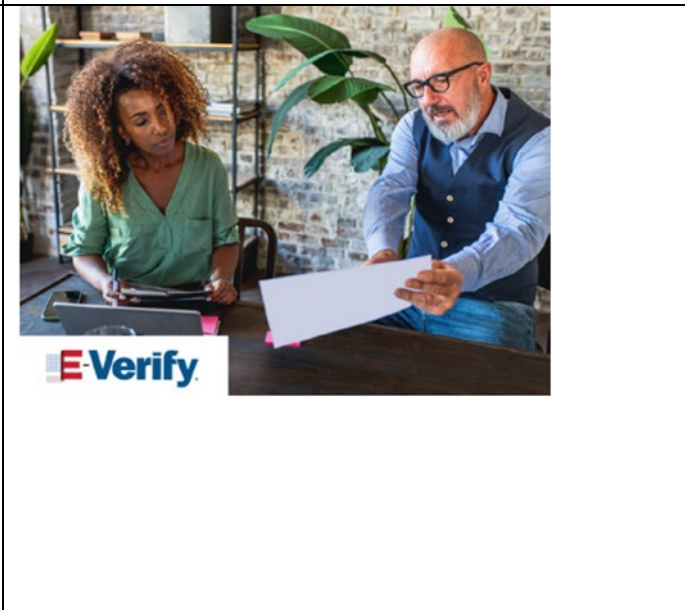
### Mismatch - Notify the Employee of the Mismatch and provide the Further Action Notice

The first step is to notify your employee of their mismatch result as soon as possible within the 10 days.

To notify the employee, follow these steps:

- From the case mismatch screen in your account, select a language to print the Further Action Notice and Click Download Further Action Notice.
- Review the Further Action Notice privately with the employee.

**NOTE:** A sample of the Further Action Notice is available any time you log into E-Verify under View Essential Resources, accessible on your user home page.



E-Verify Home Cases Reports Resources Employer User

Tutorial

### Confirm Employee Decision

The next step is to confirm the employee's decision to contest or not contest the TNC.

The employee chooses to contest or not contest the case result and acknowledges this decision on the Further Action Notice.

To confirm the employee's decision:

- Have the employee indicate on the Further Action Notice whether he or she will contest or not contest the TNC.
- Ensure that you and the employee sign and date the English version of the Further Action Notice.
- Give the employee a copy of the signed Further Action Notice in English and attach the original to the employee's Form I-9.

If your employee chooses to not contest the TNC and take no further action, then you can close the case and employment can be terminated with no civil or criminal liability as noted in Article II, Section C - Responsibilities of the Employer (#6) in the Memorandum of Understanding (MOU).

A sample of the Further Action Notice is available in "View Essential Resources."

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## Mismatch – Confirm Employee Decision

The next step is to confirm the employee's decision to take action to resolve the mismatch or not take action to resolve the mismatch.

The employee chooses whether to take action or not resolve the mismatch and acknowledges this decision on the Further Action Notice.

To confirm the employee's decision:

- Have the employee indicate on the Further Action Notice whether they will take action to resolve the mismatch.
- Ensure that you and the employee sign and date the English version of the Further Action Notice.
- Give the employee a copy of the signed Further Action Notice in English and attach the original to the employee's Form I-9.
- If the employee chooses to take action to resolve the mismatch, make the appropriate selection on the case and click Continue.
- Download the Referral Date Confirmation and provide a copy to the employee. The Referral Date Confirmation provides the date by which the employee must call DHS and/or visit SSA. The employee should bring the Further Action Notice when they visit a SSA field office.
- If your employee chooses to not to take action to resolve the mismatch or does not give you their decision by the end of the 10th federal government working day after E-Verify issued the mismatch, then you close the case and may terminate the employee.

A sample of the Further Action Notice is available in View Essential Resources.



**E-Verify** Home Cases Reports Resources Employee User

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**Tutorial**

### Refer Employee or Close Case

An employee that chooses to contest a TNC must be referred to SSA or DHS.

If the employee chooses to:


**CONTEST:** He or she chooses to take the action to visit an SSA field office or contact DHS within 8 Federal Government working days.

Click "Refer Case"

This starts the 8 Federal Government working days that the employee has to visit an SSA field office or contact DHS.

**NOT CONTEST:** He or she acknowledges that the employer may terminate employment.

Click "Close Case"



**IMPORTANT:** Employers may NOT take adverse action against an employee because of the TNC while he or she is contesting the TNC and the case is pending.

In some cases, when you refer the case, E-Verify will prompt you to provide a copy of the employee's photo document. This is discussed on the next screen.

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### Mismatch – Refer Employee or Close Case

- Ask the employee if they will choose to take action to resolve the mismatch or not and indicate their choice.
  - The employee chooses to take action to resolve this case.
  - The employee chooses not to take action to resolve this case.
  
- Indicate the employee's decision below:
  - The employee will take action to resolve this E-Verify case. The employee understand that action must be taken by {date will auto populate}.
  - The employee will not take action to resolve this case. The employee understand that this cannot be undone and choosing not to take action could result in termination of employment.
  - The information entered was not correct. I am choosing to close this case.
  
- Click Continue or Save & Exit.

**IMPORTANT:** In some cases, when you refer the case, E-Verify will prompt you to provide a copy of the employee's photo document. This is discussed on the next slides.

**E-Verify** Home Cases Reports Resources Employee User

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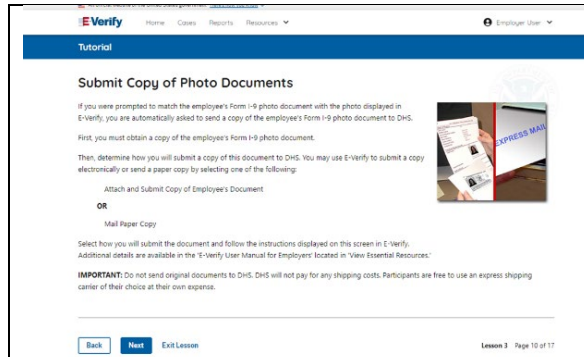
**Case Details**

Resolving this case

Clicking a button in the table below will resolve your case and remove your data from the system.

[Close and Create New Case](#)

U.S. Department of Homeland Security | U.S. Citizenship and Immigration Services | [Accessibility](#) | [Privacy](#) | [Site Map](#)



**E-Verify Photo Matching Overview**

E-Verify photo matching will prompt the E-Verify user to compare the employee’s photo document with a photo displayed during creation of the E-Verify case. This helps ensure that the document the employee provided for Form I-9 matches records available to DHS. The four List A documents that will trigger photo matching are:

- U.S. passport;
- U.S. passport card;
- Permanent Resident Card (Form I-551); and
- Employment Authorization Document (Form I-766).

When the employee presents one of these documents, employers must copy the front and back of the document (or in the case of a U.S. passport, copy the Passport ID screen and the Passport Barcode page) and retain the copies with Form I-9.

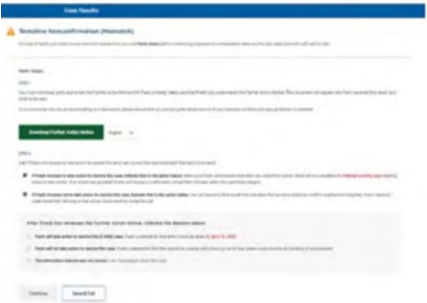


**E-Verify Photo Matching – Process**

**E-Verify Photo Matching – Process**

To match photos, compare the photo displayed by E-Verify to the photo on the employee’s actual document, or a copy of the employee’s document, and determine if the photos are reasonably identical. The photos should be identical with only minor variations in shading and detail based upon the age and wear of the employee’s document and the quality of your computer monitor.

Do not compare the photo displayed by E-Verify to the actual employee. Employers should have directly compared the photo on the document to the employee during Form I-9 completion and prior to creating the E-Verify case. [Photo Matching - Process Overview](#) provides a summary.



**E-Verify Photo Matching – Review Case**

**E-Verify Photo Matching – Review Case**



	<p>You will be asked if the photo displayed in E-Verify matches the photo displayed on the employee's document. You will check the appropriate answer:</p> <ul style="list-style-type: none"> <li>• <b>Yes, this photo matches</b> - The photo on the employee's actual document or copy the document matches the photo displayed by E-Verify. Clothing, hair style, facing direction and appearance on the card should be identical to the photo displayed by E-Verify;</li> <li>• <b>No, this photo does not match</b> - The photo on the employee's actual document or copy of the document does not match the photo displayed in E-Verify; or</li> <li>• <b>No photo displayed</b> - No photo was displayed for the E-Verify user to compare with the employee's document provided. This option should be selected when E-Verify either displays no photo or it displays an image of something other than a photo of a person, such as an image of a document.</li> <li>•</li> </ul>	
<p><b>E-Verify Photo Matching – Case Results</b></p>	<p><b>E-Verify Photo Matching – Case Results</b></p> <ul style="list-style-type: none"> <li>• For most documents presented, E-Verify requests an image of both the front and back. If the document is a U.S. passport or passport card, E-Verify will request an image of the Passport ID screen and the Passport Barcode page.</li> <li>• If you select <b>No, this photo does not match</b> or <b>No photo displayed</b>, E-Verify prompts you to upload a photo of your employee's document and click <b>Continue</b>.</li> <li>• If you select <b>Save &amp; Exit</b>, any uploaded documents will not be saved and must be uploaded again.</li> </ul> <p>Click Continue or SAVE &amp; Exit.</p>	

Each case result requires different actions or steps to continue or close the case. These actions are outlined in each case result section throughout this manual.

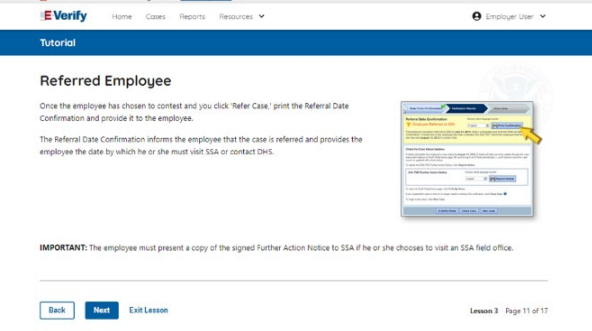
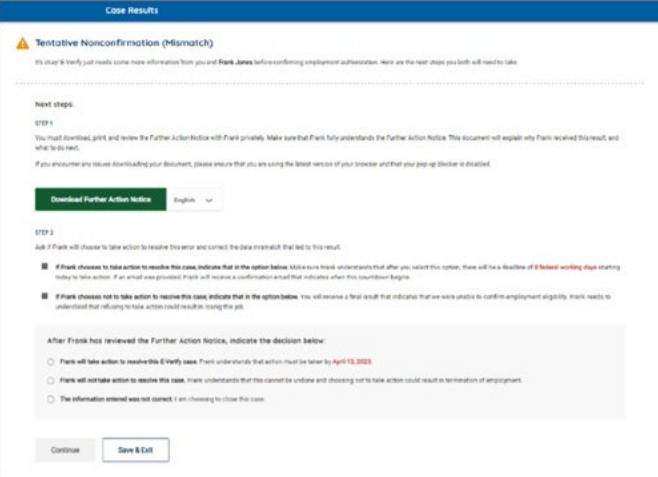
Review the [E-Verify User Manual, 2.2.2 E-Verify Photo Matching](#) for more information.

### Mismatch – Referred Employee

Once the employee has chosen to take action to resolve the case and you indicate the employee will take action to resolve this E-Verify case, print the Referral Date Confirmation and provide it to the employee.

The Referral Date Confirmation informs the employee that the case is referred and provides the employee the date by which they must contact DHS and/or visit a SSA field office.

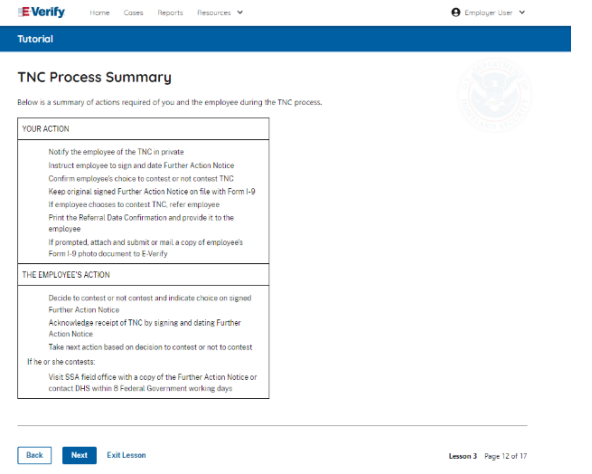
**IMPORTANT:** The employee must present a copy of the signed Further Action Notice to SSA if they choose to visit an SSA field office.



### Mismatch Process Summary

Below is a summary of actions required of you and the employee during the mismatch process.

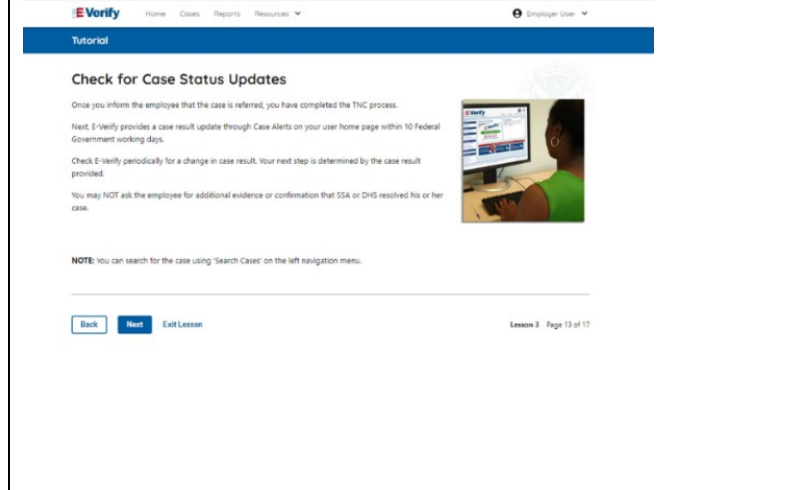
YOUR ACTION
<ul style="list-style-type: none"><li>Notify the employee of the TNC in private</li><li>Instruct employee to sign and date Further Action Notice</li><li>Confirm employee's choice to contest or not contest TNC</li><li>Keep original signed Further Action Notice on file with Form I-9</li><li>If employee chooses to contest TNC, refer employee</li><li>Print the Referral Date Confirmation and provide it to the employee</li><li>If prompted, attach and submit or mail a copy of employees Form I-9 photo document to E-Verify</li></ul>
THE EMPLOYEE'S ACTION
<ul style="list-style-type: none"><li>Decide to contest or not contest and indicate choice on signed Further Action Notice</li><li>Acknowledge receipt of TNC by signing and dating Further Action Notice</li><li>Take next action based on decision to contest or not to contest</li></ul> <p>If he or she contests:</p> <ul style="list-style-type: none"><li>Visit SSA field office with a copy of the Further Action Notice or contact DHS within 9 Federal Government working days</li></ul>



- If prompted, attach and upload a copy of employee's Form I-9 photo document (front and back) to E-Verify
- If your employee does not give you their decision by the end of the 10th federal government working day after E-Verify issued the mismatch, then you close the case and may terminate the employee.

THE EMPLOYEE'S ACTION

- Decide to take action or not to resolve their mismatch within 10 days of issuance and indicate decision on Further Action Notice.
- Acknowledge receipt of mismatch by signing and dating the Further Action Notice.
- Take next action based on decision to take action to resolve case or not.
- If the employee decides to take action to resolve the mismatch, contact DHS or visit an SSA field office with a copy of the Further Action Notice within 8 federal government working days



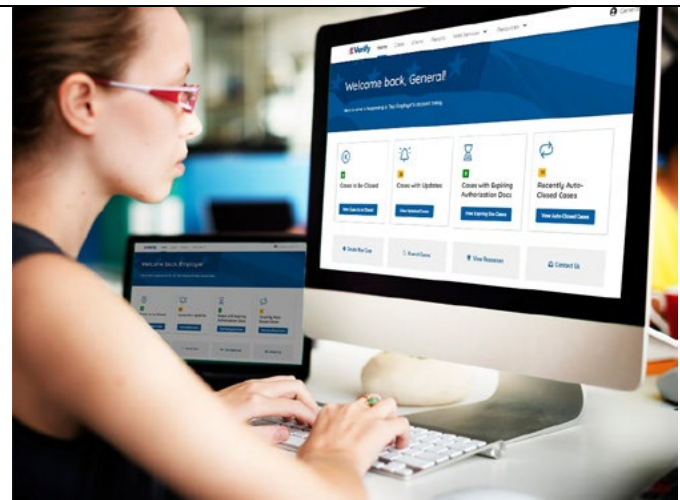
Mismatch - Check for Case Status Updates

Once you inform the employee that the case is referred, you have completed the mismatch process.

Check E-Verify periodically for a change in case result. Your next step is determined by the case result provided.

You may NOT ask the employee for additional evidence or confirmation that DHS and/or SSA resolved their case.

**NOTE:** You can search for the case from Cases menu or by selecting Search Cases on the account home page.



**E-Verify** Home Cases Reports Resources Employer User

**Tutorial**


### Review and Update Employee Data

E-Verify provides a case result of 'Review and Update Employee Data' when SSA finds a discrepancy in the information from an E-Verify referral.

'Review and Update Employee Data' happens because of typographical errors and/or incorrect information provided on Form I-9.

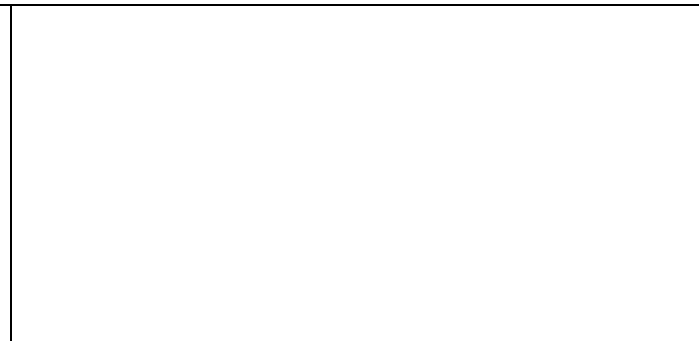
This requires that you review the information the employee completed on Form I-9 with the employee, correct any errors and click 'Continue'.

Check E-Verify periodically for a change in case result. E-Verify informs you of a change of status through Case Alerts on your user home page. Your next step is determined by the case result provided.



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**Delete OBE**



**E-Verify** Home Cases Reports Resources Employer User


**Tutorial**

### DHS Verification in Process

A case result of 'DHS Verification in Process' is both an initial and interim case result and does not require action by you. E-Verify automatically sends this case to DHS for further verification.

DHS responds within 3 Federal Government working days with an updated case result through Case Alerts on your E-Verify user home page.

Check E-Verify periodically for a change in case result. Your next step is determined by the case result provided.



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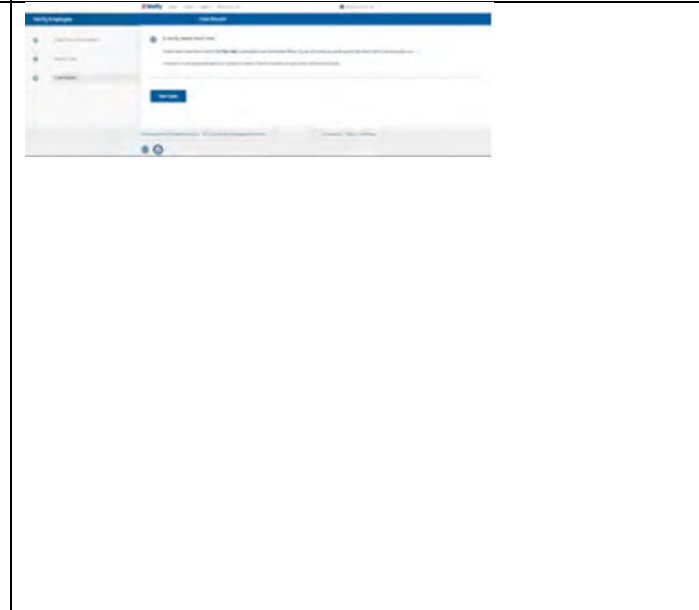
**E-Verify Case Result - E-Verify Needs More Time**

A case result of E-Verify Needs More Time is both an initial and interim case result and does not require action by you.

DHS could not immediately verify the data and needs more time. E-Verify automatically sends this case to DHS for further action. No action is required until further notice from E-Verify.

DHS usually responds within 3 federal government working days with an updated case result through Case Alerts on your E-Verify user home screen.

Check E-Verify periodically for a change in case result. Your next step is determined by the case result provided.



**E-Verify** Home Cases Reports Resources Employer User

**Tutorial**

### SSA/DHS Case in Continuance


An SSA or DHS 'Case in Continuance' means that the employee has visited an SSA field office and/or contacted DHS, but more time is needed to determine a final case result.

The reason SSA/DHS needs more time varies with each situation.

E-Verify provides a case result update through Case Alerts on your user home page.

Check E-Verify periodically for a change in case result. Your next step is determined by the case result provided.

**IMPORTANT:** You cannot terminate or take adverse action against the employee based on the employee's decision to contest a TNC or because the employee's case is pending with DHS or SSA.

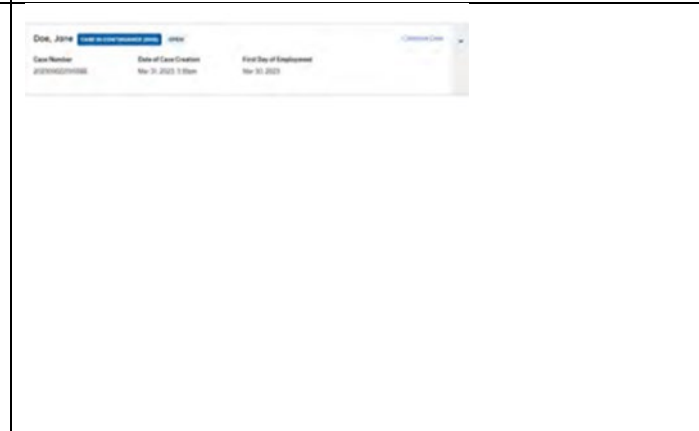


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**E-Verify Case Result - DHS and/or SSA Case In Continuance**

A DHS and/or SSA Case in Continuance means that the employee has contacted DHS and/or visited a SSA field office, but more time is needed to determine a final case result.

The reason DHS and/or SSA needs more time varies with each situation. E-Verify provides a case result update through Case Alerts on your user home screen.



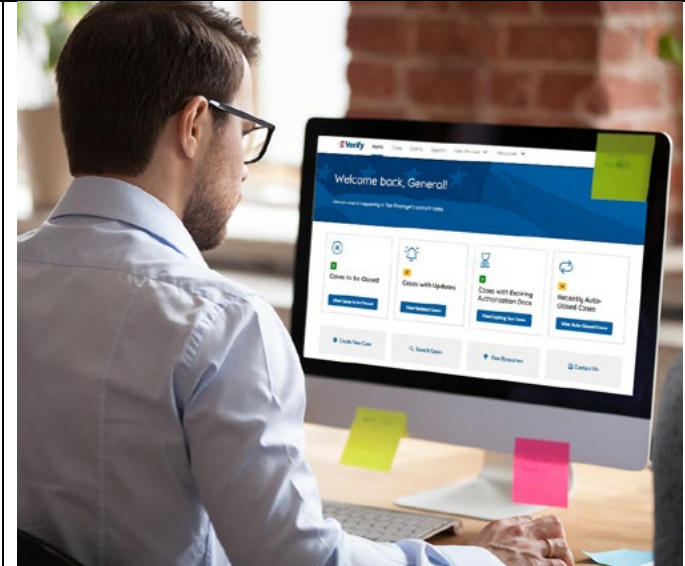
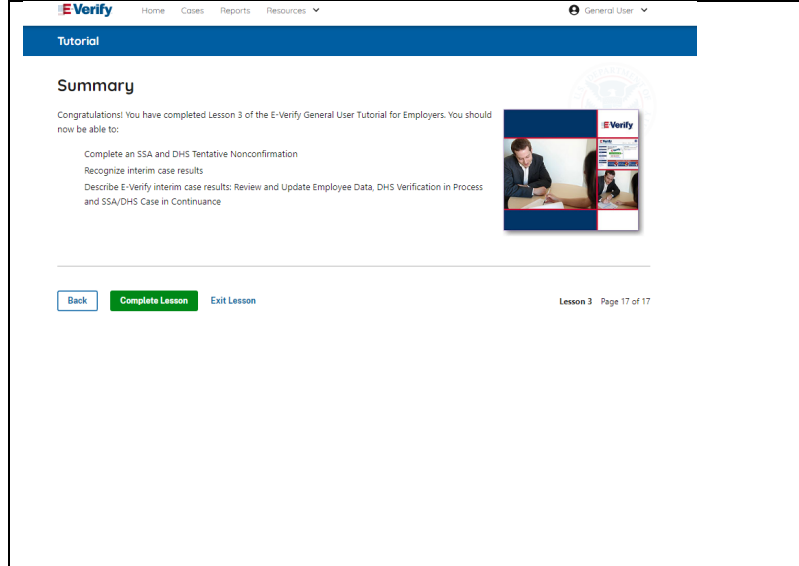
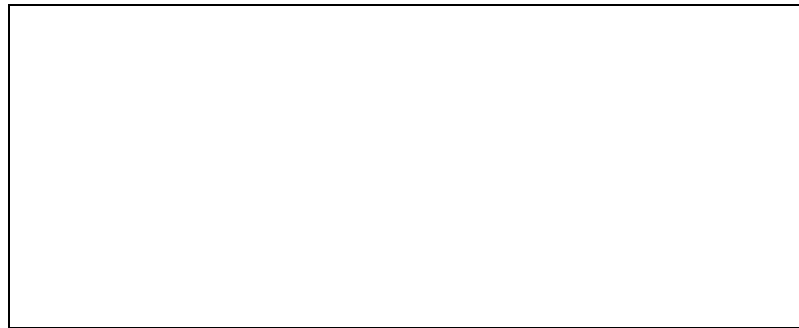
Check E-Verify periodically for a change in case result. Your next step is determined by the case result provided.

**IMPORTANT:** You may not terminate, suspend, delay training, withhold or lower pay, or take any other adverse action against an employee because of the mismatch or because the employee's case is pending with DHS and/or SSA, until the mismatch becomes a Final Nonconfirmation.

### Summary

Congratulations! You have completed Lesson 3 of the E-Verify General User Tutorial for Employers. You should now be able to:

- Complete an DHS and/or SSA Tentative Nonconfirmation (Mismatch)
- Recognize interim case results
- Describe E-Verify interim case results:
  - E-Verify Needs More Time; and
  - DHS and/or SSA Case in Continuance
- Complete Photo Matching Process



## EV GU Lesson 4

**LESSON COMPLETED**

**Lesson 4: Complete the Verification Process**


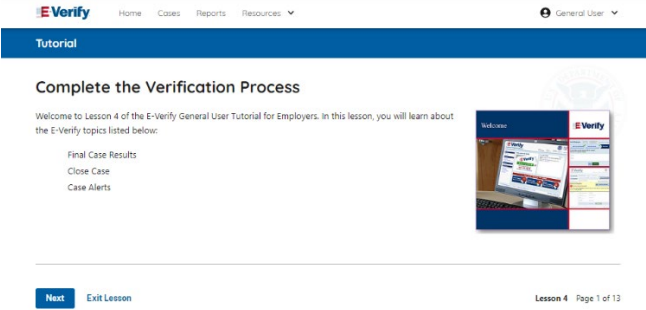
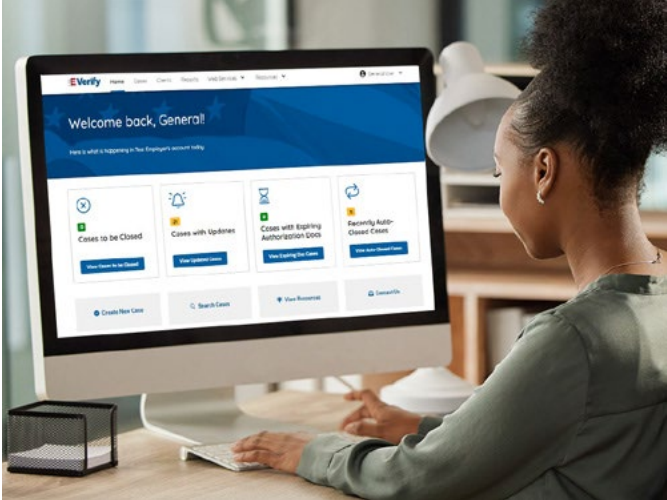
[Complete the Verification Process](#)

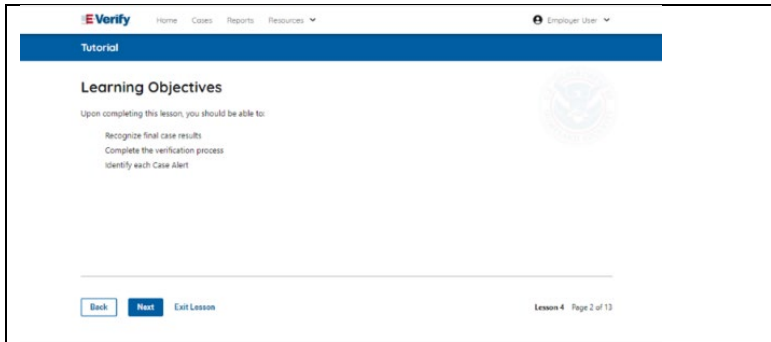
[Final Case Results](#)

[Close Case](#)

[Case Alerts](#)

[Review Lesson 4](#)

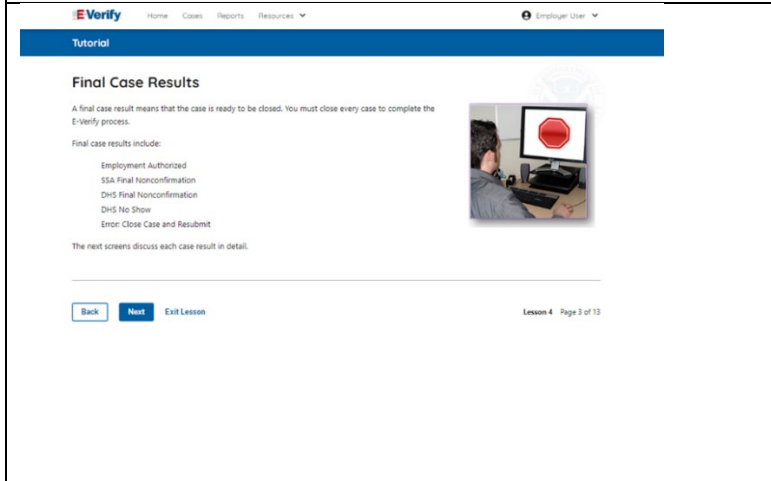
Current	Updated Content	Updated Images
 <p><b>LESSON COMPLETED</b></p> <p><b>Lesson 4: Complete the Verification Process</b></p> <p><a href="#">Complete the Verification Process</a></p> <p><a href="#">Final Case Results</a></p> <p><a href="#">Close Case</a></p> <p><a href="#">Case Alerts</a></p> <p><a href="#">Review Lesson 4</a></p>	<p><b>Lesson 4: Complete the Verification Process</b></p> <ul style="list-style-type: none"> <li>• Complete the Verification Process</li> <li>• Final Case Results</li> <li>• Close Case</li> <li>• Case Alerts</li> </ul>	
 <p><b>E-Verify</b> Home Cases Reports Resources <span>General User</span></p> <p><b>Tutorial</b></p> <p><b>Complete the Verification Process</b></p> <p>Welcome to Lesson 4 of the E-Verify General User Tutorial for Employers. In this lesson, you will learn about the E-Verify topics listed below:</p> <ul style="list-style-type: none"> <li>Final Case Results</li> <li>Close Case</li> <li>Case Alerts</li> </ul> <p><a href="#">Next</a> <a href="#">Exit Lesson</a> <span>Lesson 4 Page 1 of 13</span></p>	<p><b>Complete the Verification Process</b></p> <p>Welcome to Lesson 4 of the E-Verify General User Tutorial for Employers. In this lesson, you will learn about:</p> <ul style="list-style-type: none"> <li>• Final Case Results</li> <li>• Close Case</li> <li>• Case Alerts</li> </ul>	 <p>The image shows a woman from a side profile, looking at a large computer monitor. The monitor displays the E-Verify user interface, which includes a 'Welcome back, General!' message and several action cards for 'Cases to be Closed', 'Cases with Updates', 'Cases with Expiring Authorization Links', and 'Security Auto-Closed Cases'. The woman is wearing a light-colored top and is seated at a desk with a keyboard and a mouse.</p>



## Learning Objectives

Upon completing this lesson, you should be able to:

- Recognize final case results
- Complete the verification process
- Identify each case alert



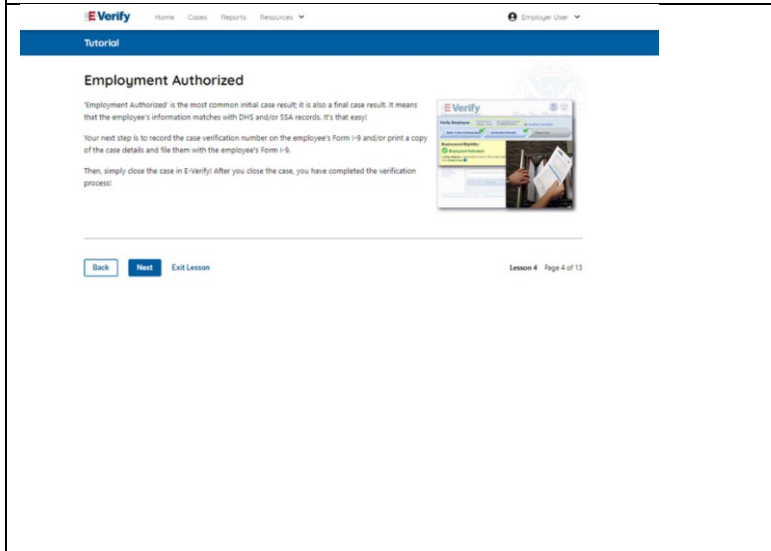
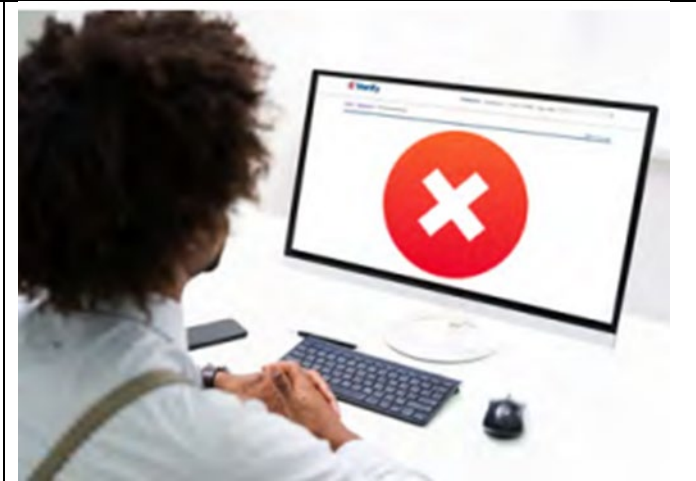
## Final Case Results

A final case result means that the case is ready to be closed. You must close every case to complete the E-Verify process.

Final case results include:

- Employment Authorized
- DHS Final Nonconfirmation
- SSA Final Nonconfirmation
- Close Case and Resubmit

The next screens discusses each case result in detail.



## Final Case Results - Employment Authorized

Employment Authorized is the most common initial case result; it is also a final case result. It means that the employee's information matches official government records. It's that easy!

Your next step is to record the E-Verify case number on the employee's Form I-9 and/or print a copy of the case details and file them with the employee's Form I-9.

E-Verify automatically closes cases resulting in Employment Authorized.

Lesson 4 discusses the steps required to close a case.



**SSA/DHS Final Nonconfirmation**

An SSA or DHS 'Final Nonconfirmation' case result means that E-Verify cannot verify an employee's employment eligibility after an employee has contacted DHS or SSA. It can also mean that the employee did not visit an SSA field office or contact DHS within 8 Federal Government working days.

You may terminate employment based on a case result of SSA or DHS Final Nonconfirmation with no civil or criminal liability as noted in Article II, Section C - Responsibilities of the Employer (#6) in the MOU.

The next step is to close the case in E-Verify. After you close the case, you have completed the verification process.

**REMINDER:** You may not ask the employee for additional evidence or confirmation that SSA or DHS resolved his or her case.

Back Next Exit Lesson Lesson 4 Page 5 of 13

**Final Case Results - DHS or SSA Final Nonconfirmation**

A DHS and/or SSA Final Nonconfirmation case result means that E-Verify cannot verify an employee's employment eligibility after an employee has contacted DHS and/ or visited a SSA field office. It can also mean that the employee did not contact DHS or visit an SSA field office within 8 federal government working days.

You may terminate employment based on a case result of DHS or SSA Final Nonconfirmation with no civil or criminal liability as noted in Article II, Section C – Responsibilities of Employer (#6) in the MOU.

The next step is to close the case in E-Verify. After you close the case, you have completed the verification process.

**REMINDER:** You may not ask the employee for additional evidence or confirmation that DHS and/or SSA resolved their case.

**Case Results**

**Final Nonconfirmation**

Clicking on any results to add to your list of confirmed or unconfirmed. Please note that you have 30 days after the case result to confirm or unconfirm.

Continue

**Close Case**

Closing a case is the last step in the verification process. To close a case, first click 'Close Case' and then follow the steps listed below:

1. Indicate if the employee is still working for your company by selecting 'Yes' or 'No' and click 'Continue.' This question is asked to correctly prompt the statements on the next screen.

2. Select the appropriate statement and click 'Continue.' Select the helper text for additional information on each statement.

Record the case verification number on the employee's Form I-9 or print the case details and file with the employee's Form I-9.

It is that simple! You have now completed the verification process and the case is closed.

**NOTE:** A case can be closed any time by simply clicking 'Close Case' and following the steps above.

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**Close Case**

Closing a case is the last step in the E-Verify process. To close a case, first click **Close Case** and then follow the steps listed below:

- Select the statement indicating whether or not you will continue to employ this individual.
- If you select the option indicating you will continue to employ this individual, you must provide the reason why. Type the reason in the text box provided.
- If you select the option indicating that neither of the above applies and you are closing this case for a different reason, you must select the reason you are closing the case.
- If Other is selected as the reason, you must type the reason in the text box provided
- After you've typed a reason, click **Close Case**.
- E-Verify displays an alert indicating the case was successfully closed.
- Click **View/Print Case Details** and either record the E-Verify Case Number on the employee's Form I-9 or click **Print Information** to print and attach a copy of the case details to the Form I-9.
- Click **Create New Case** to create a new case or click **Continue** to be redirected to view all your cases.



**DHS No Show**

A 'DHS No Show' means that the employee did not contact DHS within the 8 Federal Government working days and, therefore, E-Verify cannot verify the employee's employment eligibility.

You may terminate employment based on a case result of SSA or DHS Final Nonconfirmation with no civil or criminal liability as noted in Article II, Section C - Responsibilities of the Employer (#6) in the MOU.

The next step is to close the case in E-Verify. After you close the case, you have completed the verification process.

Lesson 4 Page 6 of 13

**Delete OBE**



**Error: Close Case and Resubmit**

A case result of 'Error: Close Case and Resubmit' means that the expiration date entered for the employee's U.S. Passport, Passport Card or driver's license is incorrect.

A new case must be created for this employee. To do this, simply close the case and create a new case for this employee using the correct document expiration date.

This does not mean that the employee is not authorized to work. E-Verify will verify the employment eligibility of this employee once you create a new case and enter the correct document expiration date.

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**Final Case Result - Close Case and Resubmit**

A new case must be created for this employee. To do this, close the case and create a new case for this employee.

This does not mean that the employee is not authorized to work. E-Verify will verify the employment eligibility of this employee once you create a new case.

**Close Case**

Resubmit this Case

Submitting is required in the table submitted. E-Verify needs you to close this case and to enter Job Data information in a new case.

Close and Create New Case

**Case Alerts**

E-Verify Case Alerts are found on your user home page. This feature is designed to bring your attention to cases that need your action.

When you log into E-Verify, Case Alerts may inform you of one of the following:

- Open Cases to be Closed
- Cases with New Updates
- Work Authorization Documents Expiring

Each Case Alert indicates the number of cases that require your attention by a number in a red circle on the alert. Each Case Alert can be accessed by a simple click.

The next screen discusses each Case Alert in detail.

Lesson 4 Page 9 of 13

**Case Alerts**

Case alert boxes with important information about your cases appear under the welcome banner:

- Cases to be Closed
- Cases with Updates
- Cases with Expiring Authorization Docs
- Recently Auto-Closed Cases

To view the updates, click the blue box in each case alert.

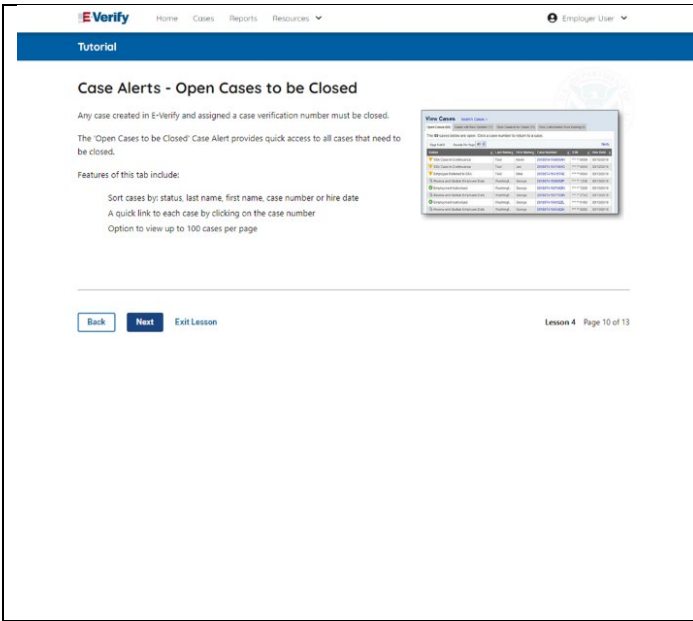
The next screen discusses each case alert in detail.

**Welcome back, General!**

Here is what is happening in your Employer's account today.

- Cases to be Closed
- Cases with Updates
- Cases with Expiring Authorization Docs
- Recently Auto-Closed Cases

Create New Case | Search Cases | View Resources | Contact Us



### Case Alerts - Cases to be Closed

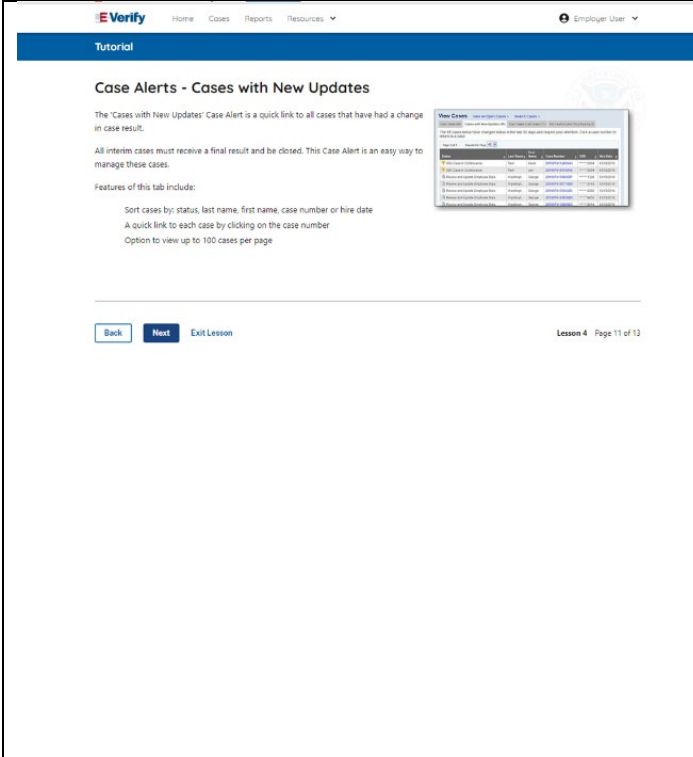
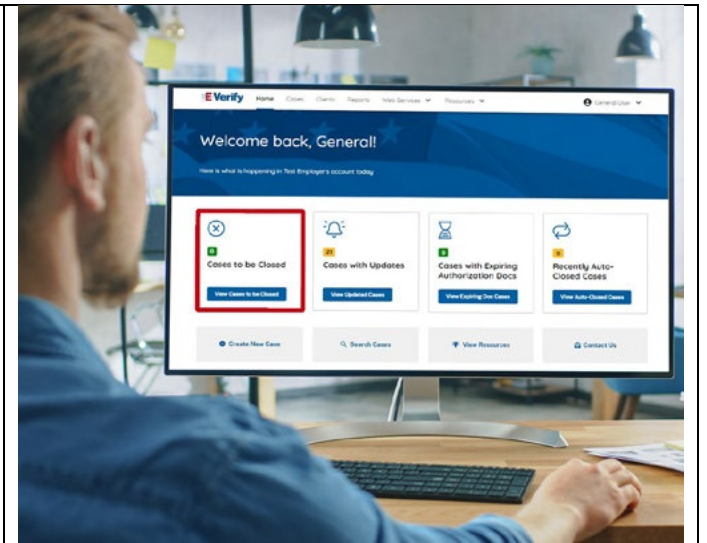
Any case created in E-Verify and assigned an E-Verify case number must be closed.

The Cases to be Closed case alert provides quick access to all cases that need to be closed.

Features of this screen include:

- Search: Employee Name, Case Number, Alien, Social Security, Driver’s License, I-94 or Passport Number
- Click **Show Filters** to filter by Case Status, Submission Date (From) and Submission date (To)
- Sort by: Case Number, Case status, Last Name or First Day of Employment
- Option to view up to 50 cases per page

You can also click **Create New Case** from this screen.



### Case Alerts – Cases With Updates

The Cases With Updates case alerts provides quick access to all open cases that have had a change in case result.

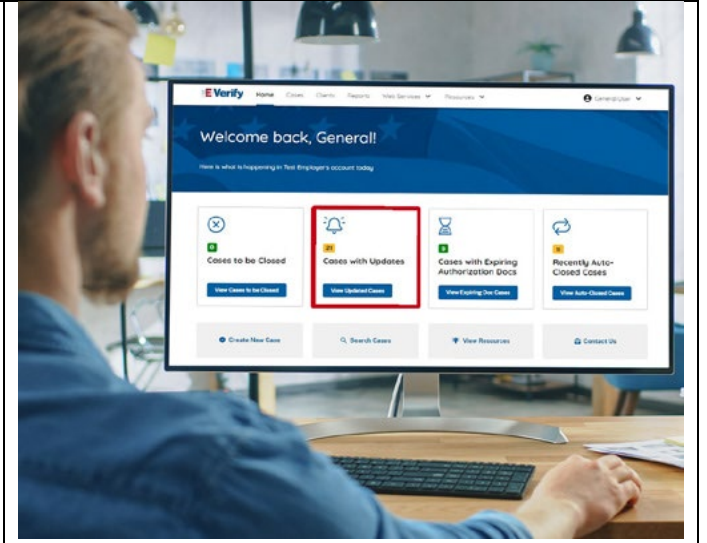
All interim cases must be closed. This case alert is an easy way to manage these cases.

Each case status is highlighted and you can click **Continue Case** button to resume.

Features of this screen include:

- Search: Employee Name, Case Number, Alien, Social Security, Driver’s License, I-94 or Passport Number
- Click **Show Filters** to filter by Case Status, Submission Date (From) and Submission date (To)
- Sort by: Case Number, Case status, Last Name or First Day of Employment
- Option to view up to 50 cases per page

You can also click **Create New Case** from this screen.



**EVerify** Home Cases Reports Resources Employer User

Tutorial

### Case Alerts - Work Authorization Docs Expiring

The 'Work Authorization Docs Expiring' Case Alert is just a notification that an employee's Employment Authorization Document (Form I-766) or Arrival/Departure Record (Form I-94) is expiring and to remind you to re-verify the employee by updating Section 3 of Form I-9. The employee cannot be re-verified in E-Verify.

This is simply a reminder; no action is required in E-Verify. You can dismiss each alert by selecting 'Dismiss Alert.'

This alert will only appear if the document the employee presented for the original E-Verify case was either an Employment Authorization Document (Form I-766) or an Arrival/Departure Record (Form I-94).

Features of this tab include:

- Sort cases by: last name, first name, case number, hire date, expiration date or days to expiration
- A quick link to each case by clicking on the case number
- Option to view up to 100 cases per page

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Case #	Employee Name	Case Status	Submission Date	Expiration Date	Days to Expiration	Action
123456789	John Doe	Open	11/01/2023	12/31/2023	30	View
987654321	Jane Smith	Open	10/15/2023	11/15/2023	15	View
567890123	Mike Johnson	Open	09/01/2023	10/01/2023	10	View
234567890	Sarah Lee	Open	08/10/2023	09/10/2023	5	View
890123456	David Kim	Open	07/01/2023	08/01/2023	1	View

### Case Alerts – Cases With Expiring Authorization Docs

The Cases With Expiring Authorization Docs case alerts is a notification that an employee's Employment Authorization Document (Form I-766) or Arrival/Departure Record (Form I-94) is expiring and to remind you to re-verify the employee by updating Section 3 of Form I-9. The employee cannot be re-verified in E-Verify.

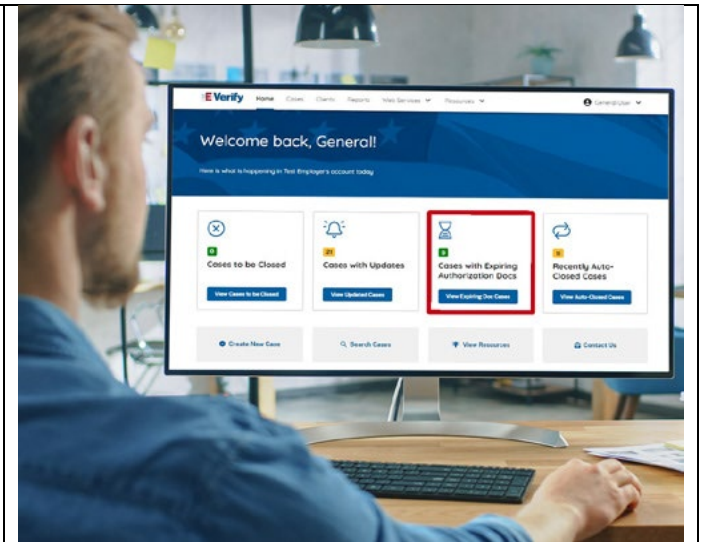
This is simply a reminder; no action is required in E-Verify. You can dismiss each alert by selecting **Dismiss Alert**.

This alert will only appear if the document the employee presented for the original E-Verify case was either an Employment Authorization Document (Form I-766) or an Arrival/Departure Record (Form I-94).

Features of this screen include:

- Search: Employee Name, Case Number, Alien, Social Security, Driver's License, I-94 or Passport Number
- Click **Show Filters** to filter by Case Status, Submission Date (From) and Submission date (To)
- Sort by: Case Number, Case status, Last Name or First Day of Employment
- Option to view up to 50 cases per page.

You can also click **Create New Case** from this screen.



New Slide

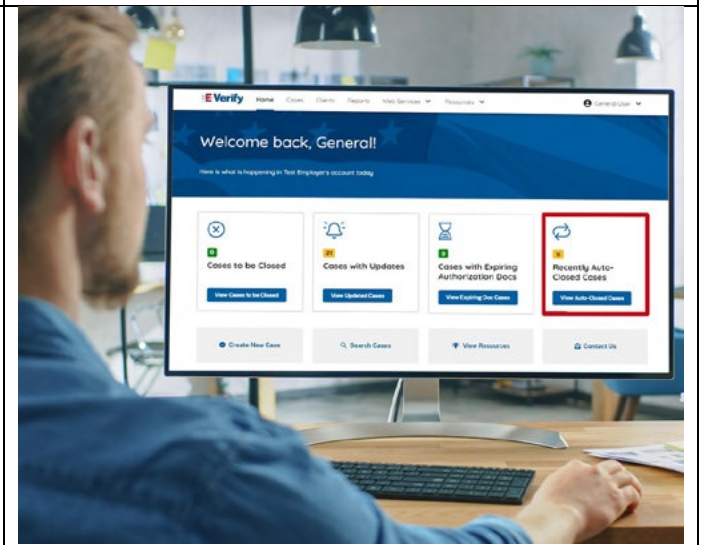
### Case Alert - Recently Auto-Closed Cases

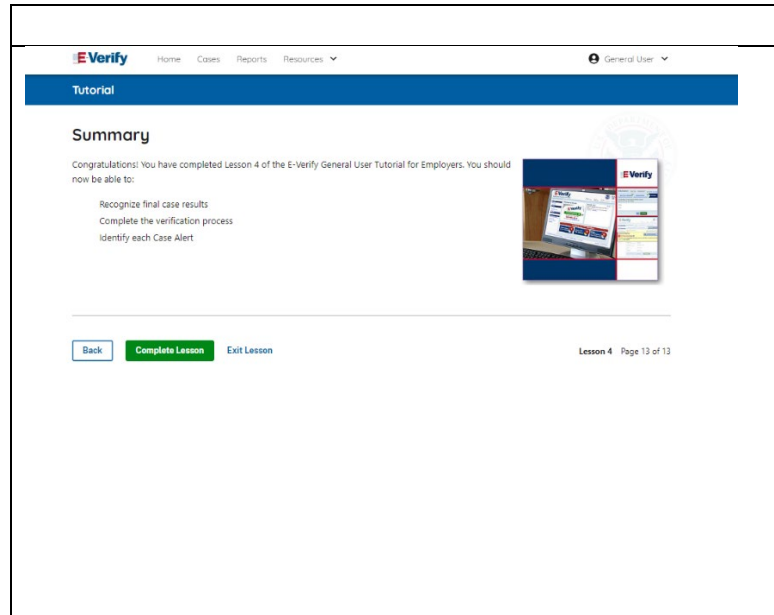
The Recently Auto-Closed Cases case alert provides quick access to all cases that were automatically closed after receiving an Employment Authorized result.

This is notification your case was closed. Be sure to record the case information as required on Form I-9 or print the case details page.

Features of this screen include:

- Search: Employee Name, Case Number, Alien, Social Security, Driver's License, I-94 or Passport Number
- Click **Show Filters** to filter by Case Status, Submission Date (From) and Submission date (To)
- Sort by: Case Number, Case status, Last Name or First Day of Employment
- Option to view up to 50 cases per page.



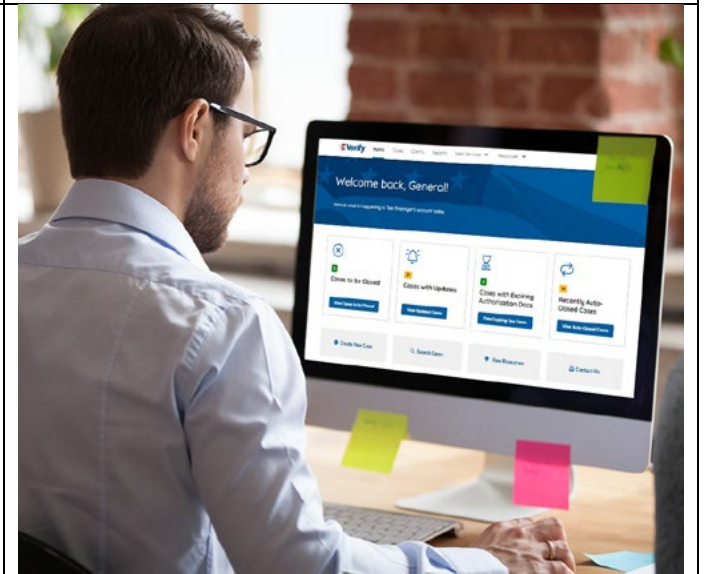


You can also click **Create New Case** from this screen.

### Summary

Congratulations! You have completed Lesson 4 of the E-Verify General User Tutorial for Employers. You should now be able to:

- Recognize Final case results
- Complete the verification process
- Identify each case alert



## EV GU Lesson 5

**✔ LESSON COMPLETED**

**Lesson 5: General User Account Administration**

[General User Account Administration](#)

[Overview of User Roles](#)

[Create a Password](#)

[Navigation Menu](#)

[Reports](#)

[Review Lesson 5](#)

Current	Updated Content	Updated Images
<p><b>✔ LESSON COMPLETED</b></p> <p><b>Lesson 5: General User Account Administration</b></p> <p><a href="#">General User Account Administration</a></p> <p><a href="#">Overview of User Roles</a></p> <p><a href="#">Create a Password</a></p> <p><a href="#">Navigation Menu</a></p> <p><a href="#">Reports</a></p> <p><a href="#">Review Lesson 5</a></p>	<p><b>Lesson 5: General User Account Administration</b></p> <ul style="list-style-type: none"><li>• General User Account Administration</li><li>• Overview of User Roles</li><li>• Create a Password</li><li>• Navigation Menu</li><li>• Manage Company</li><li>• Reports</li></ul>	


**E-Verify** Home Cases Reports Resources General User

**Tutorial**

### General User Account Administration

Welcome to Lesson 5 of the E-Verify General User Tutorial for Employers. In this lesson, you will learn about the E-Verify topics listed below:

- Overview of User Roles
- Create a Password
- Navigation Menu
- Reports

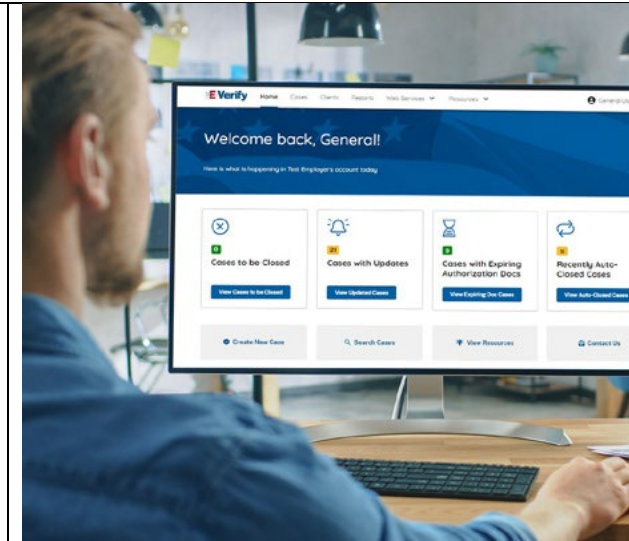


[Next](#) [Exit Lesson](#) Lesson 5 Page 1 of 11

## E-Verify General User Account Administrator

Welcome to Lesson 5 of the E-Verify General User Tutorial for Employers. In this lesson, you will learn about the E-Verify topics listed below:

- Overview of User Roles
- Create a Password
- Navigation Menu
- Manage Company
- Reports




**E-Verify** Home Cases Reports Resources General User

**Tutorial**

### Learning Objectives

Upon completing this lesson, you should be able to:

- Identify the role of Program Administrators in support of General Users
- Recognize requirements to create a password
- Use your left navigation menu



[Back](#) [Next](#) [Exit Lesson](#) Lesson 5 Page 2 of 11

## Learning Objectives

Upon completing this lesson, you should be able to:

- Identify the role of program administrators in support of general users
- Recognize requirements to create a password
- Use your navigation menu

**E-Verify** Home Cases Reports Resources General User

**Tutorial**

### Overview of User Roles


A user role determines the functions and permissions you have when you log into E-Verify. There are 2 user roles:

- General User
- Program Administrator

You are registered as a General User. As a General User, you create and manage your cases in E-Verify.

A Program Administrator can also create and manage cases in E-Verify. In addition, a Program Administrator adds and deletes user accounts, oversees cases created by the company's users, creates reports, updates company profile information and resets user passwords.

Every company enrolled in E-Verify is required to have at least 1 Program Administrator.

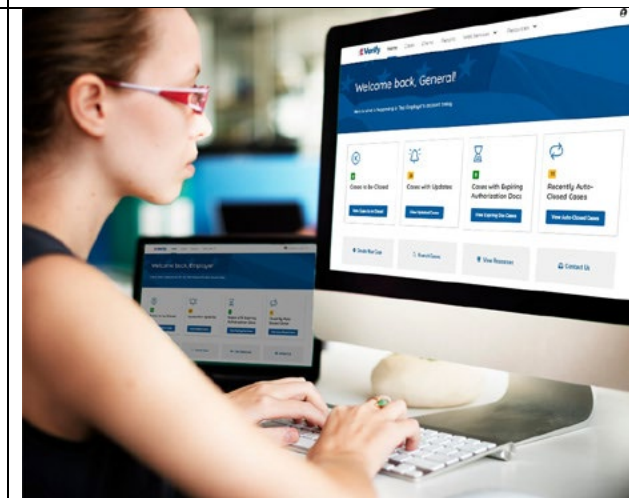


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## Overview of User Roles

A user role determines the functions and permissions you have when you log into E-Verify. There are 2 user roles:

- General User
- Program Administrator



As a general user, it is important to know the following:

- Your program administrator can assist you if you have been locked-out of E-Verify due to a password issue.
- Cases created by you can also be managed by your program administrator.
- Your program administrator can add new users to be general users or program administrators and can delete user accounts when needed.
- Only program administrators can update your company's or entity's profile information.

NOTE: If you do not know who your program administrator is, contact E-Verify Customer Support at 888-464-4218.

### General User - Create a Password

The first time you log in to E-Verify, you are prompted to change your password.

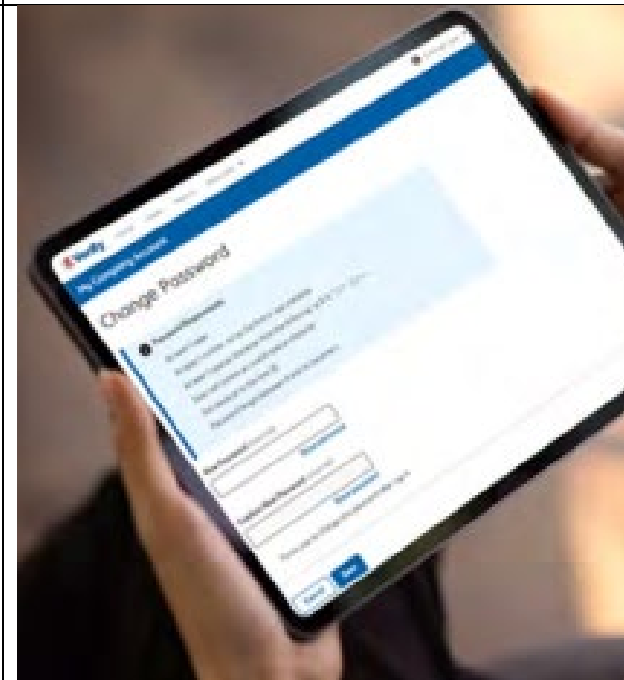
Passwords are case-sensitive, different from the assigned user ID, and have the password requirements below to create a new password.

- At least 1 letter
- At least 1 number, not as the first or last character
- At least 1 special character from the following ! @ \$ % \* ( ) ? : ; { } + - ~
- Does not contain an invalid special character
- Not identical to the User ID
- Password length between 8 and 14 characters
- No more than two consecutive characters from the prior password.

Example: IL!keH2O

### IMPORTANT:

- IMPORTANT: If you think your password has been compromised, you must change your password immediately. To change your password, access the user profile options from the drop-down menu under your username in the top right corner of the account.



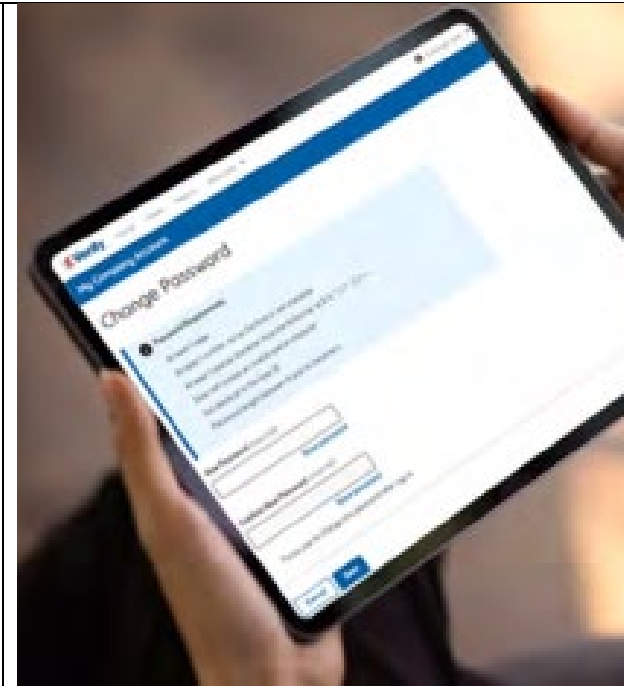
The screenshot shows the E-Verify 'Create a Password (continued)' tutorial page. The page header includes the E-Verify logo and navigation links for Home, Cases, Reports, and Resources. The user is logged in as an Employer User. The main content area is titled 'Create a Password (continued)' and lists password policy recommendations: Dictionary word, Proper noun or the name of any person, pet, child or fictional character, employee serial number, Social Security number, birth date, phone number or any information that could be readily guessed about the creator of the password, Simple pattern of letters or numbers, and Word, noun or name spelled backwards. An 'IMPORTANT' note states that passwords should never be shared and every E-Verify user must have a unique user ID and password. At the bottom, there are 'Back', 'Next', and 'Exit Lesson' buttons, and a page indicator 'Lesson 5 Page 6 of 22'.

## General User – Password Hints

Password **should not**:

- Contain any dictionary word
- Contain any proper noun or the name of any person, pet, child, or fictional character, nor any employee ID number, Social Security number, birth date, phone number or any information that could be readily guessed about the creator of the password
- Contain any simple pattern of letters or numbers, such as “qwerty” or “xyz123”
- Contain any word, noun or name spelled backwards.

**IMPORTANT:** You should NEVER share your password. Every E-Verify user must have their own unique user ID and password.





**E-Verify** Home Cases Reports Resources Employee User


**Tutorial**

### Password Help

If you try to log in with an incorrect password 3 consecutive times, E-Verify will lock you out.

If you are locked out, first try to change your password using the link ["Forgot your password?"](#) on the user log in screen.

If you are unable to change your password automatically, contact E-Verify Customer Support at 888-464-4218.



**NOTE:** As a Program Administrator, it is important to know that your General Users contact you to unlock their user password.

[Back](#) [Next](#) [Exit Lesson](#) Lesson 5 Page 7 of 22

## General User – Password Help

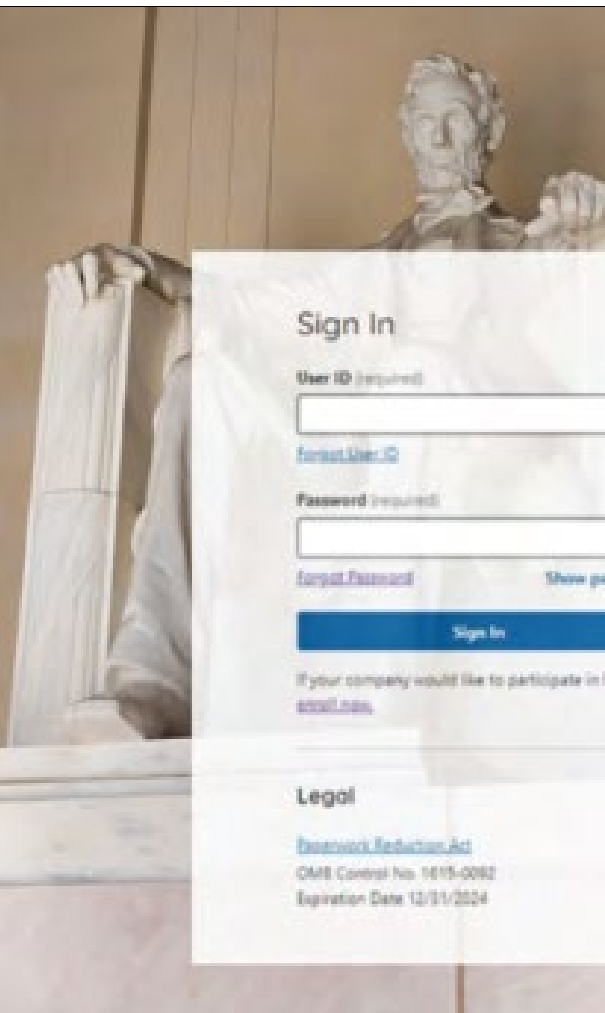
- If you try to log in with an incorrect password three consecutive times, E-Verify will lock you out.
  - If you are locked out, first try to change your password using the link [Forgot Password](#) on the user log in screen.
  - If you are unable to change your password with [Forgot Password](#) link, contact another program administrator in your company.
- Each user must create password challenge questions.
  - You will need to correctly answer these questions to reset your password, if you ever forget it.

### Important:

- E-Verify will prompt you to change your password every 90 days.
- To comply with federal security guidelines, USCIS is required to lock any user ID that has not been accessed within the past 270 days. A locked user ID will not affect your E-Verify enrollment or the data in your E-Verify account.

### Note:

- Each user must have their own user ID and password to access E-Verify and may not share their user ID or password with others.
- You are responsible for any activity associated with your user ID and password.



**Sign In**

User ID (required)

[Forgot User ID](#)

Password (required)

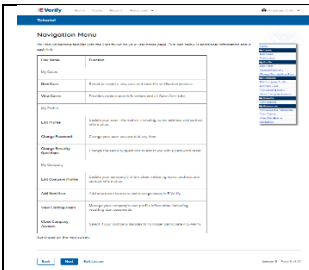
[Forgot Password](#) [Show password](#)

[Sign In](#)

If your company would like to participate in E-Verify, visit [e-verify.gov](#).

**Legal**

[Datawork Selection Act](#)  
OMB Control No. 1615-0082  
Expiration Date 12/31/2024



### General User E-Verify Home Page - Navigation Menu

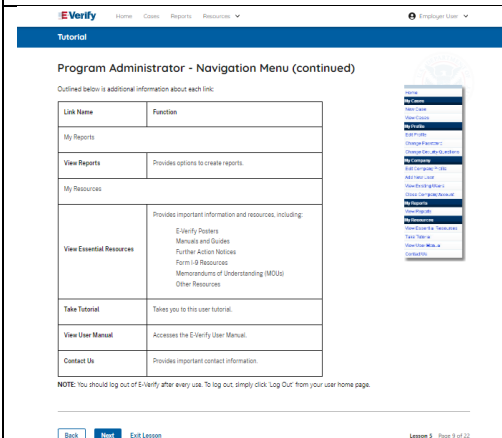
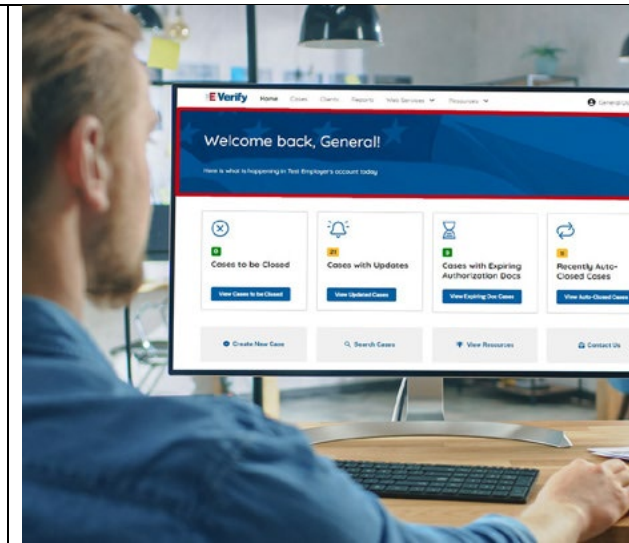
Each time you log in to E-Verify you will see a Welcome Back banner with your name and company, or entity listed.

Case alert boxes with important information about your cases are under the welcome banner, including Cases to be Closed, Cases with Updates, Cases with Expiring Authorization Docs and Recently Auto-Closed Cases.

Convenient quick links in gray boxes are directly below the case alert boxes, including Create New Case, Search Cases, View Resources and Contact Us.

Below the quick links, you will find the E-Verify News section that keeps you up to date on the latest and greatest with E-Verify.

The next slides will help you become familiar with the links found on your user home page.



### General User Navigation Menu – Links Above the Welcome Banner

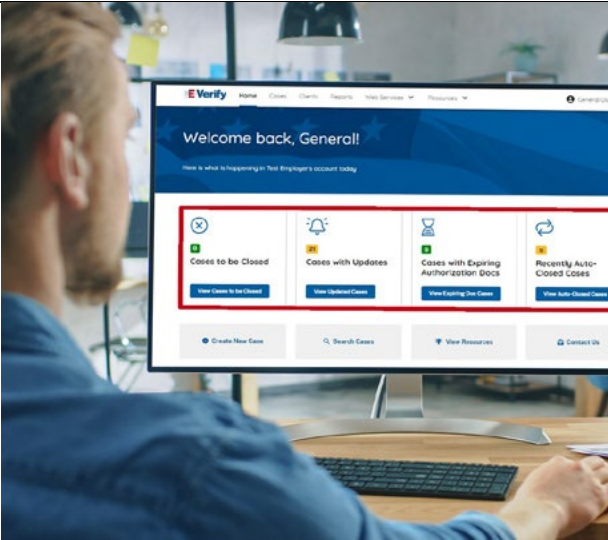
The links above the welcome banner include:

MENU	FUNCTIONS
Cases	<ul style="list-style-type: none"> <li>Search Cases</li> <li>Create New Cases</li> </ul>
Reports	<ul style="list-style-type: none"> <li>Run Reports</li> </ul>
Resources	<ul style="list-style-type: none"> <li>View Essential Resources</li> <li>Take Tutorial</li> <li>View User Manual</li> <li>E-Verify News</li> <li>Contact Us</li> </ul>
Account Options	<ul style="list-style-type: none"> <li>Company Account</li> <li>User Account</li> <li>Log Out</li> </ul>

**Navigation Menu – Case Alert Boxes**

Case Alerts Boxes are located below the welcome banner:

Link	Function
Case Alert	<ul style="list-style-type: none"> <li>The Case Alert boxes bring attention to cases that need action or provide important information regarding your cases.</li> </ul>
Cases to be Closed	<ul style="list-style-type: none"> <li>Any case created in E-Verify and assigned an E-Verify case number must be closed.</li> <li>The 'Cases to be Closed' Case Alert provides quick access to all cases that need to be closed.</li> </ul>
Cases with Updates	<ul style="list-style-type: none"> <li>All open cases that have had a change in case result.</li> <li>All cases must be closed. This case alert is an easy way to manage these cases.</li> <li>Click Continue Case to take action.</li> </ul>
Cases with Expiring Doc	<ul style="list-style-type: none"> <li>This is simply a reminder; no action is required in E-Verify.</li> <li>This alert will only appear if the document the employee presented for the original E-Verify case was either an Employment Authorization Document (Form I-766) or an Arrival/Departure Record (Form I-94).</li> </ul>
Recently Auto-Closed Cases	<ul style="list-style-type: none"> <li>Notification of the cases that were automatically closed.</li> <li>This is notification your case was closed. Be sure to record the case information as required on Form I-9 or print the case details page.</li> </ul>



**Navigation Menu – Quick Links and E-Verify News**

Quick Links and E-Verify News are located below the Case Alert Boxes:

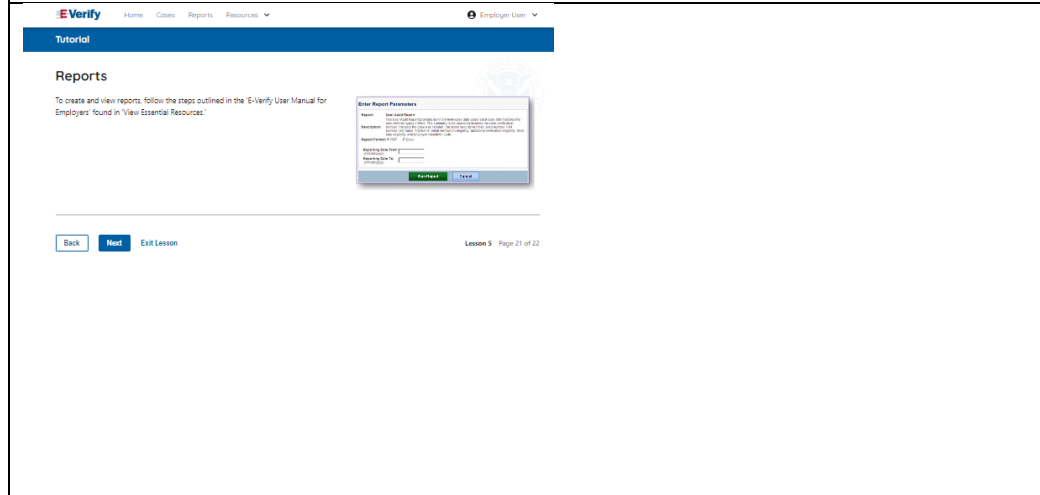
Quick Links	Function
Crete New Case	<ul style="list-style-type: none"> <li>Create new E-Verify cases</li> </ul>
Search Cases	<ul style="list-style-type: none"> <li>Search Cases</li> </ul>
View Resources	<ul style="list-style-type: none"> <li>Access E-Verify Resources</li> </ul>

Contact Us

- Contact E-Verify

E-Verify News

- Stay up to date with the latest E-Verify News



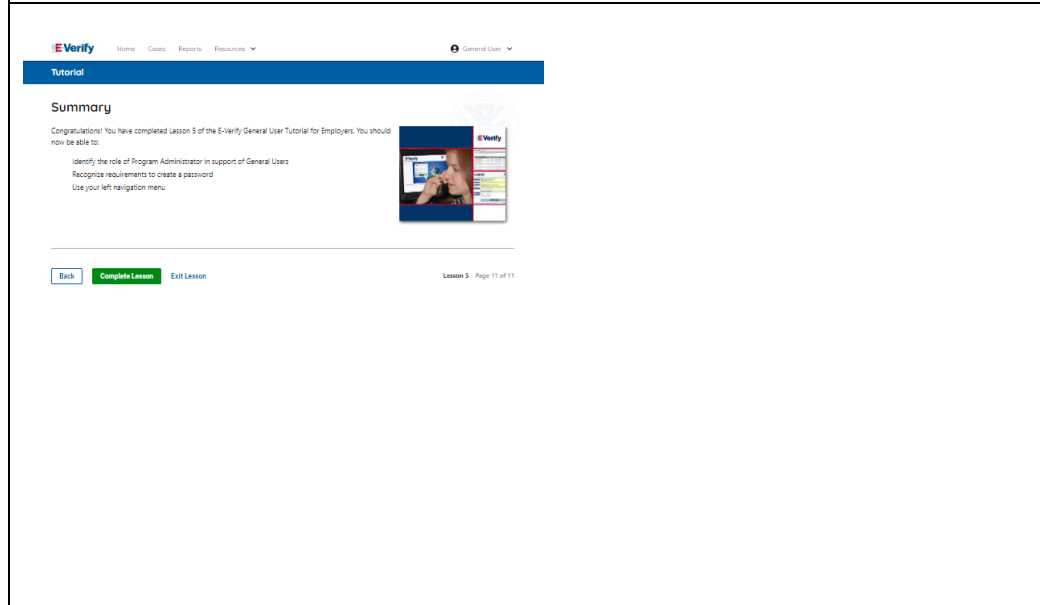
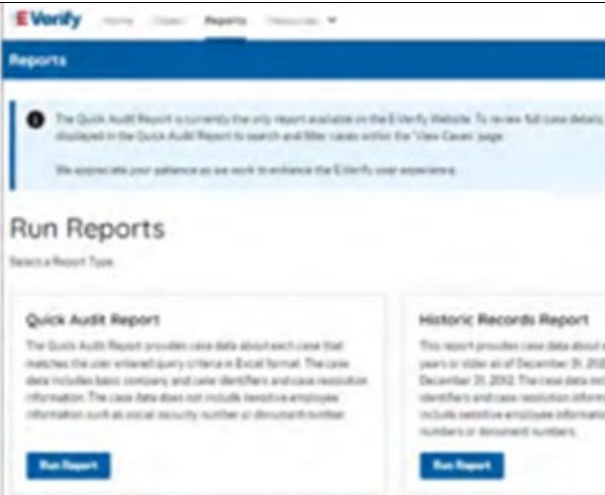
### Reports

On the home page, above the welcome banner, click **Reports**.

Select the report you want to create from the options available.

A description of the report is provided on the report screen.

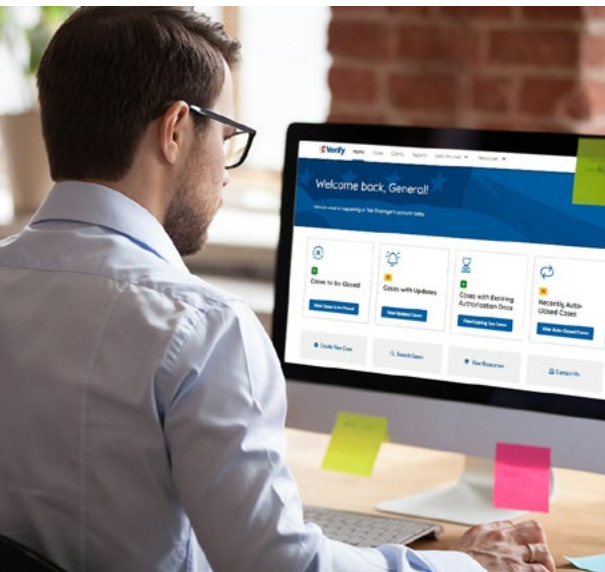
For more information review please review the [E-Verify User Manual](#).



### Summary

Congratulations! You have completed Lesson 5 of the E-Verify General User Tutorial for Employers. You should now be able to:

- Understand the role the role of program administrator in support of your company's or entity's users
- Recognize requirements to create a password
- Use your navigation menu
- Manage the information in Company Account



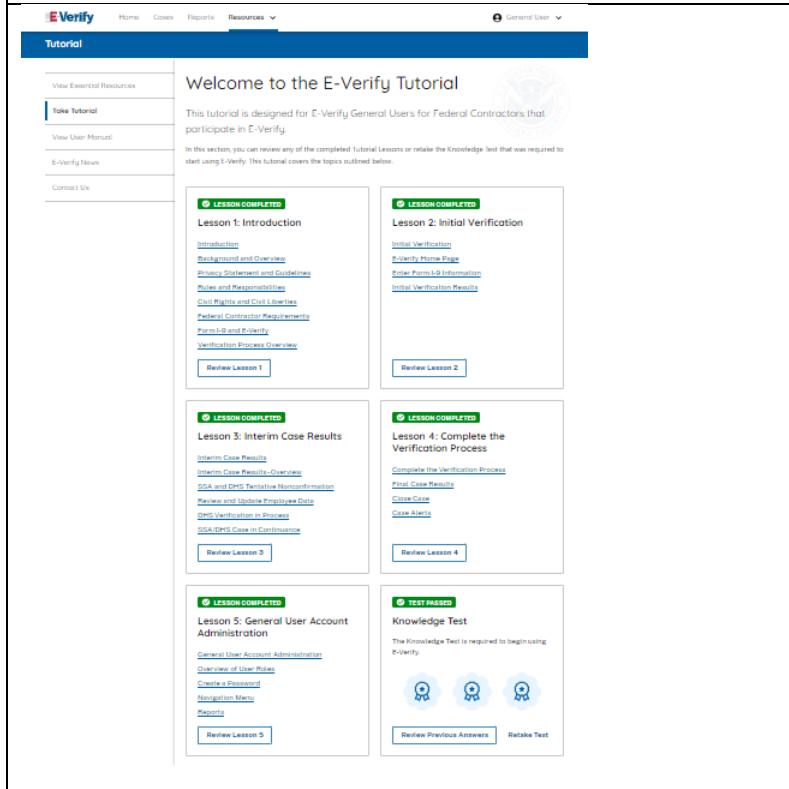
# EV FC Tutorial Lesson 1

**LESSON COMPLETED**

## Lesson 1: Introduction

[Introduction](#)  
[Background and Overview](#)  
[Privacy Statement and Guidelines](#)  
[Rules and Responsibilities](#)  
[Civil Rights and Civil Liberties](#)  
[Federal Contractor Requirements](#)  
[Form I-9 and E-Verify](#)  
[Verification Process Overview](#)

[Review Lesson 1](#)

Current	Update	Image
 <p>The screenshot shows the E-Verify Tutorial interface. At the top, it says 'Welcome to the E-Verify Tutorial'. Below this, there are five lesson cards, each with a 'LESSON COMPLETED' badge. Lesson 1: Introduction (with a list of sub-topics and a 'Review Lesson 1' button). Lesson 2: Initial Verification (with sub-topics and a 'Review Lesson 2' button). Lesson 3: Interim Case Results (with sub-topics and a 'Review Lesson 3' button). Lesson 4: Complete the Verification Process (with sub-topics and a 'Review Lesson 4' button). Lesson 5: General User Account Administration (with sub-topics and a 'Review Lesson 5' button). There is also a 'TEST PASSED' badge for a 'Knowledge Test' section with a 'Retake Test' button.</p>	<h2>Welcome to the E-Verify Tutorial</h2> <p>This tutorial is designed for E-Verify Employers of Federal Contractors that participate in E-Verify.</p> <p>In this section, you can review any of the completed tutorial lessons or retake the knowledge test that was required to start using E-Verify. This tutorial covers the topics outlined below.</p> <h3>Lesson 1: Introduction</h3> <ul style="list-style-type: none"><li>Introduction</li><li>E-Verify and Federal Contractor Background</li><li>E-Verify Overview</li><li>Privacy Statement and Guidelines</li><li>Rules and Responsibilities</li><li>Civil Rights and Civil Liberties</li><li>Federal Contractor Requirements</li><li>Form I-9 and E-Verify</li><li>Verification Process Overview</li></ul> <p>{Review Lesson 1}</p>	

**Lesson 2: Initial Verification**

Initial Verification  
E-Verify Home Page  
Enter Form I-9 Information  
Initial Verification Results  
{Review Lesson 2}

**Lesson 3: Interim Case Results**

Interim Case Results  
Interim Case Results - Overview  
DHS and/or SSA Tentative Nonconfirmation (Mismatch)  
E-Verify Needs More Time  
DHS and/or SSA Case in Continuance  
{Review Lesson 3}

**Lesson 4: Complete the Verification Process**

Complete the Verification Process  
Final Case Results  
Close Case  
Case Alerts  
{Review Lesson 4}

**Lesson 5: General User Account Administration**

General User Account Administration  
Overview of User Roles  
Create a Password  
Navigation Menu  
Manage Company  
Reports  
{Review Lesson 5}

## Lesson 1: Introduction

Introduction  
E-Verify and Federal Contractor Background  
E-Verify Overview  
Privacy Statement and Guidelines  
Rules and Responsibilities  
Civil Rights and Responsibilities  
E-Verify and Federal Contractor  
Federal Contractor Requirements  
Form I-9 and E-Verify  
Verification Process Overview  
{Review Lesson 1}



Welcome to lesson 1 of the E-Verify General User Tutorial for Federal Contractors. In this lesson, you should be able to:

- E-Verify and Federal Contractor Background
- E-Verify Overview
- Privacy Statement and Guidelines
- Rules and Responsibilities
- Civil Rights and Civil Liberties
- E-Verify and Federal Contractor
- Federal Contractor Requirements
- Form I-9 and E-Verify
- Verification Process Overview

## Learning Objectives

Upon completing this lesson, you should be able to:

- Describe the background and overview of E-Verify and Federal Contractor Rule

**LESSON COMPLETED**

### Lesson 1: Introduction

[Introduction](#)  
[Background and Overview](#)  
[Privacy Statement and Guidelines](#)  
[Rules and Responsibilities](#)  
[Civil Rights and Civil Liberties](#)  
[Federal Contractor Requirements](#)  
[Form I-9 and E-Verify](#)  
[Verification Process Overview](#)

[Review Lesson 1](#)

E-Verify Home Cases Reports Resources General User

### Tutorial

#### Introduction

Welcome to Lesson 1 of the E-Verify General User Tutorial for Federal Contractors. In this lesson, you will learn about the E-Verify topics listed below:

- Background and Overview
- Privacy Statement and Guidelines
- Rules and Responsibilities
- Civil Rights and Civil Liberties
- Federal Contractor Requirements
- Form I-9 and E-Verify
- Verification Process Overview

[Next](#) [Exit Lesson](#) Lesson 1 Page 1 of 31

E-Verify Home Cases Reports Resources General User

### Tutorial

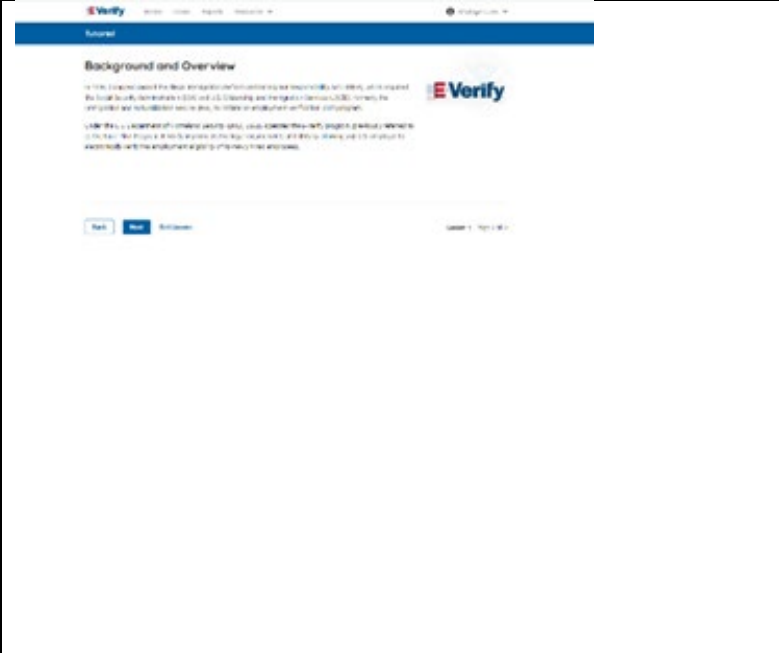
#### Learning Objectives

Upon completing this lesson, you should be able to:

- Describe the background and overview of E-Verify
- Carry out and comply with rules, responsibilities and guidelines for protecting privacy and personal information
- Recognize Civil Rights and Civil Liberties
- Identify federal contractor requirements
- Recognize Form I-9 procedures and how they relate to E-Verify
- Recognize the verification process and case results

[Back](#) [Next](#) [Exit Lesson](#) Lesson 1 Page 2 of 31

- Carry out and comply with rules, responsibilities and guidelines for protecting privacy and personal information
- Recognize Civil Rights and Civil Liberties
- Identify federal contractor requirements
- Recognize Form I-9 procedures and how they relate to E-Verify

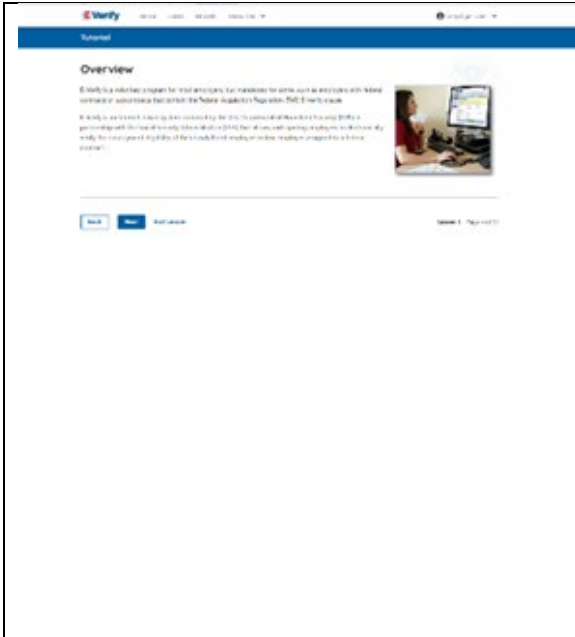


**E-Verify and Federal Contractor Background**

In 1996, Congress passed the Illegal Immigration Reform and Immigrant Responsibility Act (IIRIRA), which required the Department of Homeland Security (DHS) and Social Security Administration (SSA) to develop an employment confirmation process now known as E-Verify.



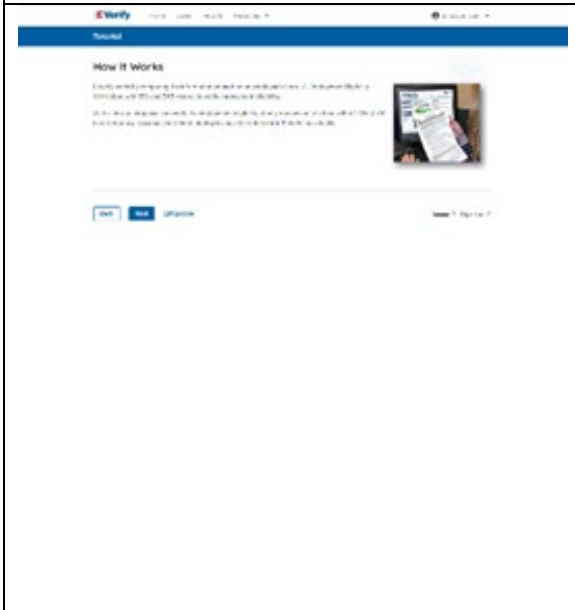
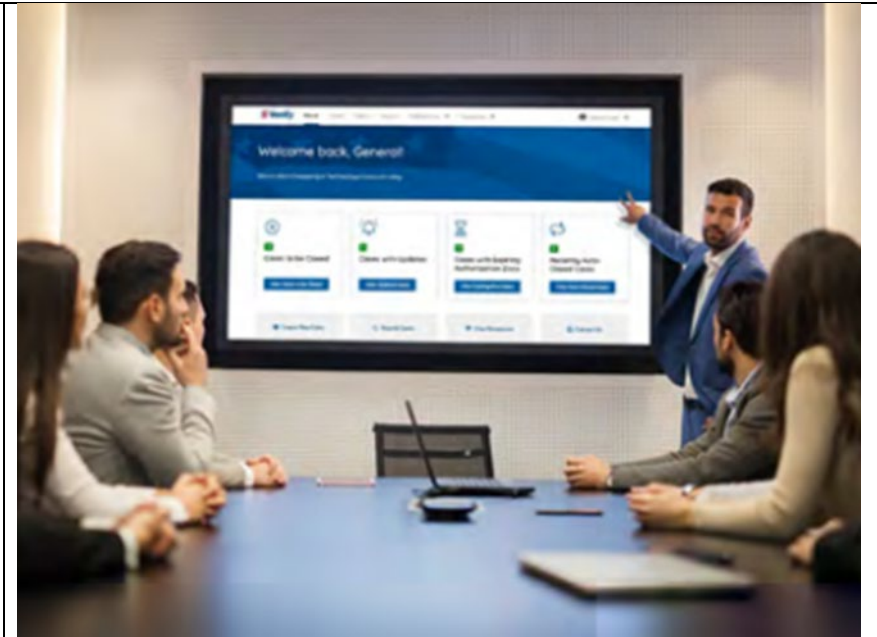




### E-Verify Overview

E-Verify is an internet-based system that electronically verifies the employment eligibility of newly hired employees to work in the United States.

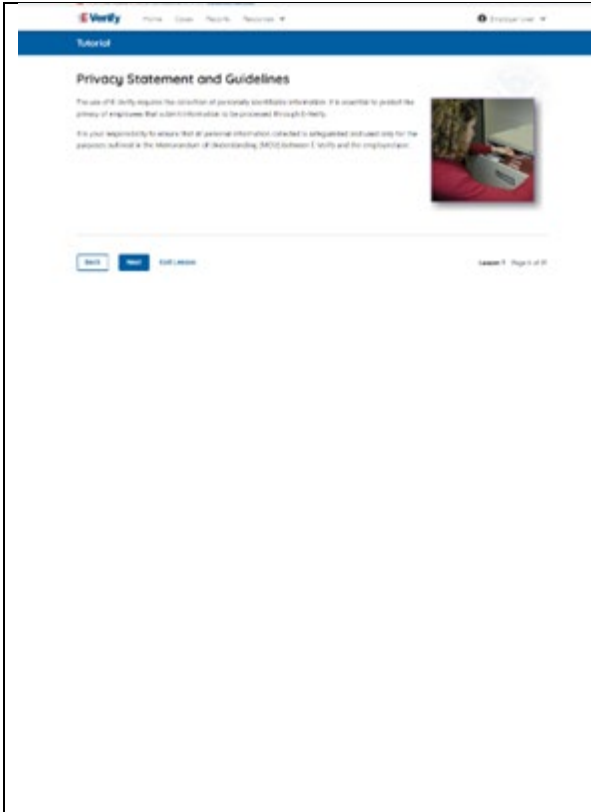
E-Verify is a voluntary program. Employers with federal contracts or subcontracts that contain the Federal Acquisition Regulation (FAR) E-Verify clause are required to enroll in and use E-Verify as a condition of federal contracting. Employers with employees in states with legislation that requires participation in E-Verify, for example, as a condition of business licensing, may also be required to participate in E-Verify. In addition, an employer may be required to participate in E-Verify pursuant to a court order.



### How E-Verify Works

E-Verify works by electronically comparing the information from an employee's Form I-9, Employment Eligibility Verification, with official government records that E-Verify can access to verify the identity and employment eligibility of each newly hired employee and/or employee assigned to a covered federal contract.



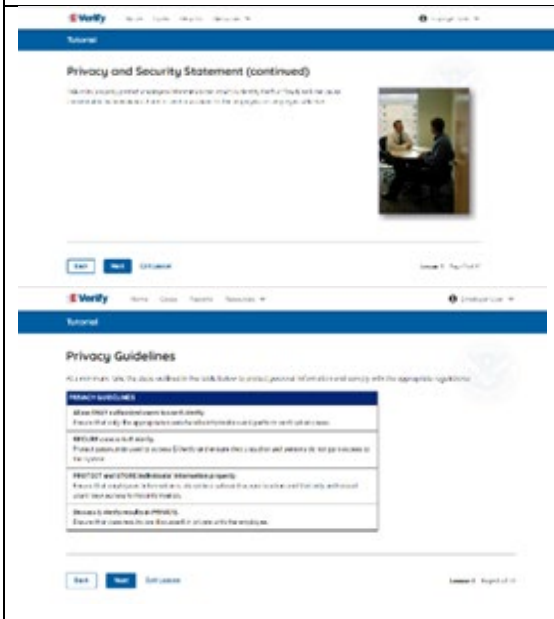


### Privacy Statement and Guidelines

E-Verify use requires the collection of personally identifiable information (PII). Employers must protect the privacy of employees who submit information to be processed through E-Verify and ensure that all personal information collected is safeguarded and used only for the purposes outlined in the memorandum of understanding (MOU).

E-Verify protects PII in accordance with a National Archives and Records Administration (NARA) records retention and disposal schedule (N 1-566-08-7) by annually disposing of E-Verify records that are over 10 years old. This minimizes security and privacy risks associated with U.S. government retention of PII.

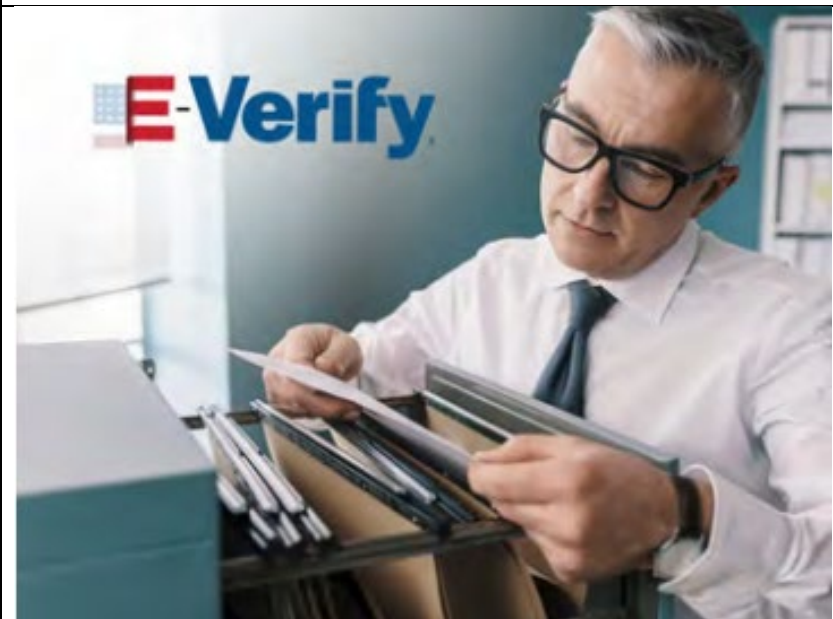
Failure to properly protect employee information can result in identity theft or fraud and can cause considerable inconvenience, harm, or embarrassment to the employees or employer affected.



### Privacy Guidelines

#### Privacy Guidelines Overview

- Allow only authorized users to use E-Verify. Ensure that only authorized users handle information and create cases.
- Secure access to E-Verify. Protect passwords used to access E-Verify and ensure that unauthorized persons do not access E-Verify.
- Protect and store employee information properly. Ensure that employee information is stored in a safe and secure location and that only authorized users have access to this information.
- Discuss E-Verify results in private. Ensure that all case results, including mismatches



and Final Nonconfirmations are discussed in private with the employee.

**REMINDER**

You must ensure that all personally identifiable information (PII) is safeguarded.

**Rules and Responsibilities**

All E-Verify users are bound by the guidelines set forth in the E-Verify MOU and the rules and responsibilities outlined in the E-Verify User Manual for Employers and this tutorial.

The next screens outline the specific rules and responsibilities required of everyone that uses E-Verify.

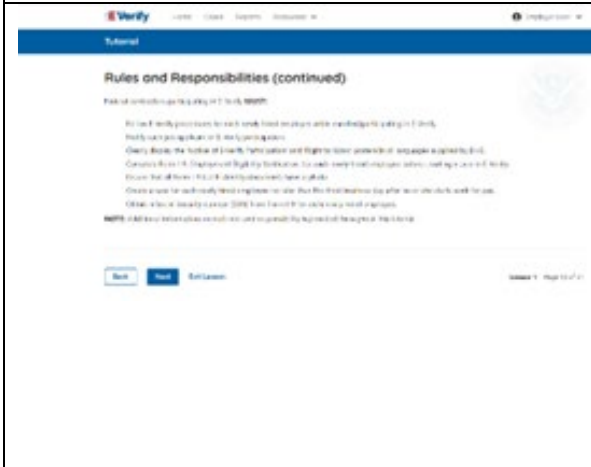
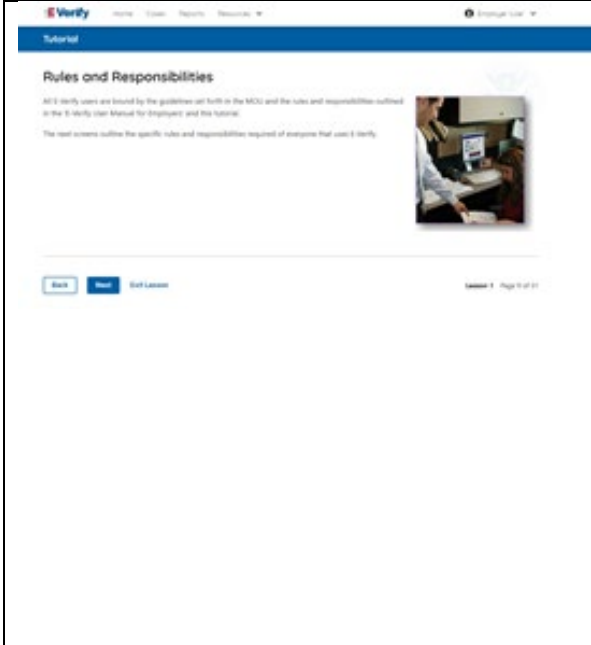
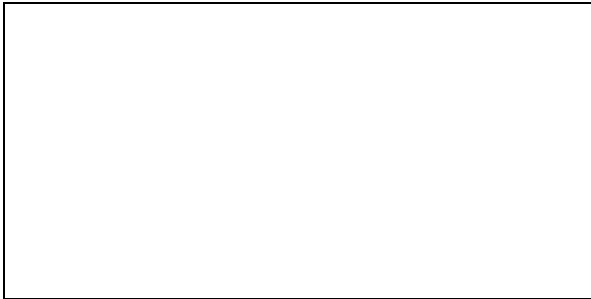
**NOTE:** Additional information on each rule and responsibility is provided throughout this tutorial.



**Rules and Responsibilities – E-Verify Employers Must**

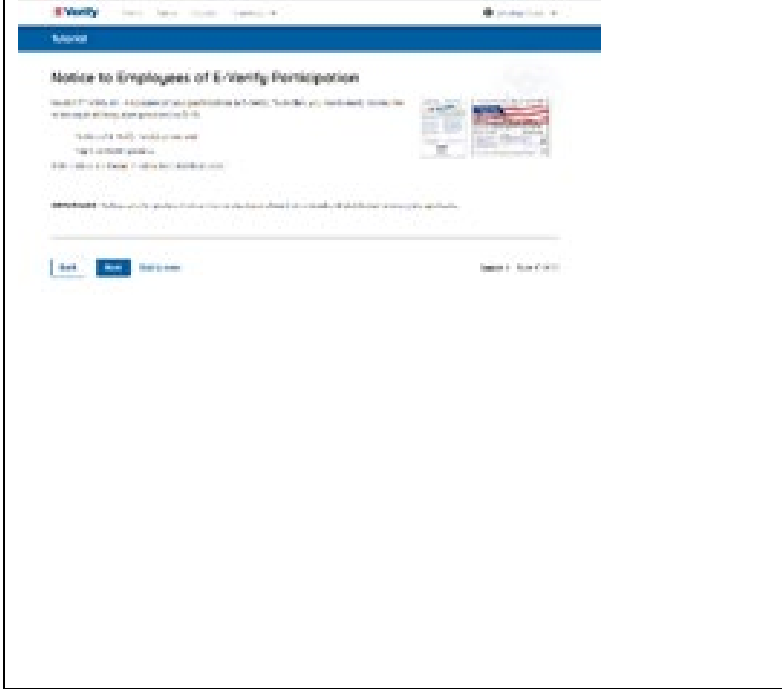
Employers participating in E-Verify **MUST:**

- ✓ Follow E-Verify procedures for each employee for whom an E-Verify case is created.
- ✓ Notify each job applicant of E-Verify participation by clearly displaying the Notice of E-Verify Participation and the Right to Work posters in English and Spanish. You may also display the posters in other languages provided by DHS.
- ✓ Complete Form I-9 for each newly hired employee before creating a case in E-Verify.



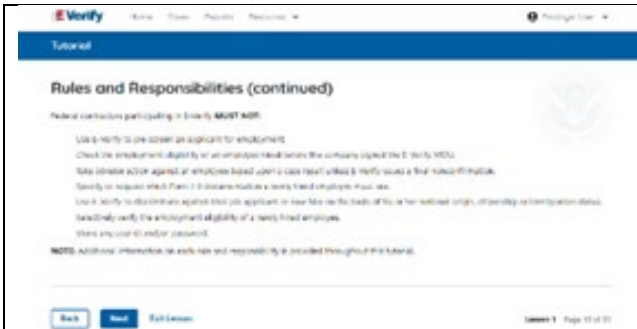
- ✓ Obtain a Social Security number from each newly hired employee on Form I-9.
- ✓ Ensure that Form I-9 List B identity documents have a photo.
- ✓ Create a case for each newly hired employee no later than the third business day after he or she starts work for pay. Enter the employee's email address in E-Verify if it was provided on Form I-9.
- ✓ Provide each employee with notice of and the opportunity to take action on a mismatch by downloading the Further Action Notice and providing it to the employee before referring the case.
- ✓ Ensure that all PII is safeguarded.

**IMPORTANT:** For more information, review the E-Verify Supplemental Guide for Federal Contractors located in View Essential Resources.



- Rules and Responsibilities - Notice to Employees of E-Verify Participation**
- You **MUST** notify **ALL** employees of your participation in E-Verify
- Provide the following posters to your company locations:
    - Notice of E-Verify Participation; and
    - Right to Work.
  - Ensure all locations display the posters (in both English and Spanish) in a prominent place that is clearly visible to all current and prospective employees, electronically or in hard copy.
  - Replace the participation posters when updates are provided by DHS to ensure employees, applicants, and the public to have the most recent and complete information regarding E-Verify.
  - E-Verify recommends providing a copy of these posters with job application materials, either electronically or in hard copy.



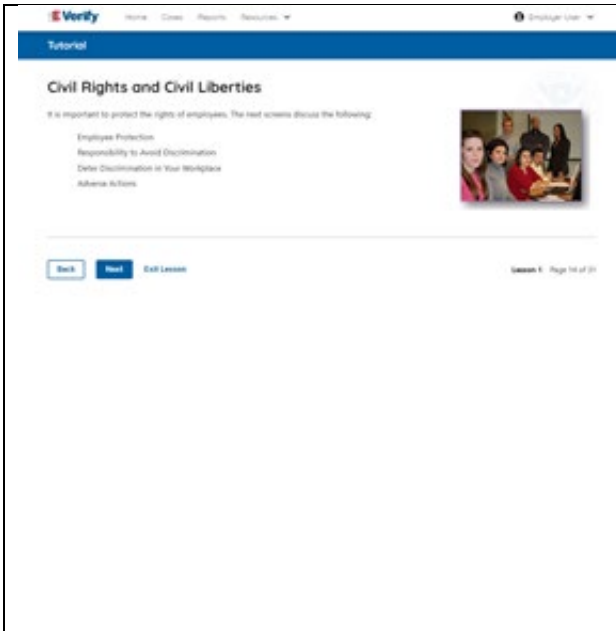


**Rules and Responsibilities – E-Verify Employer Must Not:**

Employers participating in E-Verify **MUST NOT:**

- Use E-Verify to pre-screen an applicant for employment.
- Specify or request which Form I-9 documentation an employee must use, except to specify that any Form I-9 List B document the employee chooses to present must contain a photo.
- Use E-Verify to discriminate against any job applicant or employee on the basis of their national origin, citizenship, or immigration status.
- Create an E-Verify case for an employee who was hired before the employer signed the E-Verify MOU, except in certain instances such as employees of federal contractors with the FAR E-Verify clause.
- Terminate, suspend, delay training, withhold or lower pay, or take any other adverse action against an employee because of the mismatch, until the mismatch becomes a Final Nonconfirmation.
- Share any user ID or password.

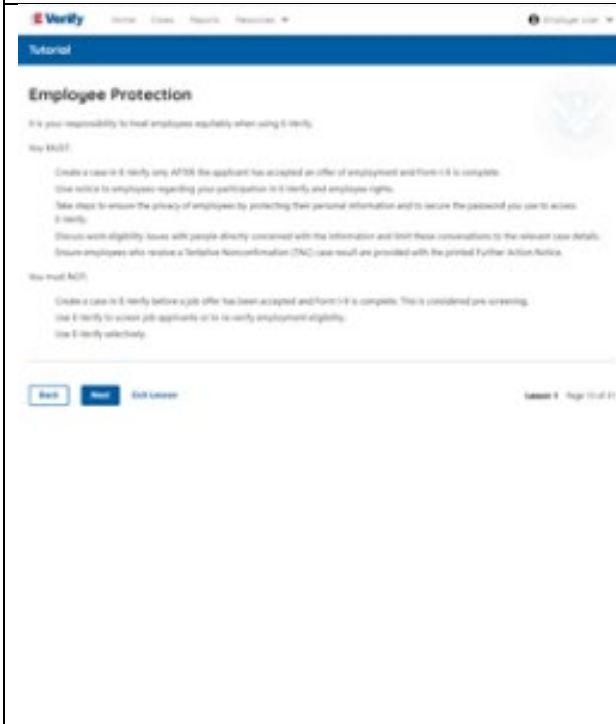
**NOTE:** Additional information on each rule and responsibility is provided throughout this tutorial.



### Civil Rights and Civil Liberties

Employee rights must be protected. The next screens discuss the following:

- Employee Protection
- Responsibility to Avoid Discrimination
- Deter Discrimination in Your Workplace
- Adverse Actions



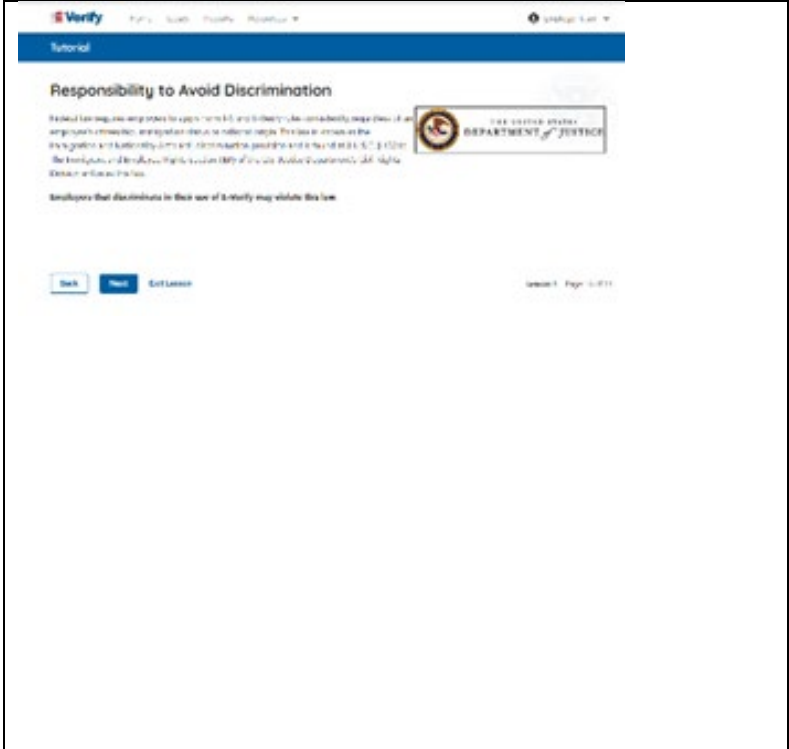

### Civil Rights and Civil Liberties - Employee Protection

It is your responsibility to treat employees equitably when using E-Verify.

**You MUST:**

- Create a case in E-Verify only **AFTER** the applicant has accepted an offer of employment and Form I-9 is complete.
- Give notice to employees regarding your participation in E-Verify and employee rights.
- Take steps to ensure the privacy of employees by protecting their personal information and to secure the password you use to access E-Verify.
- Discuss work eligibility issues with people directly concerned with the information and limit these conversations to the relevant case details.
- Ensure employees who receive a mismatch are provided with the printed Further Action Notice.

**You must NOT:**

	<ul style="list-style-type: none"> <li>• Create a case in E-Verify before a job offer has been accepted and Form I-9 is complete. This is considered pre-screening.</li> <li>• Use E-Verify to screen job applicants or to re-verify employment eligibility.</li> <li>• Use E-Verify selectively to discriminate against applicants or employees.</li> </ul>	
 <p>The screenshot shows a tutorial page from the E-Verify system. The title is "Responsibility to Avoid Discrimination". The text on the page states: "Federal law requires employers to apply Form I-9 and E-Verify consistently regardless of an employee's citizenship, immigration status or national origin. It is also illegal to discriminate against an employee based on race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), disability or genetic information." Below this text is a small graphic of the Department of Justice seal. At the bottom of the page, there are navigation buttons: "Back", "Next", and "Exit Lesson".</p>	<p><b>Protecting Civil Rights and Civil Liberties: The Department of Justice’s Immigrant and Employee Rights Section (IER)</b></p> <p>Federal law requires employers to apply Form I-9 and E-Verify rules consistently, regardless of an employee’s citizenship, immigration status or national origin. This law is known as the Immigration and Nationality Act’s anti-discrimination provision and is found at 8 U.S.C. § 1324b. The Immigrant and Employee Rights Section (IER) of the U.S. Justice Department's Civil Rights Division enforces this law.</p> <p><b>Employers that discriminate in their use of E-Verify may violate this law.</b></p> <p>For more information on how to avoid discrimination, contact IER Worker Hotline at 800-255-7688 (TTY: 800-237-2515) or visit <a href="http://justice.gov/ier">justice.gov/ier</a>.</p>	 <p>The seal of the Department of Justice is circular with a gold rope-like border. Inside the border, the words "DEPARTMENT OF JUSTICE" are written in gold capital letters. In the center, there is a bald eagle with its wings spread, perched on a shield with red and white stripes. Below the eagle, the Latin motto "QUI PRO DOMINA JUSTITIA SEQUITUR" is written in gold capital letters. There are three gold stars at the bottom of the seal.</p>
<p>NO IMAGE</p>	<p><b>Civil Rights and Civil Liberties – U.S. Equal Employment Opportunity Commission (EEOC)</b></p> <p>You may not discriminate against employees because of race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), disability or genetic information.</p> <p><b>Employers that discriminate in their use of E-Verify may be in violation of this law.</b></p>	



For more information on how to avoid discrimination, contact EEOC at 800-669-4000 (TTY: 844-234-5122) or visit [eeoc.gov](http://eeoc.gov).



**Civil Rights and Civil Liberties - Deter Unlawful Discrimination in Your Workplace**

Display the DHS E-Verify Participation and DOJ Right to Work posters so prospective employees and new hires will see them.

In addition, make sure you comply with federal anti-discrimination requirements. For example:

- Do not treat applicants or employees differently based on their citizenship or immigration status, or based on their appearance, language, accent, or other national origin indicator.
- Do not ask an employee to show a specific document to prove their citizenship or immigration status for the Form I-9 process or for the E-Verify process.
- Do not request additional or different documents than are required to verify employment eligibility and identity, reject reasonably genuine-looking documents or specify certain documents over others.
- Do not use E-Verify selectively or to prescreen certain candidates based on employees' or applicants' citizenship, immigration status, or national origin.
- Do not, based on an employee's citizenship status or national origin, take adverse action against an employee because of a mismatch or because their case is pending with DHS or SSA.





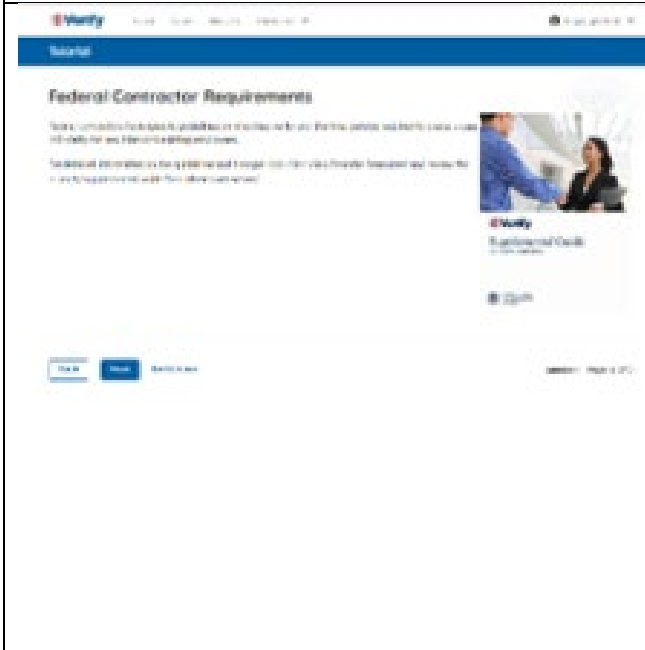


### Civil Rights and Civil Liberties – Adverse Actions

Employers must not terminate, suspend, delay training, withhold or lower pay, or take any other adverse action against an employee because of the mismatch, until the mismatch becomes a Final Nonconfirmation.

If the employee chooses not to take action on the mismatch, the employer may terminate employment with no civil or criminal liability as noted in Responsibilities of the Employer, Article II, Section A paragraph 13 of the MOU. The case can be treated as a Final Nonconfirmation, and the employer should close the case in E-Verify.

**To avoid improper adverse actions, treat employees that choose to contest a mismatch result as you would treat any other employee.**



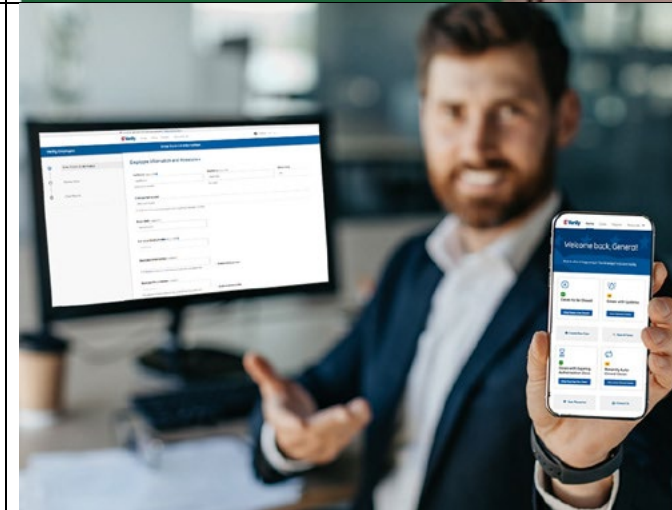
### E-Verify and Federal Contractor Requirements

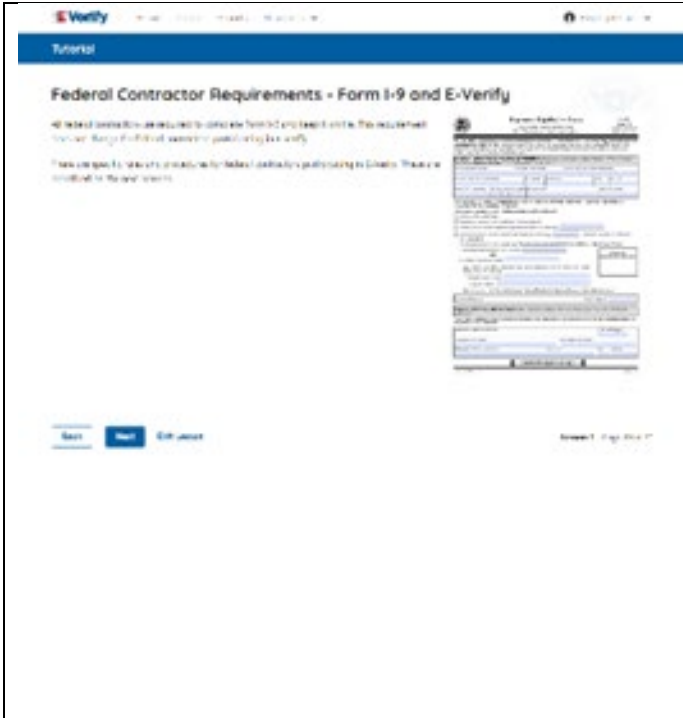
All E-Verify users are bound by the guidelines set forth in the E-Verify MOU and the rules and responsibilities outlined in the E-Verify User Manual for Employers and this tutorial.

Federal contractors with the FAR E-Verify clause have specific guidelines for:

- Exemptions and exceptions
- Timeframes for enrollment and use
- Contractors Already Enrolled in E-Verify
- Subcontractors & others.

For detailed information on the guidelines and time periods, click View Essential Resources and review the [E-Verify Supplemental Guide for Federal Contractors](#).





### Federal Contractor Requirements – Form I-9 and E-Verify

All employers in the United States are required to complete Form I-9, Employment Eligibility Verification, no later than the third business day after their employees start work for pay and keep a record of Form I-9 on file. This requirement does **NOT** change for federal contractors enrolled in E-Verify.

There are specific rules and procedures for federal contractors participating in E-Verify. These are described on the next screens.

**NOTE:** To view or download Form I-9, click [Form I-9](#). For more information on Form I-9 procedures, review the [Handbook for Employers: Guidance for Completing Form I-9 \(M-274\)](#) which is also located in View Essential Resources.



### Federal Contractor Requirements – Verifying New Employees Using Form I-9

Newly hired employees must complete Form I-9, regardless of whether they are assigned to a federal contract.

Employers must comply with Form I-9, procedures found in the M-274 which is found in the View Essential Resources link on the navigation menu.

As a Federal Contractor, you also have additional employment verification requirements for Form I-9 that other employers do not have.

For detailed information, click View Essential Resources and review the [Supplemental Guide for Federal Contractors, 2.1 Verifying New Employees using Form I-9](#).



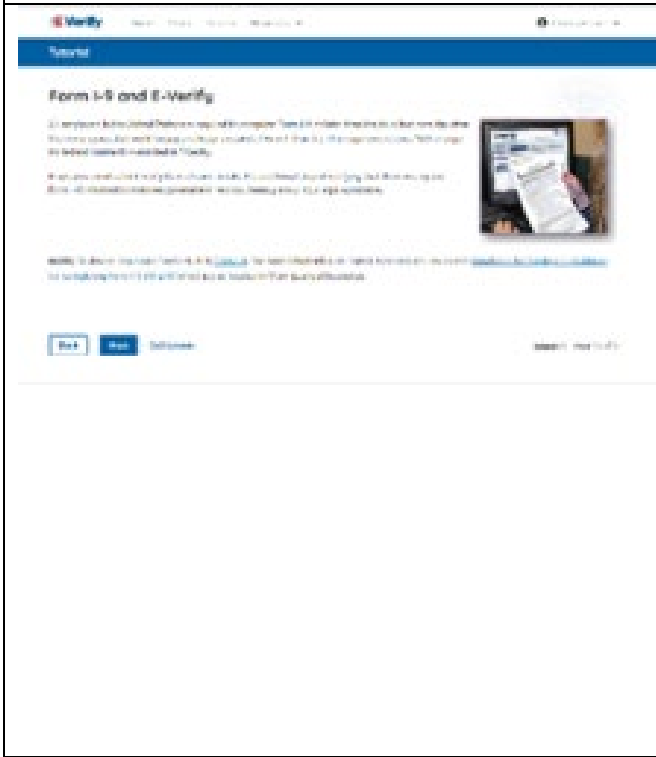
### Federal Contractor Requirements – Verifying Existing Employees using Form I-9

Federal contractors must follow specific rules which relate to Form I-9 and existing employees.

Employers must comply with Form I-9, procedures found in the M-274 which is found in the View Essential Resources link on the navigation menu.

To comply with the FAR rule, you must verify all new hires and existing employees assigned to a covered contract. You may also choose to verify your entire workforce.

For detailed information, click View Essential Resources and review the [Supplemental Guide for Federal Contractors, 2.2 Verify Existing Employee using Form I-9](#).



### Federal Contractor Form I-9 and E-Verify

All employers in the United States are required to complete Form I-9 no later than the third business day after their employees start work for pay and keep a record of Form I-9 on file. This requirement does **NOT** change for employers enrolled in E-Verify.

Employers enrolled in E-Verify have chosen to take the additional step of electronically confirming that their employees' Form I-9 information matches official government records that E-Verify can access, thereby helping ensure a legal workforce.

**NOTE:** To view or download Form I-9, click [Form I-9](#). For more information on Form I-9 procedures, review the [Handbook for Employers: Guidance for Completing Form I-9 \(M-274\)](#) which is also located in View Essential Resources.



**Form I-9 and E-Verify – Form I-9, Section 1 – Overview**

Newly hired employees must complete Section 1 of Form I-9 in its entirety. Providing a Social Security number (SSN) on Form I-9 is usually voluntary but newly hired employees of employers participating in E-Verify are required to provide an SSN on Form I-9. Therefore, all newly hired employees, including seasonal, temporary, and rehires, **MUST** provide an SSN.

**IMPORTANT:** If an employee does NOT provide an SSN, they must obtain one from the Social Security Administration. This can delay the 3-day requirement to create a case in E-Verify. Employers must note the reason for this delay on the employee's Form I-9 during the verification process. You must create a case in E-Verify as soon as the employee has received their SSN from SSA.

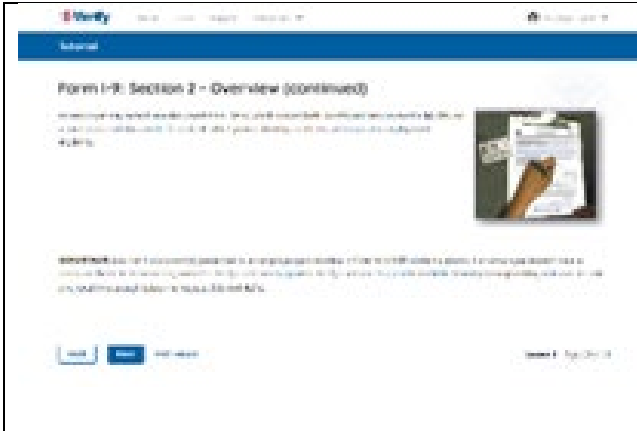


**Form I-9 and E-Verify – Form I-9, Section 2 – Overview**

Employers must complete Section 2 of Form I-9 in its entirety. To complete Section 2, you must examine documents that prove the identity and employment eligibility of the newly hired employee.

**IMPORTANT:** You may **NOT** specify which document(s) from the list of acceptable documents on Form I-9 an employee may choose to present.

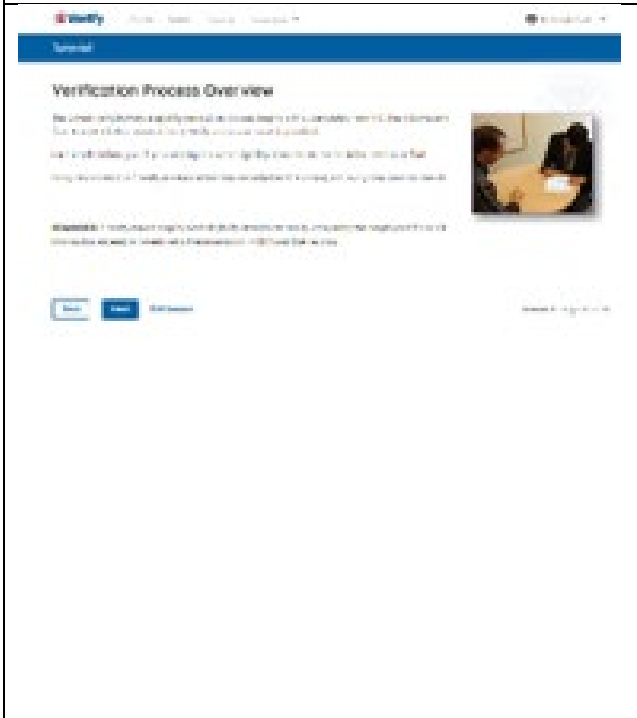




### Form I-9 and E-Verify – Form I-9, Section 2 – Documents

An employer may accept one document from List A, which proves both identity and employment eligibility, **or** a combination of documents from List B, which proves identity, and List C, which proves employment eligibility.

**IMPORTANT:** Any List B document(s) presented to an employer participating in E-Verify **MUST** contain a photo.



### Verification Process Overview

The E-Verify employment eligibility verification process begins with a completed Form I-9. The information from Form I-9 is then entered into E-Verify and a case result is provided.

Case results inform you of your employee's work eligibility. Case results can be initial, interim, or final.

If you determine the information in the case is incorrect, close the case and create a new case with correct information.

Every case must be closed.

**REMINDER:** E-Verify makes employment eligibility determinations by comparing the employee's Form I-9 information entered in E-Verify to official government records.





## Verification Process - Initial Verification Case Results Overview

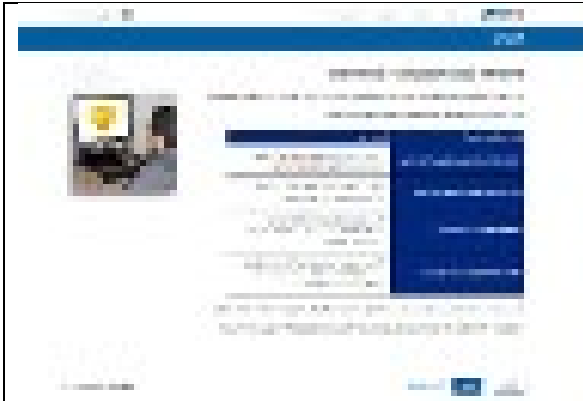
After Form I-9 information has been entered into E-Verify, E-Verify promptly provides you an initial case result. An initial case result is the first, and sometimes final, case result provided by E-Verify.

An overview of the initial case results is listed in the table below.

Initial Case Results	Overview
Employment Authorized	The employee's information matched with official records. Case will automatically close. No action needed.
Tentative Nonconfirmation (Mismatch)	Information does not initially match records. Additional action is required.
E-Verify Needs More Time	DHS could not immediately verify the data and needs more time. This case is referred to DHS for further verification. No action is required until further notice from E-Verify.

Each case result is unique and may or may not require additional action by you and/or the employee. Additional information on initial case results and next steps are addressed throughout this tutorial.





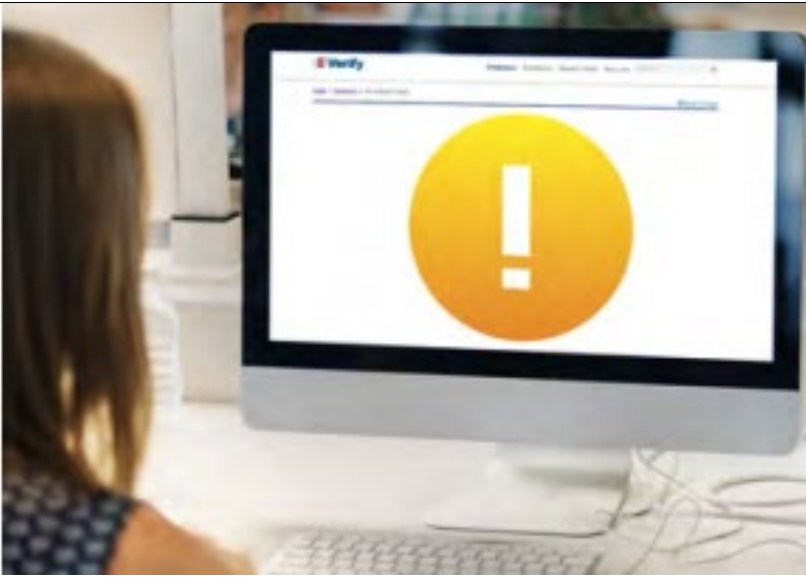
**Verification Process – Interim Verification Case Results Overview**

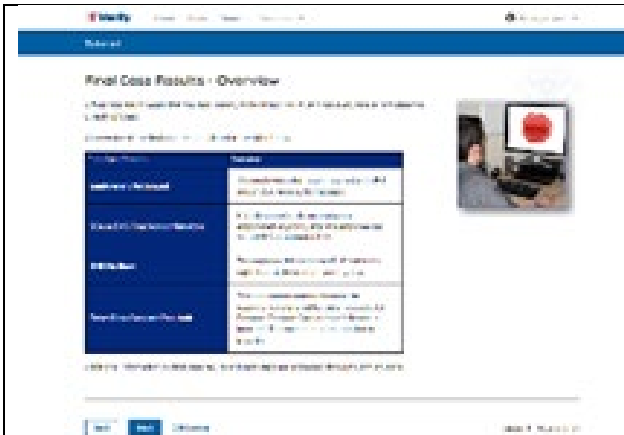
An interim case result requires additional action before E-Verify can provide you with a final case result.

An overview of the interim case results is listed in the table below.

Interim Case Results	Overview
<b>DHS and/or SSA Tentative Nonconfirmation (Mismatch)</b>	Information did not match official government records. Additional action is required.
<b>E-Verify Needs More Time</b>	DHS could not immediately verify the data and needs more time. This case is referred to DHS for further action. No action is required until further notice from E-Verify.
<b>DHS and/or SSA Case in Continuance</b>	The employee has contacted DHS or visited an SSA field office, but more time is needed to determine a final case result. No action is required until further notice from E-Verify.

Each case result is unique and may or may not require additional action by you and/or the employee. Additional information on interim case results and next steps are addressed throughout this tutorial.





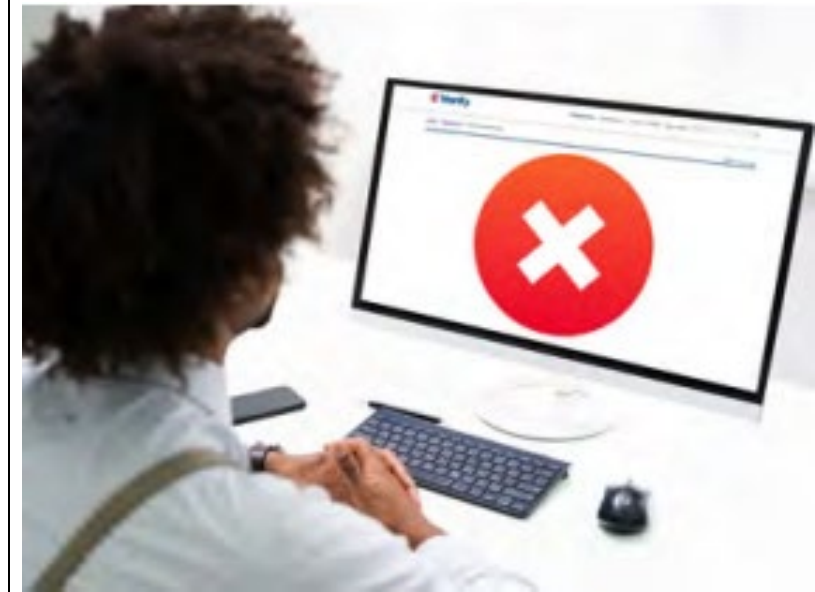
### Verification Process – Final Case Results Overview

A final case result means that the case is ready to be closed. You must close every case to complete the E-Verify process.

An overview of the final case results is listed in the table below.

Final Case Results	Overview
<b>Employment Authorized</b>	The employee's information matched with official records. Case will automatically close. No action needed.
<b>DHS and/or SSA Final Nonconfirmation</b>	E-Verify cannot verify an employee's employment eligibility after the employee has contacted DHS or visited SSA. You may close the case.
<b>Close Case and Resubmit</b>	This case cannot continue because the expiration date entered for the employee's U.S. Passport, Passport Card or driver's license is incorrect. Close the case in E-Verify and create a new case.

Each case result is unique and may or may not require additional action by you. Additional information on final case results and next steps are addressed throughout this tutorial.






**E-Verify** Home Cases Reports Resources General User

**Tutorial**

### Summary

Congratulations! You have completed Lesson 1 of the E-Verify General User Tutorial for Federal Contractors. You should now be able to:

- Describe the background and overview of E-Verify
- Carry out and comply with rules, responsibilities and guidelines for protecting privacy and personal information
- Recognize Civil Rights and Civil Liberties
- Identify federal contractor requirements
- Recognize Form I-9 procedures and how they relate to E-Verify
- Recognize the verification process and case results

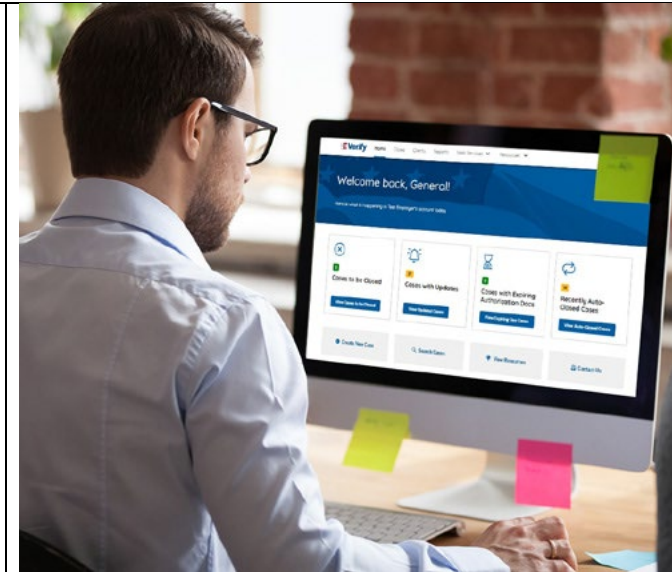


[Back](#) [Complete Lesson](#) [Exit Lesson](#) Lesson 1 Page 31 of 31

## Summary

Congratulations! You have completed Lesson 1 of the E-Verify General User Tutorial for Federal Contractors. You should now be able to:

- Describe the E-Verify and Federal Contractor Background
- Describe the E-Verify Overview
- Carry out and comply with rules, responsibilities, and guidelines for protecting privacy and personal information
- Recognize Civil Rights and Civil Liberties
- Identify E-Verify and federal contractor requirements
- Recognize Form I-9 procedures and how they relate to E-Verify
- Recognize the verification process and case results



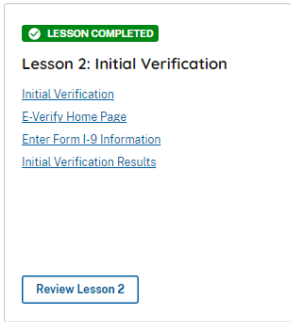
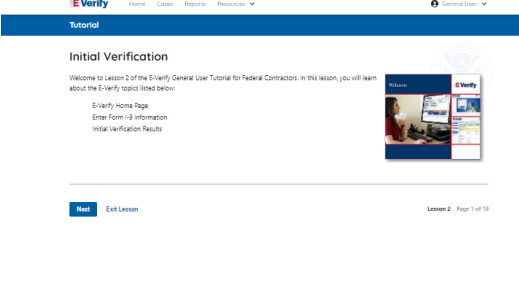
## EV FC Tutorial Lesson 2

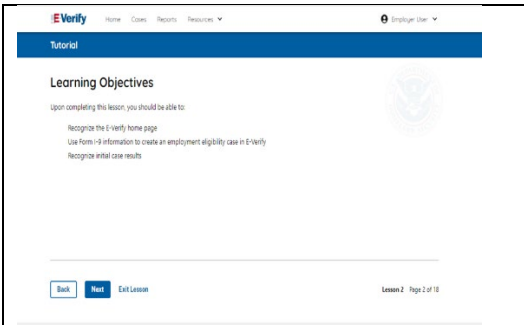
**LESSON COMPLETED**

### Lesson 2: Initial Verification

[Initial Verification](#)  
[E-Verify Home Page](#)  
[Enter Form I-9 Information](#)  
[Initial Verification Results](#)

[Review Lesson 2](#)

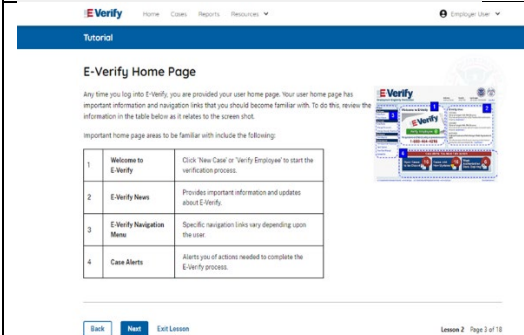
Current	Update	
 <p>A screenshot of a lesson completion page. At the top, there is a green banner with a checkmark and the text 'LESSON COMPLETED'. Below this, the title 'Lesson 2: Initial Verification' is displayed. Underneath the title are four blue hyperlinks: 'Initial Verification', 'E-Verify Home Page', 'Enter Form I-9 Information', and 'Initial Verification Results'. At the bottom of the page is a blue button labeled 'Review Lesson 2'.</p>	<p><b>Lesson 2: Initial Verification</b></p> <p>Initial Verification E-Verify Home Page Enter Form I-9 Information Initial Verification Results</p>	
 <p>A screenshot of the E-Verify tutorial page. The page has a blue header with the E-Verify logo and navigation links for Home, Cases, Reports, and Resources. Below the header, the title 'Initial Verification' is shown. The main content area contains a welcome message: 'Welcome to Lesson 2 of the E-Verify General User Tutorial for Federal Contractors. In this lesson, you will learn about the E-Verify topics listed below:'. This is followed by a list of four topics: 'E-Verify Home Page', 'Enter Form I-9 Information', and 'Initial Verification Results'. To the right of the text is a small image showing a person at a computer. At the bottom left, there is a 'Next' button and an 'Exit Lesson' link. At the bottom right, it says 'Lesson 2 Page 1 of 10'.</p>	<p><b>Initial Verification</b></p> <p>Welcome to Lesson 2 of the E-Verify General User Tutorial for Federal Contractors. In this lesson, you will learn about:</p> <ul style="list-style-type: none"><li>• E-Verify Home Page</li><li>• Entering Form I-9 Information</li><li>• Initial Verification Results</li></ul>	



## Learning Objectives

Upon completing this lesson, you should be able to:

- Recognize the E-Verify home page
- Use Form I-9 information to create a case in E-Verify
- Recognize initial case results



## E-Verify Home Screen

Each time you log in to E-Verify you will see a welcome back banner customized to your user type.

Under the welcome banner are case alert boxes with important information about your cases, including Cases to be Closed, Cases with Updates, Cases with Expiring Authorization Docs and Recently Auto-Closed Cases.

Directly below the case alert boxes are convenient quick links in gray boxes, including Create New Case, Search Cases, View Resources and Contact Us.

Below the quick links is the E-Verify News section that keeps you up to date on the latest and greatest with E-Verify.

### Navigation buttons above the banner include:

MENU	FUNCTIONS
Home	<ul style="list-style-type: none"> <li>• Employer User Home Page</li> </ul>
Cases	<ul style="list-style-type: none"> <li>• Create New Case</li> <li>• Search Cases</li> </ul>
Reports	<ul style="list-style-type: none"> <li>• Run Reports</li> </ul>
Resources	<ul style="list-style-type: none"> <li>• View Essential Resources</li> <li>• Take Tutorial</li> <li>• View User Manual</li> <li>• E-Verify News</li> <li>• Contact Us</li> </ul>
Account Options	<ul style="list-style-type: none"> <li>• User Profile</li> <li>• Change Password</li> <li>• Change Security Questions</li> <li>• Log Out</li> </ul>


**E-Verify** Home Cases Reports Resources Employer User

**Tutorial**

### Create a Case

After the employee completes Form I-9, your next step is to create a case in E-Verify. An E-Verify case must be created no later than the third business day after the employee starts work for pay.

The Hire date is the first day of employment in exchange for wages or other remuneration, previously referred to as the date on which the employee began employment. For the Hire date in E-Verify, enter the employee's first day of employment date from the Certification in Section 2 of the employee's Form I-9 listed below.



If you rehired an employee within three years of the date that his or her previous Form I-9 was completed and have completed Section 3 of Form I-9, enter the "Date of Rehire" from Section 3 of the employee's Form I-9 as the Hire date in E-Verify.

If the employee's Hire date changes after you have created the case in E-Verify, no additional action is required in E-Verify as you cannot change the Hire date once you've created the case. You must, however, make a correction to the Section 2 Certification date on the employee's Form I-9 if the employee's Hire date changes. Consult the Handbook for Employers: Guidance for Completing Form I-9 (M-274) for more information.

The next screens instruct you on how to create a case in E-Verify.

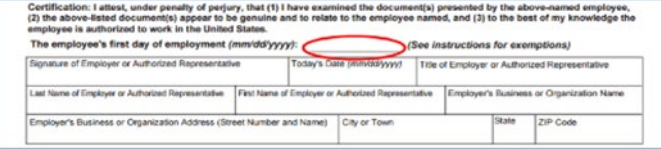
**NOTE:** Employees hired on or before November 6, 1986 are not subject to Form I-9 and, therefore, may not have a case created in E-Verify based on this employee.

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## Create an E-Verify Case

The earliest you may create a case in E-Verify is after the employee accepts an offer of employment and Form I-9 is complete. After the Form I-9 is complete, your next step is to create a case in E-Verify. An E-Verify case must be created no later than the third business day after the employee starts work for pay.

Enter the employee's first day of employment recorded in Section 2 of Form I-9. The employee's first day of employment is circled below.



Certification: I attest, under penalty of perjury, that (1) I have examined the document(s) presented by the above-named employee, (2) the above-listed document(s) appear to be genuine and to relate to the employee named, and (3) to the best of my knowledge the employee is authorized to work in the United States.

The employee's first day of employment (mm/dd/yyyy): (See instructions for exemptions)

Signature of Employer or Authorized Representative	Today's Date (mm/dd/yyyy)	Title of Employer or Authorized Representative
Last Name of Employer or Authorized Representative	First Name of Employer or Authorized Representative	Employer's Business or Organization Name
Employer's Business or Organization Address (Street Number and Name)	City or Town	State ZIP Code

If the employee's first day of employment changes after you have created the case in E-Verify, no additional action is required in E-Verify as you cannot change that date once you've created the case. You must, however, make a correction to the date recorded in the certification block of Section 2 of the employee's Form I-9 if the employee's first day of employment changes. Annotate the correction with your initials and the date.

Review the [Handbook for Employers: Instructions for Completing Form I-9 \(M-274\)](#) or [I-9 Central](#) for more information.

**NOTE:** Employees hired on or before Nov. 6, 1986, are not subject to Form I-9 and, therefore, should not have a case created in E-Verify based on this employment.

## Getting Started

To create a case in E-Verify, take the information that the employee completed on their Form I-9 and enter it into E-Verify.

From the E-Verify homepage:

Click **Cases** above the banner and select **Create New Case**; or

Click **Create New Case** quick link, in gray box below the case alerts.

**E-Verify** Home Cases Reports Resources Employer User

**Tutorial**

### Getting Started

To create a case in E-Verify, take the information that the employee completed on his or her Form I-9 and enter it into E-Verify.

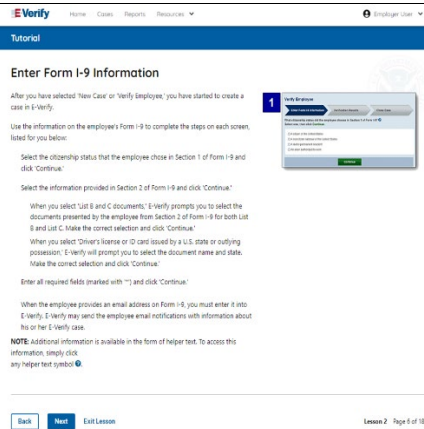
It's easy! To start - from your E-Verify user home page, simply click one of the following:

- New Case\* or
- Verify Employee\*

**IMPORTANT:** No case can be canceled after it has been created. If a case is created in error, simply close the case.

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**IMPORTANT:** No case can be deleted after it has been created. If a case is created in error, simply close the case. All draft cases will be automatically closed after 180 days.




### Enter Form I-9 Information

Enter the employee's information from Section 1 of Form I-9. If you do not enter required information or enter non-standard information, E-Verify generates a field error message and you must enter the required information to continue with the case.

From the Enter Form I-9 Information page:

- Complete the Employee Information and Attestation section;
- If the employee provided an email address on Form I-9, you must enter it into E-Verify. E-Verify may send the employee email notifications with information about their E-Verify case;
- Click **Continue**;
- Choose the appropriate option for citizenship status;
- Click **List A Document** or **List B & C Document** when asked what documents employer or authorized representative reviewed and verified;
- Select document(s) types from drop down list;
- Enter Document Number (if applicable);
- Enter Expiration Date (if applicable); and
- Click **Continue**.

**NOTE:** Additional information is available in the form of helper text. To access this information, simply click any helper text symbol .



### Enter Form I-9 Information – Additional Case Details

Under the Additional Case Details section, type the employee’s first day of employment recorded in Section 2 of Form I-9 into the Employee’s First Day of Employment field. Alternatively, you may click **Today**, **1 Day Ago**, or **2 Days Ago** and the corresponding date automatically populates in the Employee’s First Day of Employment field.

If the case is being created 3 or more days past the employee's first day of employment, you must provide a reason for the delay. Select the appropriate reason from the drop-down menu or if **Other** is selected, E-Verify requires you to type the reason in the Reason for Delay text box and click Continue.

**REMINDER:** The employee's first day of employment is the date the employee begins working in exchange for wages or other remuneration. That date should be entered as the employee's first day of employment date from the certification block in Section 2 on Form I-9. The E-Verify case may be created before the employee begins work for pay as long as the employee has accepted an offer of employment and Form I-9 is complete. In these situations, the date you should enter in the hire date field in E-Verify is the date recorded in the certification portion of Section 2 from the employee's Form I-9.

### Enter Form I-9 Information – Duplicate Case Alert

After you enter the employee's Form I-9 information and click **Continue**, the next screen may alert you that the case information you entered matches another case created by you or another E-Verify user of this employer. A duplicate case alert can occur for several reasons. It does not necessarily mean that your case should be closed.

If you receive a new duplicate case alert, you must close all open duplicate cases created for this employee before either this or another case can proceed:

- Select **Review and Manage Duplicate Cases** to see a list of all duplicate cases (open and closed).
- To close an individual case, click **Close Case**.
- Select **Cancel** if you wish to completely discontinue with this case that you have started. Nothing will be saved).

- To continue with a previously created open duplicate case, click **Continue Case**.
- If you decide to continue processing a duplicate case listed in this alert, you must select a reason for continuing a duplicate case. Bottom of Form

**Enter Form I-9 Information - Check Information**

In some cases, after you enter the employee's Form I-9 information and click 'Continue,' the next screen asks you to check the employee's information before E-Verify provides an initial case result.

To complete this step, ensure that the information you entered in E-Verify matches with the employee's Form I-9. The information you entered in E-Verify **MUST** match with the employee's Form I-9.

After this information is verified and/or corrected, click 'Continue.'

**NOTE:** If you think you have made an error or no longer need to continue the verification process, you can close any case by clicking 'Close Case.'

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**Enter Form I-9 Information – Review Case**

In some cases, after you enter the employee's Form I-9 information and click **Continue**, the Review Case screen asks you to check the employee's information before E-Verify provides an initial case result.

To complete this step, you must ensure that the information you entered in E-Verify matches the employee's Form I-9.

- You can change information before receiving case results by clicking **Edit Case Details**;
- After this information is verified or corrected, click **Submit Case**;
- If you need more time, **click Save and Exit**; or
- If you think you have made an error or no longer need to continue the verification process, you can click **Close Case** and the case will automatically close without being submitted.

**Enter Form I-9 Information - Error: Unexpired Document Required**

If an expired U.S. Passport, Passport Card or driver's license was entered, E-Verify will display the 'Error: Unexpired Document Required' screen. This means that E-Verify has **NOT** created a case for this employee; you must obtain an unexpired document for Form I-9 and re-enter the case.

To start a new case, click 'New Case' and enter the employee's unexpired Form I-9 document information.

**IMPORTANT:** An expired document presented for Form I-9 does **NOT** mean that the employee is not authorized to work in the United States. First, obtain an unexpired document and then re-enter the case in E-Verify. Then, E-Verify will verify the employment eligibility of this employee.

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**Delete OBE**

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### Enter Form I-9 Information - Photo Matching

In some cases, E-Verify prompts you to compare the photo on an employee's Form I-9 photo document with a photo displayed on the E-Verify screen. This helps you ensure that the document provided matches DHS records.

The photo matching step happens automatically. This may occur when an employee presents a U.S. Passport or Passport Card, Permanent Resident Card (Form I-551) or an Employment Authorization Document (Form I-766) for Form I-9 completion.



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### Enter Form I-9 Information – E-Verify Photo Matching

In some cases, E-Verify prompts you to compare the photo on an employee's Form I-9 photo document with a photo displayed on the E-Verify screen. This helps you ensure that the document provided matches government official records.

The photo matching step happens automatically when an employee presents a U.S. Passport or Passport Card, Permanent Resident Card (Form I-551, also known as a Green Card), or an Employment Authorization Document (Form I-766) for Form I-9 completion.



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Employer User

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### Enter Form I-9 Information - Photo Matching (continued)

Matching photos is easy – simply compare the photo shown in E-Verify to the photo on the employee's Form I-9 photo document, **NOT** to the employee. The two photos should be identical.

Determine if the photos appear reasonably identical, account for minor variances in shading and detail and select:


**Yes:** the photo on the employee's actual document or a copy matches the photo displayed by E-Verify. Clothing, hair style, facing direction and appearance on the card should be identical to the photo displayed by E-Verify.

**OR**

**No:** the photo on the employee's actual document or a copy does not match the photo displayed in E-Verify.

Then, click "Continue."

**NOTE:** A watermark has been added to the photo displayed in E-Verify to prevent unauthorized use. The photo on the document presented by the employee will not have a watermark. Absence of a watermark on the document photo does not mean that it is not authentic.



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### Enter Form I-9 Information – E-Verify Photo Matching Overview

Matching photos is easy – simply compare the photo shown in E-Verify to the photo on the employee's Form I-9 photo document, **NOT** to the employee. The two photos should be identical.

Determine if the photos appear reasonably identical, account for minor variances in shading and detail, then select:

**Yes, the photo matches** - The photo on the employee's actual document or a copy matches the photo displayed by E-Verify. Clothing, hair style, facing direction and appearance on the card should be identical to the photo displayed by E-Verify.

**No, this photo does not match** - The photo on the employee's actual document or a copy does not match the photo displayed in E-Verify.

**OR**





**No photo displayed** - No photo was displayed for the E-Verify user to compare with the employee's document provided. You should select this option when E-Verify either displays no photo or it displays an image of something other than a photo of a person, such as an image of a document.

Then, click Continue to Case Results.

Review the [E-Verify User Manual, 2.2.2 E-Verify Photo Matching](#) for more information.

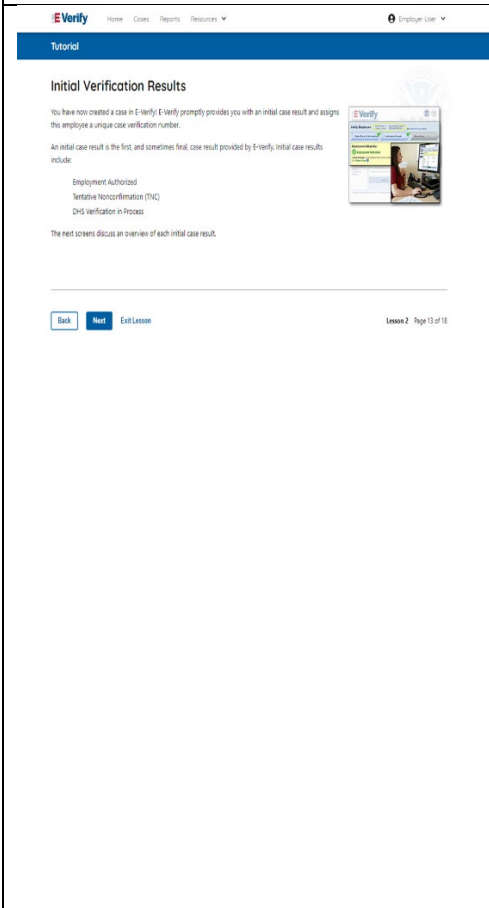
**Verification Process - Initial Verification Case Results Overview**

After you enter Form I-9 information into E-Verify and submit the information to create the case, E-Verify promptly provides you an initial case result. An initial case result is the first, and sometimes final, case result provided by E-Verify.

An overview of the initial case results is listed in the table below.

Initial Case Results	Overview
Employment Authorized	The employee's information matched with official records. Case will automatically close. No action needed.
Tentative Nonconfirmation (Mismatch)	Information does not initially match official government records. Additional action is required.
E-Verify Needs More Time	DHS could not immediately verify the data and needs more time. This case is referred to DHS for further verification. No action is required until further notice from E-Verify.

Each case result is unique and may or may not require additional action by you and/or the employee. Additional information on initial case results and next steps are addressed throughout this tutorial.



**E-Verify** Home Cases Reports Resources Employer User

**Tutorial**

### Employment Authorized


'Employment Authorized' is the most common case result. It means that the employee's information matches with DHS and/or SSA records. It's that easy!

A case result of 'Employment Authorized' is also considered a final case result.

Your next step is to record the case verification number on the employee's Form I-9 and/or print a copy of the case details and file it with the employee's Form I-9.

Then, simply close the case in E-Verify. After you close the case, you have completed the verification process.

Lesson 4 discusses the steps required to close a case.



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## Verification Process – Final Case Results Overview

A final case result means that the case is ready to be closed. You must close every case to complete the E-Verify process.

An overview of the final case results is listed in the table below.

Final Case Results	Overview
<b>Employment Authorized</b>	The employee's information matched with official records. Case will automatically close. No action needed.
<b>DHS and/or SSA Final Nonconfirmation</b>	E-Verify cannot verify an employee's employment eligibility after the employee has contacted DHS and/or visited SSA. You may close the case.
<b>Close Case and Resubmit</b>	This case cannot continue because the expiration date entered for the employee's U.S. Passport, Passport Card or driver's license is incorrect. Close the case in E-Verify and create a new case.

Each case result is unique and may or may not require additional action by you. Additional information on final case results and next steps are addressed throughout this tutorial.


**E-Verify** Home Cases Reports Resources Employer User

**Tutorial**

### Employment Authorized - Request Name Review

In rare situations, E-Verify issues a case result of 'Employment Authorized,' but the name provided on the case result does not match with the name displayed in E-Verify. This happens when the information matches, but there are name variations in DHS records.

Review the employee's information as displayed in E-Verify and compare it with the information displayed in the case result on the same screen. If the name displayed in E-Verify is different from the name displayed in the case result, you must click 'Request Name Review' and submit comments, and DHS will review the case.



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## DELETE OBE

**EVerify** Home Cases Reports Resources Employee User

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**Tutorial**

### Tentative Nonconfirmation (TNC)

A Tentative Nonconfirmation (TNC) means that the employee's information does not initially match with Social Security Administration (SSA) or U.S. Department of Homeland Security (DHS) records.

There are two types of TNCs:

- SSA Tentative Nonconfirmation (SSA TNC)
- DHS Tentative Nonconfirmation (DHS TNC)

A TNC does NOT necessarily mean that the employee is not authorized to work in the United States. This case result is also considered an interim case result because it requires additional action by you and the employee.

The next lesson discusses the steps required for a TNC.

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## Tentative Nonconfirmation (Mismatch) – Process Overview

The Tentative Nonconfirmation (mismatch) process can be simple; however, it requires action by you and the employee.

Employers must complete the following steps in E-Verify within 10 federal government working days after issuance of the mismatch result:

- Notify your employee of their mismatch result as soon as possible within the 10 days.
- Download the Further Action Notice.
- Give your employee a copy of the Further Action Notice.
- Review the Further Action Notice with your employee in private and have them confirm whether the information listed is correct.
- If the information is incorrect, select the statement indicating the information was not correct and close the case. After the case is closed, create a new case for your employee with the correct information.
- If the information is correct, tell your employee they have 10 days from issuance of the mismatch to notify you whether they will take action to resolve the mismatch.
- Refer the case if your employee tells you they will take action to resolve the mismatch and refer the case to DHS and/or SSA.
- If your employee does not give you their decision by the end of the 10th federal government working day after E-Verify issued the mismatch, then you close the case.

Review the [E-Verify User Manual, 3.3 Tentative Nonconfirmation \(Mismatch\)](#) for more information.



**EVerify** Home Cases Reports Resources Employee User

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**Tutorial**

### DHS Verification in Process

A case result of DHS Verification in Process means that the employee's information did not initially match DHS records. E-Verify automatically sends the case to DHS for further verification.

DHS Verification in Process does not require action. DHS responds within 3 Federal Government working days with an updated case result. You can review the result through Case Alerts on your E-Verify user home page. Your next step is determined by the case result provided.

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## Delete – now covered on Verification Process - Initial Verification Case Results Overview slide

E-Verify Home Cases Reports Resources

Tutorial

### Summary

Congratulations! You have completed Lesson 2 of the E-Verify General User Tutorial for Federal Contractors. You should now be able to:

- Recognize the E-Verify home page
- Use Form I-9 information to create an employment eligibility case in E-Verify
- Recognize initial case results.

[Back](#) [Complete Lesson](#) [Exit Lesson](#)

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## Summary

Congratulations! You have completed Lesson 2 of the E-Verify General User Tutorial for Federal Contractors. You should now be able to:

- Recognize the E-Verify home page
- Use Form I-9 information to create a case in E-Verify
- Recognize initial case results.

EV FC Lesson 3

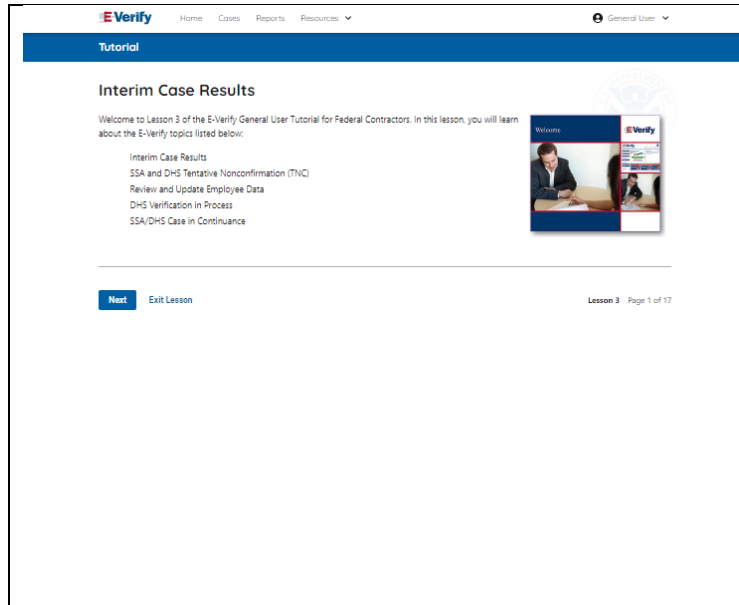
**✔ LESSON COMPLETED**

**Lesson 3: Interim Case Results**

[Interim Case Results](#)  
[Interim Case Results-Overview](#)  
[SSA and DHS Tentative Nonconfirmation](#)  
[Review and Update Employee Data](#)  
[DHS Verification in Process](#)  
[SSA/DHS Case in Continuance](#)

[Review Lesson 3](#)

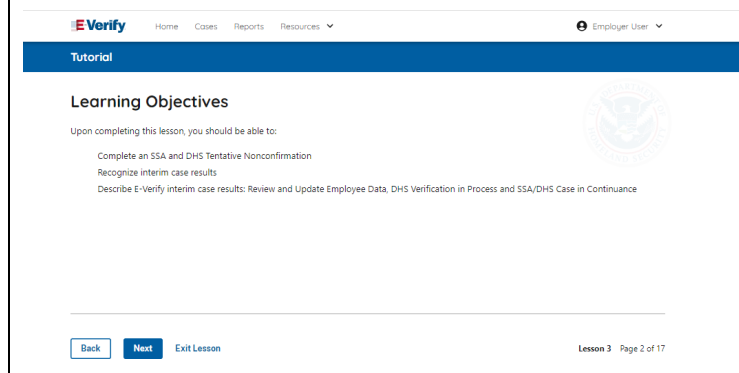
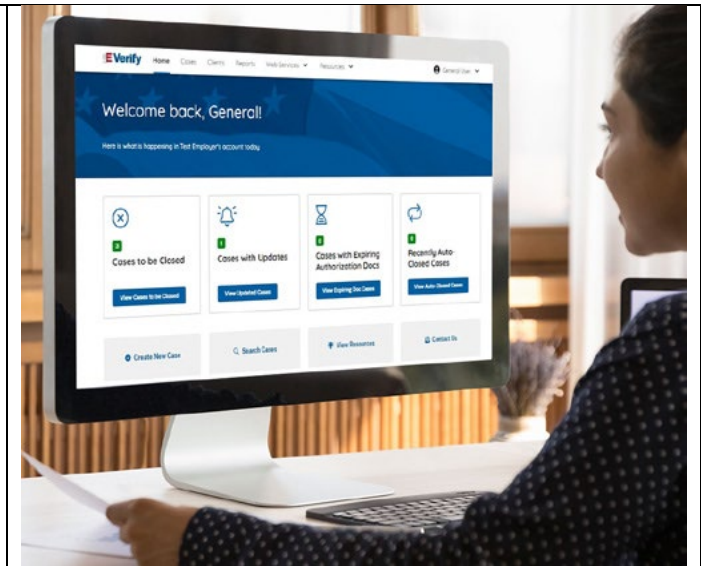
Current	Updated Content	Updated Image
<p><b>✔ LESSON COMPLETED</b></p> <p><b>Lesson 3: Interim Case Results</b></p> <p><a href="#">Interim Case Results</a> <a href="#">Interim Case Results-Overview</a> <a href="#">SSA and DHS Tentative Nonconfirmation</a> <a href="#">Review and Update Employee Data</a> <a href="#">DHS Verification in Process</a> <a href="#">SSA/DHS Case in Continuance</a></p> <p><a href="#">Review Lesson 3</a></p>	<p><b>Lesson 3: Interim Case Results</b></p> <p>Interim Case Results Interim Case Results - Overview DHS and SSA Tentative Nonconfirmation (Mismatch) E-Verify Needs More Time DHS or SSA Case in Continuance {Review Lesson 3}</p>	



### Interim Case Results

Welcome to Lesson 3 of the E-Verify General User Tutorial. In this lesson, you will learn about the E-Verify topics:

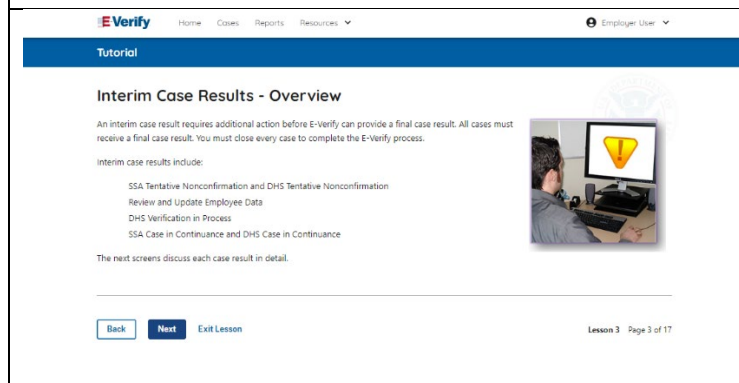
- Interim Case Results
- DHS and SSA Tentative Nonconfirmation (Mismatch)
- E-Verify Needs More Time
- DHS or SSA Case in Continuance



### Learning Objectives

Upon completing this lesson, you should be able to:

- Complete a DHS and SSA Tentative Nonconfirmation (Mismatch)
- Recognize interim case results
- Describe E-Verify interim case results:
  - E-Verify Needs More Time; and
  - DHS or SSA Case in Continuance
- Complete Photo Matching Process

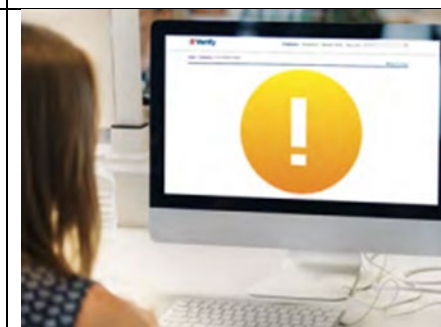


### Verification Process – Interim Verification Case Results Overview

An interim case result requires additional action before E-Verify can provide you with a final case result.

An overview of the interim case results is listed in the table below.

Interim Case Results	Overview
DHS and/or SSA Tentative Nonconfirmation (Mismatch)	Information did not match official government records. Additional action is required.



**E-Verify Needs More Time**

DHS cannot verify the data and needs more time. This case is referred to DHS for further action. No action is required until further notice from E-Verify.

**DHS or SSA Case in Continuance**

The employee has contacted DHS or visited an SSA field office, but more time is needed to determine a final case driver's license result. No action is required until further notice from E-Verify.

Each case result is unique and may or may not require additional action by you and/or the employee. Additional information on interim case results and next steps are addressed throughout this tutorial.

**DHS and SSA Mismatch**

A Department of Homeland Security (DHS) and/or Social Security Administration (SSA) mismatch means that the employee's information does not match with official government records.

A mismatch does **NOT** necessarily mean that the employee is not authorized to work in the United States.

The table below provides some possible reasons a mismatch may occur.

**DHS MISMATCH**

- Name, A-number and/or I-94 number are incorrect in DHS records
- U.S. Passport, Passport Card or information could not be verified
- ID photo document differs from the photo in DHS records
- Information was not updated in the employee's DHS records
- Citizenship or immigration status changed
- Record contains another type of error
- Information was not entered correctly by the employer



**E-Verify** Home Cases Reports Resources Employer User

**Tutorial**

**SSA and DHS Tentative Nonconfirmation**

A Social Security Administration (SSA) or U.S. Department of Homeland Security (DHS) TNC means that the employee's information does not match with SSA or DHS records.

A TNC does NOT necessarily mean that the employee is not authorized to work in the United States.

The table below provides possible reasons a TNC may occur.

SSA TNC	Citizenship or immigration status was not updated with SSA Name change was not reported to SSA Name, SSN or date of birth is incorrect in SSA records SSA record contains another type of error Information was not entered correctly by the employer
DHS TNC	Name, A-number and/or I-94 number are incorrect in DHS records U.S. Passport, Passport Card or driver's license information could not be verified ID photo document differs from the photo in DHS records Information was not updated in the employee's DHS records Citizenship or immigration status changed Record contains another type of error Information was not entered correctly by the employer

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**SSA  
MISMATCH**

- Citizenship or immigration status was not updated with SSA
- Name change was not reported to SSA
- Name, SSN or date of birth is incorrect in SSA records
- SSA record contains another type of error
- Information was not entered correctly by the employer

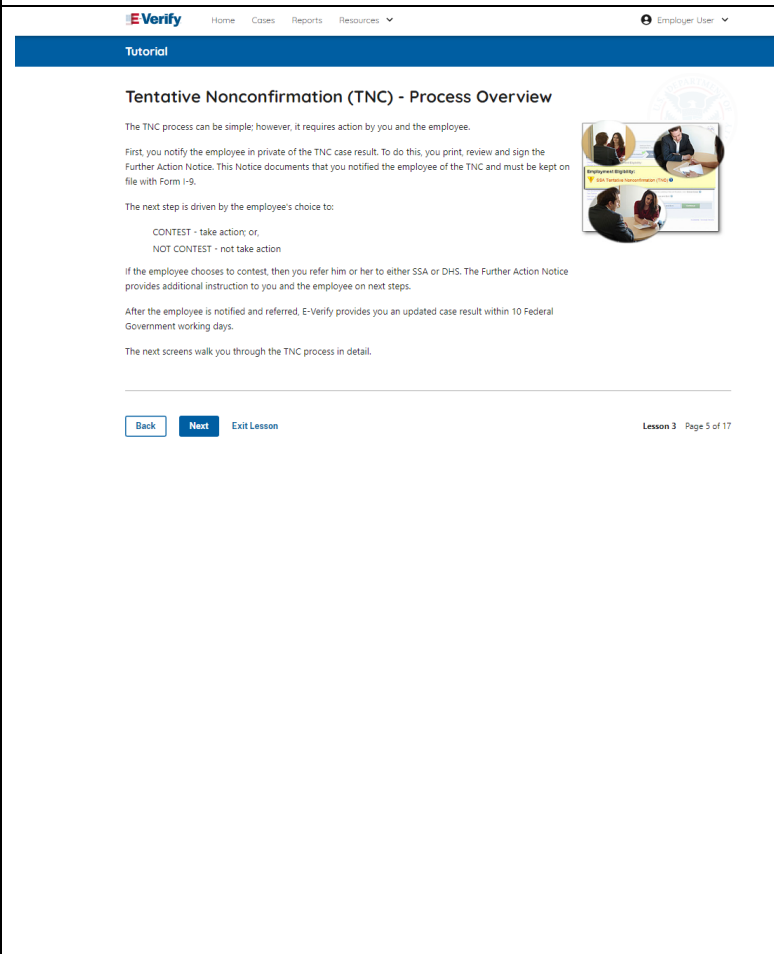
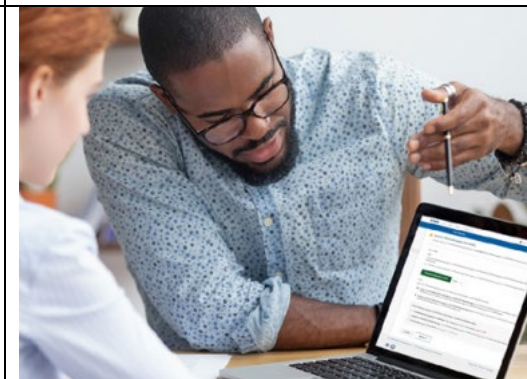
**Mismatch – Process Overview**

The mismatch process can be simple; however, it requires action by you and the employee.

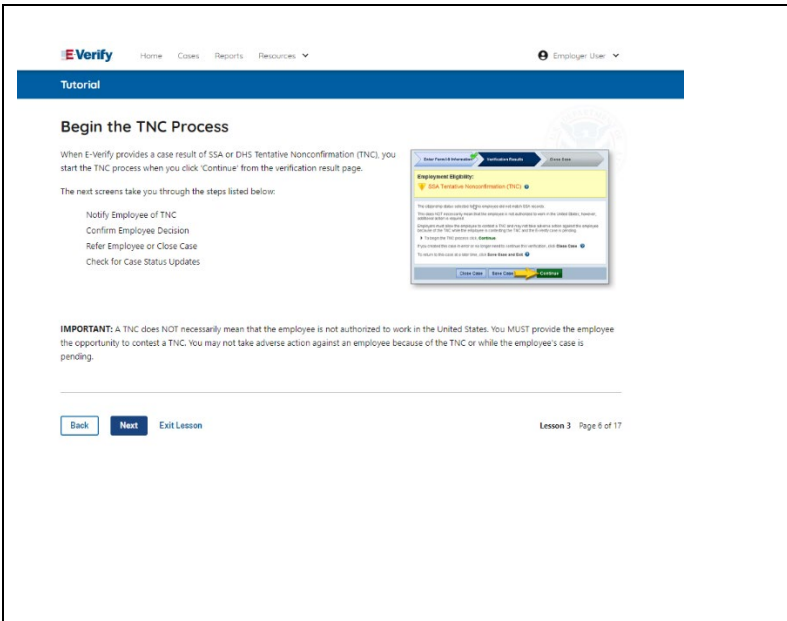
Employers must complete the following steps in E-Verify within 10 federal government working days after issuance of the mismatch result:

- Notify your employee of their mismatch result as soon as possible within the 10 federal government working days.
- Give your employee a copy of the Further Action Notice.
- Review the Further Action Notice with your employee in private and have them confirm whether the information listed at the top is correct.
- If the information is incorrect, close the case and select the statement indicating the information was not correct. After the case is closed, create a new case for your employee with the correct information.
- If the information is correct, the employee will decide whether to take action on the mismatch. Tell your employee they have 10 federal government working days from issuance of the mismatch to notify you whether they will take action to resolve the mismatch.
- If your employee does not give you their decision by the end of the 10th federal government working day after E-Verify issued the mismatch, then you close the case.

The next screens walk you through the mismatch process in detail.







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**Tutorial**

### Begin the TNC Process

When E-Verify provides a case result of SSA or DHS Tentative Nonconfirmation (TNC), you start the TNC process when you click 'Continue' from the verification result page.

The next screens take you through the steps listed below:

- Notify Employee of TNC
- Confirm Employee Decision
- Refer Employee or Close Case
- Check for Case Status Updates



**IMPORTANT:** A TNC does NOT necessarily mean that the employee is not authorized to work in the United States. You MUST provide the employee the opportunity to contest a TNC. You may not take adverse action against an employee because of the TNC or while the employee's case is pending.

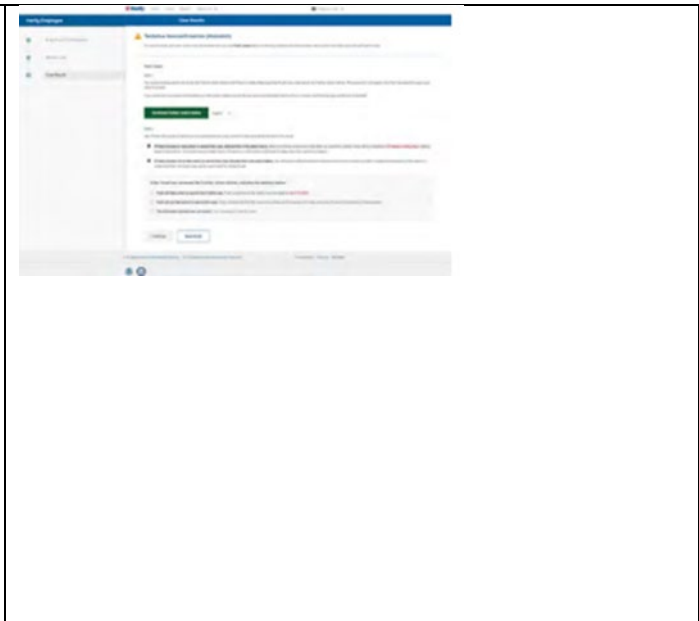
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### Mismatch - Begin Mismatch Process

If E-Verify provides a case result of DHS and/or SSA mismatch, you will begin the mismatch process. The next screens take you through the steps listed below:

- Notify Employee of Mismatch
- Confirm Employee Decision
- Refer Employee or Close Case
- Check for Case Status Updates

**IMPORTANT:** A mismatch does **NOT** necessarily mean that the employee is not authorized to work in the United States. You MUST provide the employee the opportunity to take action to resolve the mismatch. Employers may not terminate, suspend, delay training, withhold or lower pay, or take any other adverse action against an employee because of the mismatch, until the mismatch becomes a Final Nonconfirmation.



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**Tutorial**

Case Details

Case ID: [Redacted]

Case Status: [Redacted]

Case Type: [Redacted]

Case Result: [Redacted]

Case History: [Redacted]

Case Actions: [Redacted]



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**Tutorial**

### Notify the Employee of the TNC - Further Action Notice

The first step is to notify the employee of a TNC as soon as possible.

To notify the employee, follow the steps listed below:

- Select a language to print the Further Action Notice and click 'Print Notice.'
- Review the Further Action Notice privately with the employee.
- Indicate that the employee has been notified by selecting the check box 'I have notified this employee of the TNC.'



**NOTE:** A sample of the Further Action Notice is available any time you log into E-Verify under 'View Essential Resources,' accessible on your user home page.

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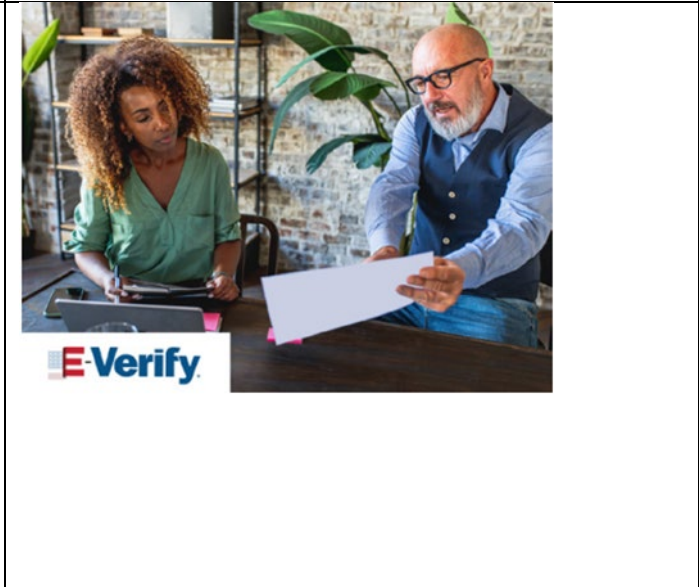
### Mismatch - Notify the Employee of the Mismatch and provide the Further Action Notice

The first step is to notify you employee of their mismatch result as soon as possible within the 10 federal government working days.

To notify the employee, follow these steps:

- Select a language to print the Further Action Notice and click Download Further Action Notice.
- Review the Further Action Notice privately with the employee.

**NOTE:** A sample of the Further Action Notice is available any time you log into E-Verify under View Essential Resources, accessible on your user home page.



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Tutorial

### Confirm Employee Decision

The next step is to confirm the employee's decision to contest or not contest the TNC.


The employee chooses to contest or not contest the case result and acknowledges this decision on the Further Action Notice.

To confirm the employee's decision:

- Have the employee indicate on the Further Action Notice whether he or she will contest or not contest the TNC.
- Ensure that you and the employee sign and date the English version of the Further Action Notice.
- Give the employee a copy of the signed Further Action Notice in English and attach the original to the employee's Form I-9.

If your employee chooses to not contest the TNC and take no further action, then you can close the case and employment can be terminated with no civil or criminal liability as noted in Article II, Section C - Responsibilities of the Employer (#6) in the Memorandum of Understanding (MOU).

A sample of the Further Action Notice is available in 'View Essential Resources.'



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## Mismatch – Confirm Employee Decision

The next step is to confirm the employee's decision to take action to resolve the mismatch or not take action to resolve the mismatch.

The employee chooses whether they will take action or not to resolve the mismatch and acknowledges this decision on the Further Action Notice.

To confirm the employee's decision:

- Have the employee indicate on the Further Action Notice whether they will take action to resolve the mismatch or not.
- Ensure that you and the employee sign and date the English version of the Further Action Notice.
- Give the employee a copy of the signed Further Action Notice in English and attach the original to the employee's Form I-9.
- If the employee chooses to take action to resolve the mismatch give the employee, the Referral Date Confirmation. The Referral Date Confirmation provides the date by which the employee must call DHS and/or visit SSA. The employee should bring the Further Action Notice when they visit a SSA field office.
- If your employee chooses to not to take action to resolve the mismatch or does not give you their decision by the end of the 10th federal government working day after E-Verify issued the mismatch, then you close the case and may terminate the employee.

A sample of the Further Action Notice is available in View Essential Resources.



### Mismatch – Refer Employee or Close Case

- Ask the employee if they will choose to take action to resolve the error and correct the data mismatch or not and indicate their choice.
  - The employee chooses to take action to resolve this case.
  - The employee chooses not to take action to resolve this case.
  
- Indicate the employee’s decision below:
  - The employee will take action to resolve this E-Verify case. The employee understand that action must be taken by {date will auto populate}.
  - The employee will not take action to resolve this case. The employee understand that this cannot be undone and choosing not to take action could result in termination of employment.
  - The information entered was not correct. I am choosing to close this case.
  
- Click Continue or Save & Exit.

**IMPORTANT:** In some cases, when you refer the case, E-Verify will prompt you to provide a copy of the employee's photo document. This is discussed on the next slides.


### E-Verify Photo Matching Overview

E-Verify photo matching will prompt the E-Verify user to compare the employee’s photo document with a photo displayed during creation of the E Verify case. This helps ensure that the document the employee provided for Form I-9 matches records available to DHS.

The four List A documents that will trigger photo matching are:

- U.S. passport;
- U.S. passport card;
- Permanent Resident Card (Form I-551); and
- Employment Authorization Document (Form I-766).



	<p>When the employee presents one of these documents, employers must copy the front and back of the document (or in the case of a U.S. passport, copy the Passport ID screen and the Passport Barcode page) and retain the copies with Form I-9.</p>	
<p><b>E-Verify Photo Matching – Process</b></p>	<p><b>E-Verify Photo Matching – Process</b></p> <p>To match photos, compare the photo displayed by E-Verify to the photo on the employee’s actual document or a copy of the employee’s document and determine if the photos are reasonably identical. The photos should be identical with only minor variations in shading and detail based upon the age and wear of the employee’s document and the quality of your computer monitor.</p> <p>Do not compare the photo displayed by E-Verify to the actual employee. Employers should have directly compared the photo on the document to the employee during Form I-9 completion and prior to creating the E-Verify case. <a href="#">Photo Matching - Process Overview</a> provides a summary.</p>	
<p><b>E-Verify Photo Matching – Review Case</b></p>	<p><b>E-Verify Photo Matching – Review Case</b></p> <p>You will be asked if the photo displayed in the E-Verify matches the photo displayed on the employee’s document. You will check the appropriate answer:</p> <ul style="list-style-type: none"> <li>• <b>Yes, this photo matches</b> - The photo on the employee's actual document or the document matches the photo displayed by E-Verify. Clothing, hair style, facing direction and appearance on the card should be identical to the photo displayed by E-Verify;</li> <li>• <b>No, this photo does not match</b> - The photo on the employee's actual document or copy of the document does not match the photo displayed in E-Verify; or</li> <li>• <b>No photo displayed</b> - No photo was displayed for the E-Verify user to compare with the employee’s document provided. This option should be selected when E-Verify either displays no photo or it displays an image of something other than a photo of a person, such as an image of a document.</li> <li>•</li> </ul>	
<p><b>E-Verify Photo Matching – Review Case</b></p>	<p><b>E-Verify Photo Matching – Case Results</b></p>	

- For most documents presented, E-Verify requests an image of both the front and back. If the document is a U.S. passport or passport card, E-Verify will request an image of the Passport ID screen and the Passport Barcode screen.
- If you select **No, this photo does not match** or **No photo displayed**, E-Verify prompts you to upload a photo of your employee's document and click **Continue**.
- If you do not make a selection and click **Continue to Case Results**, the case will receive a status of Photo Matching Required. See Section 4.2 Case Alerts and View/Search Cases for guidance on how to search for and view existing cases in E-Verify. If you select **Save & Exit**, any uploaded documents will not be saved and must be uploaded again.

Click **Continue** or **SAVE & Exit**.

Each case result requires different actions or steps to continue or close the case. These actions are outlined in each case result section throughout this manual.

Review the [E-Verify User Manual, 2.2.2 E-Verify Photo Matching](#) for more information.

**Case Results**

**Tentative Nonconfirmation (Mismatch)**

His case is ready just needs some more information from you and Frank. Please follow confirming employment authorization. Here are the next steps you both will need to take.

**Next steps:**

**STEP 1**  
You must download, print, and review the Further Action Notice with Frank privately. Make sure that Frank fully understands the Further Action Notice. This document will explain why Frank received this result, and what to do next.  
If you encounter any issues downloading your document, please ensure that you are using the latest version of your browser and that your pop-up blocker is disabled.

**Download Further Action Notice** English

**STEP 2**  
Ask if Frank will choose to take action to resolve this error and correct the data mismatch that led to this result.

- If Frank chooses to take action to resolve this case, indicate that in the option below. Make sure Frank understands that after you select this option, there will be a deadline of **8 business working days** starting today to take action. If an email was provided, Frank will receive a confirmation email that indicates when this countdown begins.
- If Frank chooses not to take action to resolve this case, indicate that in the option below. You will receive a final result that indicates that we were unable to confirm employment eligibility. Frank needs to understand that refusing to take action could result in losing the job.

After Frank has reviewed the Further Action Notice, indicate the decision below:

- Frank will take action to resolve this E-Verify case. Frank understands that action must be taken by **April 13, 2023**.
- Frank will not take action to resolve this case. Frank understands that this cannot be undone and choosing not to take action could result in termination of employment.
- The information entered was not correct. I am choosing to close this case.

**Continue** **Save & Exit**

### Mismatch – Referred Employee

Once the employee has chosen to take action to resolve the case and you indicate the employee will take action to resolve this E-Verify case, print the Referral Date Confirmation and provide it to the employee.

The Referral Date Confirmation informs the employee that the case is referred and provides the employee the date by which they must contact DHS and/or visit an SSA field office.

**IMPORTANT:** The employee must present a copy of the signed Further Action Notice to SSA if they choose to visit an SSA field office.

**Verify** Home Cases Reports Resources

**Tutorial**

**Referred Employee**

Once the employee has chosen to contest and you click "Refer Case," print the Referral Date Confirmation and provide it to the employee.

The Referral Date Confirmation informs the employee that the case is referred and provides the employee the date by which he or she must visit SSA or contact DHS.

**IMPORTANT:** The employee must present a copy of the signed Further Action Notice to SSA if he or she chooses to visit an SSA field office.

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Tutorial

### TNC Process Summary

Below is a summary of actions required of you and the employee during the TNC process.

**YOUR ACTION**

- Notify the employee of the TNC in private
- Instruct employee to sign and date Further Action Notice
- Confirm employee's choice to contest or not contest TNC
- Keep original signed Further Action Notice on file with Form I-9
- If employee chooses to contest TNC, refer employee
- Print the Referral Date Confirmation and provide it to the employee
- If prompted, attach and submit or mail a copy of employee's Form I-9 photo document to E-Verify

**THE EMPLOYEE'S ACTION**

- Decide to contest or not contest and indicate choice on signed Further Action Notice
- Acknowledge receipt of TNC by signing and dating Further Action Notice
- Take next action based on decision to contest or not to contest
- If he or she contests:
  - Visit SSA field office with a copy of the Further Action Notice or contact DHS within 8 Federal Government working days

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## Mismatch Process Summary

Below is a summary of actions required of you and the employee during the mismatch process.

<p><b>YOUR ACTION</b></p> <ul style="list-style-type: none"> <li>• Notify your employee of their mismatch result as soon as possible within the 10 days in private.</li> <li>• Confirm employee's choice to take action to resolve the case or not.</li> <li>• Instruct employee to sign and date Further Action Notice.</li> <li>• Keep original signed Further Action Notice on file with Form I-9.</li> <li>• If employee chooses to take action to resolve the case, refer employee.</li> <li>• Print the Referral Date Confirmation and provide it to the employee.</li> <li>• If prompted, attach and upload a copy of employee's Form I-9 photo document (front and back) to E-Verify.</li> <li>• If your employee does not give you their decision by the end of the 10th federal government working day after E-Verify issued the mismatch, then you close the case and may terminate the employee.</li> </ul>
<p><b>THE EMPLOYEE'S ACTION</b></p> <ul style="list-style-type: none"> <li>• Decide to take action or not to resolve their mismatch within 10 days of issuance and indicate decision on Further Action Notice.</li> <li>• Acknowledge receipt of mismatch by signing and dating the Further Action Notice.</li> <li>• Take next action based on decision to take action to resolve case or not.</li> <li>• If the employee decides to take action to resolve the mismatch, contact DHS or visit an SSA field office with a copy of the Further Action Notice within 8 federal government working days.</li> </ul>

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**Tutorial**

### Check for Case Status Updates

Once you inform the employee that the case is referred, you have completed the TNC process.

Next, E-Verify provides a case result update through Case Alerts on your user home page within 10 Federal Government working days.

Check E-Verify periodically for a change in case result. Your next step is determined by the case result provided.

You may NOT ask the employee for additional evidence or confirmation that SSA or DHS resolved his or her case.

**NOTE:** You can search for the case using 'Search Cases' on the left navigation menu.

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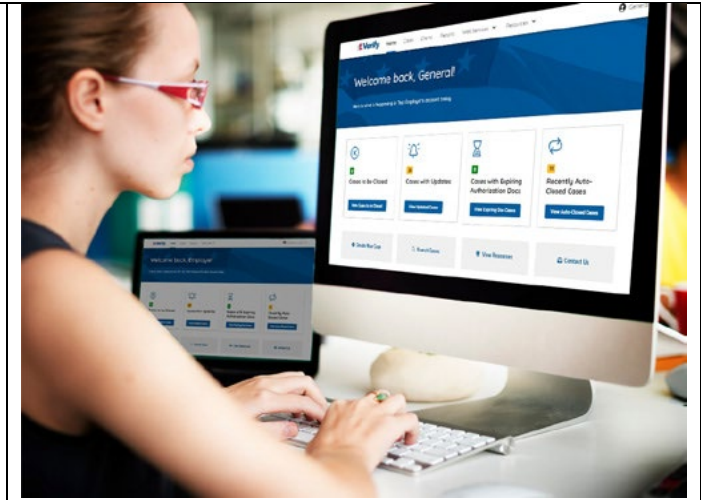
### Mismatch - Check for Case Status Updates

Once you inform the employee that the case is referred, you have completed the mismatch process.

Check E-Verify periodically for a change in case result. Your next step is determined by the case result provided.

You may NOT ask the employee for additional evidence or confirmation that DHS and/or SSA resolved their case.

**NOTE:** You can search for the case from Cases menu or by selecting Search Cases on the account home page.



**E-Verify** Home Cases Reports Resources Employer User

**Tutorial**

### Review and Update Employee Data

E-Verify provides a case result of 'Review and Update Employee Data' when SSA finds a discrepancy in the information from an E-Verify referral.

'Review and Update Employee Data' happens because of typographical errors and/or incorrect information provided on Form I-9.

This requires that you review the information the employee completed on Form I-9 with the employee, correct any errors and click 'Continue'.

Check E-Verify periodically for a change in case result. E-Verify informs you of a change of status through Case Alerts on your user home page. Your next step is determined by the case result provided.

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### Delete OBE

**E-Verify** Home Cases Reports Resources Employer User

**Tutorial**

### DHS Verification in Process

A case result of 'DHS Verification in Process' is both an initial and interim case result and does not require action by you. E-Verify automatically sends this case to DHS for further verification.

DHS responds within 3 Federal Government working days with an updated case result through Case Alerts on your E-Verify user home page.

Check E-Verify periodically for a change in case result. Your next step is determined by the case result provided.

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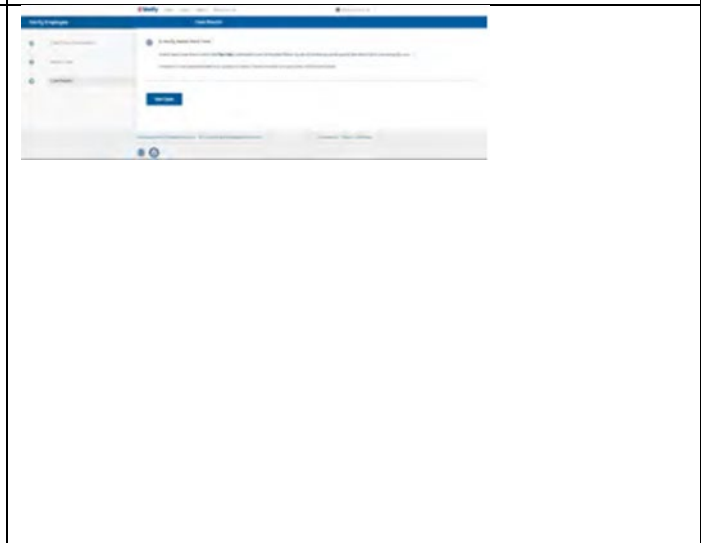
### E-Verify Case Result - E-Verify Needs More Time

A case result of E-Verify Needs More Time is both an initial and interim case result and does not require action by you.

DHS could not immediately verify the data and needs more time. E-Verify automatically sends this case to DHS for further action. No action is required until further notice from E-Verify.

DHS usually responds within 3 federal government working days with an updated case result through Case Alerts on your E-Verify user home screen.

Check E-Verify periodically for a change in case result. Your next step is determined by the case result provided.



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**Tutorial**

### SSA/DHS Case in Continuance

An SSA or DHS 'Case in Continuance' means that the employee has visited an SSA field office and/or contacted DHS, but more time is needed to determine a final case result.

The reason SSA/DHS needs more time varies with each situation.

E-Verify provides a case result update through Case Alerts on your user home page.

Check E-Verify periodically for a change in case result. Your next step is determined by the case result provided.

**IMPORTANT:** You cannot terminate or take adverse action against the employee based on the employee's decision to contest a TNC or because the employee's case is pending with DHS or SSA.

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## E-Verify Case Result - DHS or SSA Case In Continuance

A DHS and/or SSA Case in Continuance means that the employee has contacted DHS and/or visited a SSA field office, but more time is needed to determine a final case result.

The reason DHS and/or SSA needs more time varies with each situation. E-Verify provides a case result update through Case Alerts on your user home screen.

Check E-Verify periodically for a change in case result. Your next step is determined by the case result provided.

**IMPORTANT:** You may not terminate, suspend, delay training, withhold or lower pay, or take any other adverse action against an employee because of the mismatch or because the employee's case is pending with DHS and/or SSA, until the mismatch becomes a Final Nonconfirmation.

**DHS, Jane** [View Case Details](#) [Print](#)

Case Number	Date of Case Creation	Final Day of Employment
20230000000000000000	Nov 21, 2023 10:00am	Nov 30, 2023

**E-Verify** Home Cases Reports Resources General User

**Tutorial**

### Summary

Congratulations! You have completed Lesson 3 of the E-Verify General User Tutorial for Federal Contractors. You should now be able to:

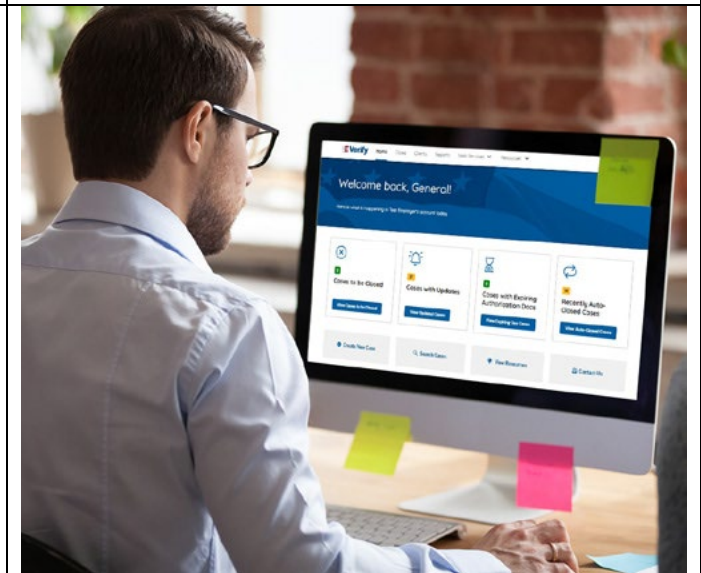
- Complete an SSA and DHS Tentative Nonconfirmation
- Recognize interim case results
- Describe E-Verify interim case results: Review and Update Employee Data, DHS Verification in Process and SSA/DHS Case in Continuance

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## Summary

Congratulations! You have completed Lesson 3 of the E-Verify General User Tutorial for Federal Contractors. You should now be able to:

- Complete an DHS and SSA Tentative Nonconfirmation (Mismatch)
- Recognize interim case results
- Describe E-Verify interim case results:
  - E-Verify Needs More Time; and
  - DHS and SSA Case in Continuance
- Complete Photo Matching Process





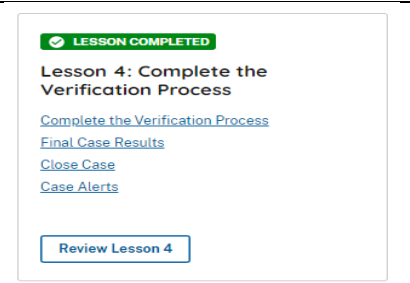
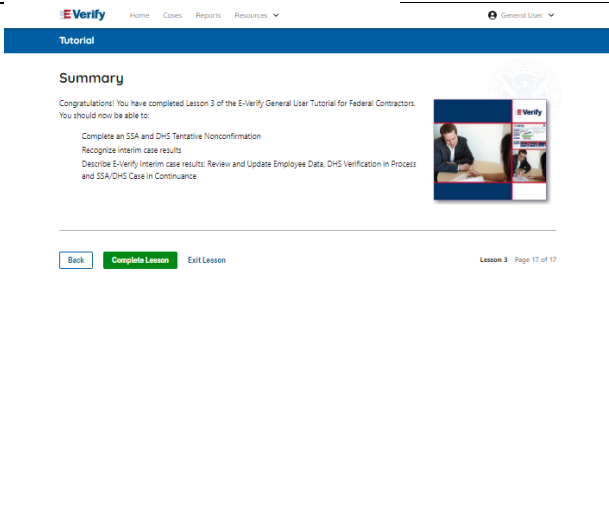
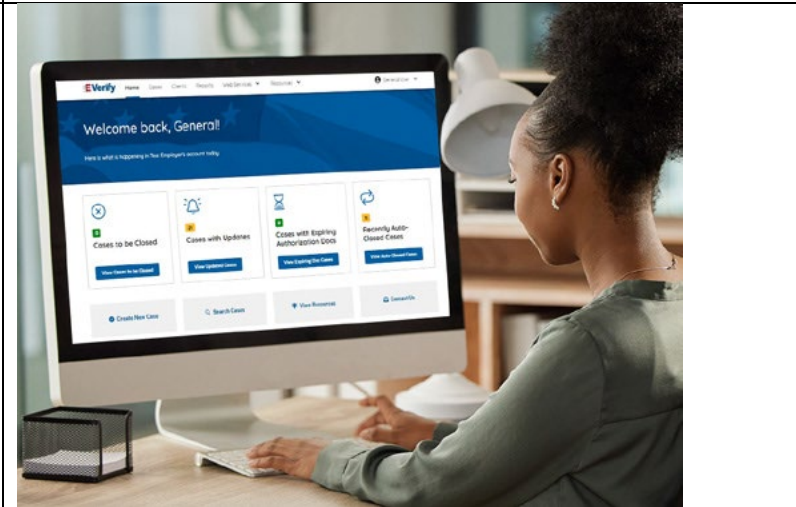
# EV FC Lesson 4

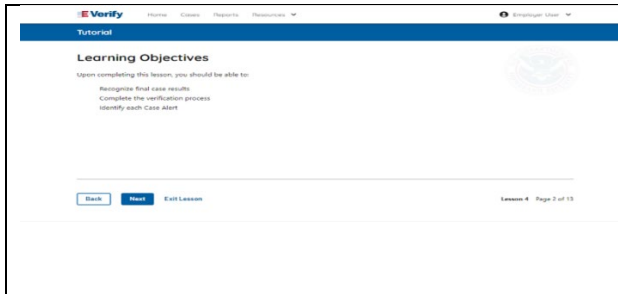
**LESSON COMPLETED**

### Lesson 4: Complete the Verification Process

[Complete the Verification Process](#)  
[Final Case Results](#)  
[Close Case](#)  
[Case Alerts](#)

[Review Lesson 4](#)

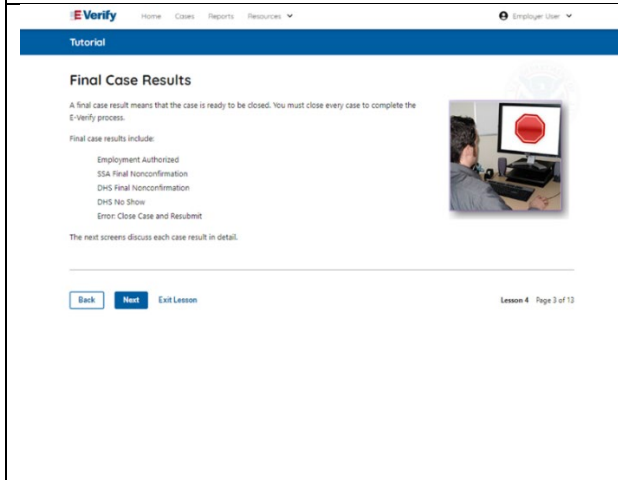
Current	Update	Image
	<p><b>Lesson 4: Complete the Verification Process</b></p> <ul style="list-style-type: none"><li>• Complete the Verification Process</li><li>• Final Case Results</li><li>• Close Case</li><li>• Case Alerts</li></ul>	
	<p><b>Complete the Verification Process</b></p> <p>Welcome to Lesson 4 of the E-Verify General Use Tutorial for Federal Contractors.</p> <p>In this lesson, you will learn about:</p> <ul style="list-style-type: none"><li>• Final Case Results</li><li>• Close Case</li><li>• Case Alerts</li></ul>	



## Learning Objectives

Upon completing this lesson, you should be able to:

- Recognize final case results
- Complete the verification process
- Identify each Case Alert



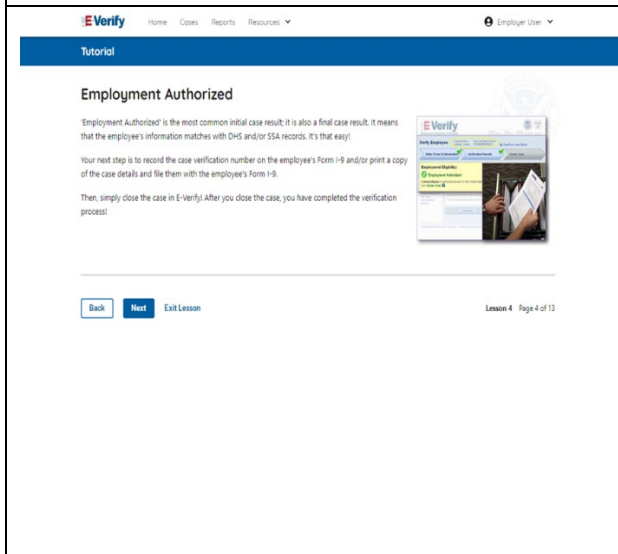
## Final Case Results

A final case result means that the case is ready to be closed. You must close every case to complete the E-Verify process.

Final case results include:

- Employment Authorized
- DHS Final Nonconfirmation
- SSA Final Nonconfirmation
- Close Case and Resubmit

The next screens discuss each case result in detail.



## Final Case Result - Employment Authorized

Employment Authorized is the most common initial case result; it is also a final case result. It means that the employee's information matches with DHS and/or SSA records. It's that easy!

Your next step is to record the E-Verify case number on the employee's Form I-9 and/or print a copy of the case details and file them with the employee's Form I-9.

E-Verify automatically closes cases resulting in Employment Authorized.

Lesson 4 discusses the steps required to close a case.



**SSA/DHS Final Nonconfirmation**

An SSA or DHS 'Final Nonconfirmation' case result means that E-Verify cannot verify an employee's employment eligibility after an employee has contacted DHS or SSA. It can also mean that the employee did not visit an SSA field office or contact DHS within 8 Federal Government working days. You may terminate employment based on a case result of SSA or DHS Final Nonconfirmation with no civil or criminal liability as noted in Article II, Section C - Responsibilities of the Employer (#6) in the MOU.

The next step is to close the case in E-Verify. After you close the case, you have completed the verification process.

**REMINDER:** you may not ask the employee for additional evidence or confirmation that SSA or DHS resolved his or her case.

Lesson 4 Page 5 of 13

### Final Case Result - DHS or SSA Final Nonconfirmation

A DHS or SSA 'Final Nonconfirmation' case result means that E-Verify cannot verify an employee's employment eligibility after an employee has contacted DHS or SSA. It can also mean that the employee did not contact DHS or visit an SSA field office within 8 federal government working days.

You may terminate employment based on a case result of DHS or SSA Final Nonconfirmation with no civil or criminal liability as noted in Article II, Section C – Responsibilities of Employer (#6) in the MOU.

The next step is to close the case in E-Verify. After you close the case, you have completed the verification process.

**REMINDER:** You may not ask the employee for additional evidence or confirmation that DHS or SSA resolved their case.

**Case Results**

**Final Nonconfirmation**

Click on the case number to update your employee's information or documents. Please close the case when you are done with the case.

Close Case

**DHS No Show**

A 'DHS No Show' means that the employee did not contact DHS within the 8 Federal Government working days and, therefore, E-Verify cannot verify the employee's employment eligibility.

You may terminate employment based on a case result of SSA or DHS Final Nonconfirmation with no civil or criminal liability as noted in Article II, Section C - Responsibilities of the Employer (#6) in the MOU.

The next step is to close the case in E-Verify. After you close the case, you have completed the verification process.

Lesson 4 Page 6 of 13

### Delete OBE

**Error: Close Case and Resubmit**

A case result of 'Error: Close Case and Resubmit' means that the expiration date entered for the employee's U.S. Passport, Passport Card or driver's license is incorrect.

A new case must be created for this employee. To do this, simply close the case and create a new case for this employee using the correct document expiration date.

This does not mean that the employee is not authorized to work. E-Verify will verify the employment eligibility of this employee once you create a new case and enter the correct document expiration date.

Lesson 4 Page 7 of 13

### Final Case Result – Close Case and Resubmit

A new case must be created for this employee. To do this, close the case and create a new case for this employee.

This does not mean that the employee is not authorized to work. E-Verify will verify the employment eligibility of this employee once you create a new case.

**Close Results**

**Resubmit this Case**

Something is incorrect in the data submitted. It needs to be corrected in the case and reenter Job Duty Information in a new case.

Close and Create New Case

U.S. Department of Homeland Security | U.S. Citizenship and Immigration Services | Accessibility: Print | Site Map

## Close Case

Closing a case is the last step in the E-Verify process. To close a case, first click **Close Case** and then follow the steps listed below:

- Select the statement indicating whether or not you will continue to employ this individual.
- If you select the option indicating you will continue to employ this individual, you must provide the reason why. Type the reason in the text box provided.
- If you select the option indicating that neither of the above applies and you are closing this case for a different reason, you must select the reason you are closing the case.
- If Other is selected as the reason, you must type the reason in the text box provided.
- After you've typed a reason, click **Close Case**.
- E-Verify displays an alert indicating the case was successfully closed.
- Click **View/Print Case Details** and either record the E-Verify Case Number on the employee's Form I-9 or click **Print Information** to print and attach a copy of the case details to the Form I-9. Click **Create New Case** to create a new case or click **Continue** to be redirected to view all your cases.

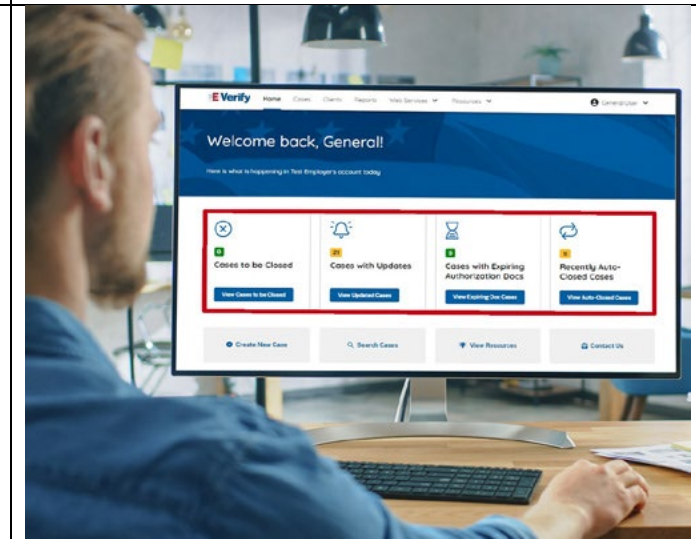
## Case Alerts

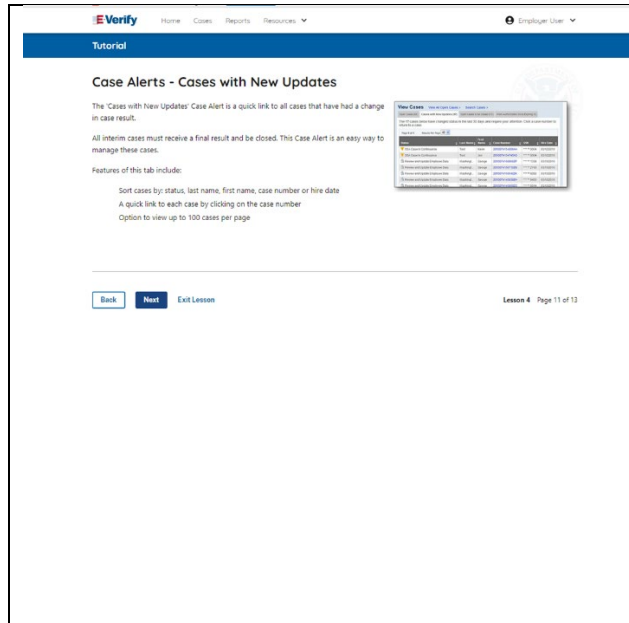
Case alert boxes with important information about your cases appear under the welcome banner:

- Cases to be Closed
- Cases with Updates
- Cases with Expiring Authorization Docs
- Recently Auto-Closed Cases

To view the updates, click the blue box in each case alert.

The next screen discusses each Case Alert in detail.





### Case Alert - Cases to be Closed

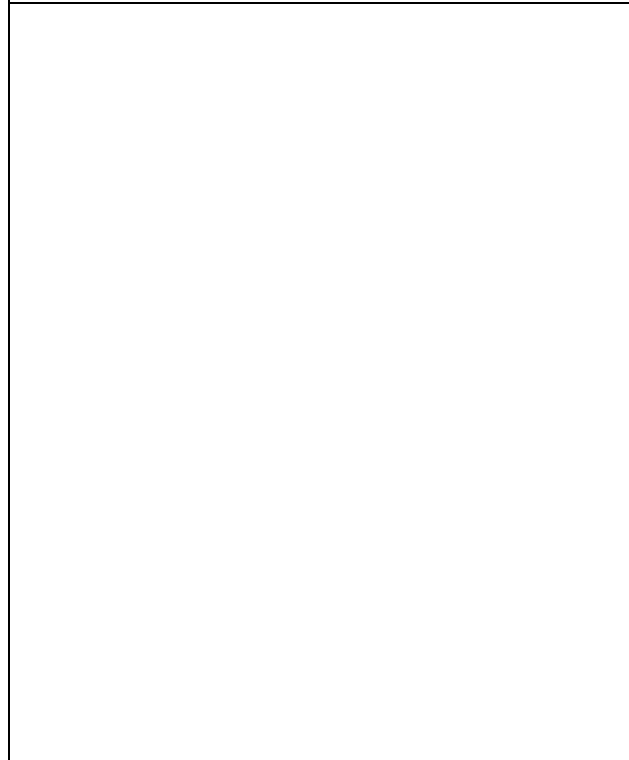
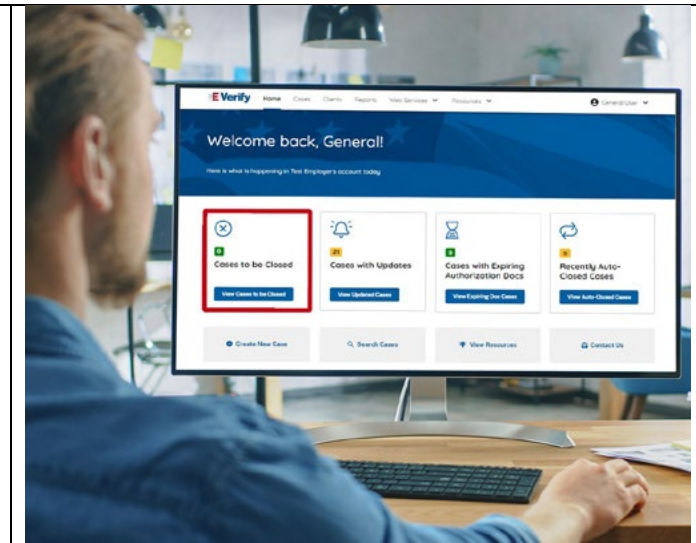
Any case created in E-Verify and assigned an E-Verify case number must be closed.

The Cases to be Closed case alert provides quick access to all cases that need to be closed.

Features of this screen include:

- Search: Employee Name, Case Number, Alien, Social Security, Driver's License, I-94 or Passport Number
- Click **Show Filters** to filter by Case Status, Submission Date (From) and Submission date (To)
- Sort by: Case Number, Case status, Last Name or First Day of Employment
- Option to view up to 50 cases per page

You can also click **Create New Case** from this screen.



### Case Alert – Cases With Updates

The Cases With Updates case alerts provides quick access to all open cases that have had a change in case result.

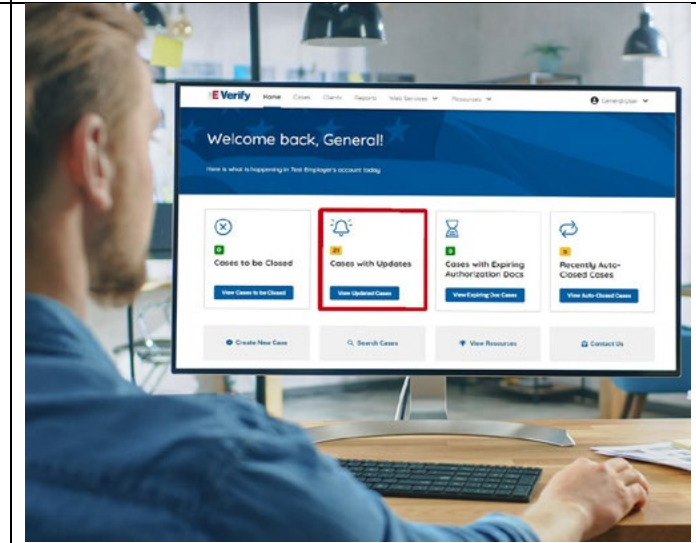
All interim cases must be closed. This case alert is an easy way to manage these cases.

Each case status is highlighted and you can click **Continue Case** button to resume.

Features of this screen include:

- Search: Employee Name, Case Number, Alien, Social Security, Driver's License, I-94 or Passport Number
- Click **Show Filters** to filter by Case Status, Submission Date (From) and Submission date (To)
- Sort by: Case Number, Case status, Last Name or First Day of Employment
- Option to view up to 50 cases per page

You can also click **Create New Case** from this screen.



**Case Alerts - Work Authorization Docs Expiring**

The 'Work Authorization Docs Expiring' Case Alert is just a notification that an employee's Employment Authorization Document (Form I-766) or Arrival/Departure Record (Form I-94) is expiring and to remind you to re-verify the employee by updating Section 3 of Form I-9. The employee cannot be re-verified in E-Verify.

This is simply a reminder; no action is required in E-Verify. You can dismiss each alert by selecting 'Dismiss Alert'.

This alert will only appear if the document the employee presented for the original E-Verify case was either an Employment Authorization Document (Form I-766) or an Arrival/Departure Record (Form I-94).

Features of this tab include:

- Sort cases by: last name, first name, case number, hire date, expiration date or days to expiration
- A quick link to each case by clicking on the case number
- Option to view up to 100 cases per page

Lesson 4 Page 12 of 13

### Case Alert – Cases With Expiring Authorization Docs

The Cases With Expiring Authorization Docs Case Alert is just a notification that an employee's Employment Authorization Document (Form I-766) or Arrival/Departure Record (Form I-94) is expiring and to remind you to re-verify the employee by updating Section 3 of Form I-9. The employee cannot be re-verified in E-Verify.

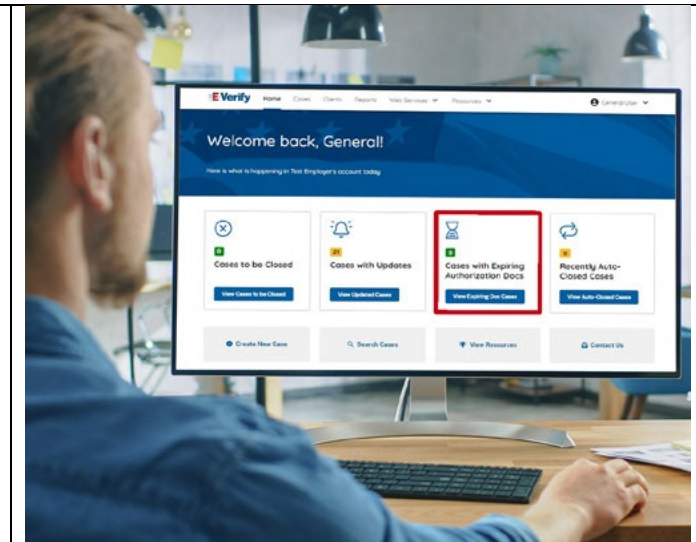
This is simply a reminder; no action is required in E-Verify. You can dismiss each alert by selecting **Dismiss Alert**.

This alert will only appear if the document the employee presented for the original E-Verify case was either an Employment Authorization Document (Form I-766) or an Arrival/Departure Record (Form I-94).

Features of this screen include:

- Search: Employee Name, Case Number, Alien, Social Security, Driver's License, I-94 or Passport Number
- Click **Show Filters** to filter by Case Status, Submission Date (From) and Submission date (To)
- Sort by: Case Number, Case status, Last Name or First Day of Employment
- Option to view up to 50 cases per page

You can also click **Create New Case** from this screen.



New Slide

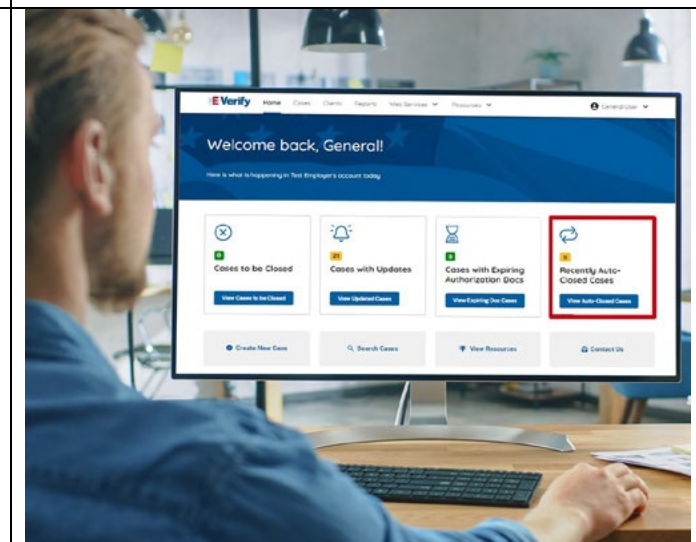
### Case Alert - Recently Auto Closed

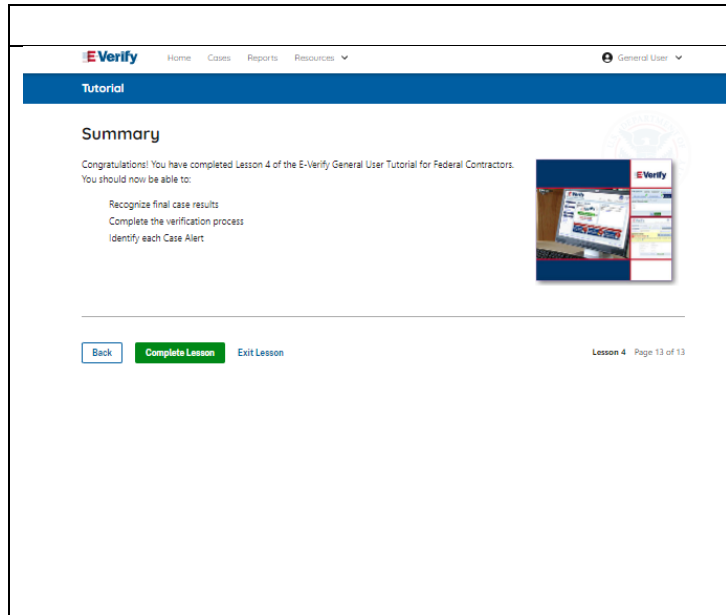
The Recently Auto-Closed Cases case alert provides quick access to all cases that were automatically closed after receiving an Employment Authorized result. This is notification your case was closed. Be sure to record the case information as required on Form I-9 or print the case details page.

Features of this screen include:

- Search: Employee Name, Case Number, Alien, Social Security, Driver's License, I-94 or Passport Number
- Click **Show Filters** to filter by Case Status, Submission Date (From) and Submission date (To)
- Sort by: Case Number, Case status, Last Name or First Day of Employment
- Option to view up to 50 cases per page.

You can also click **Create New Case** from this screen.

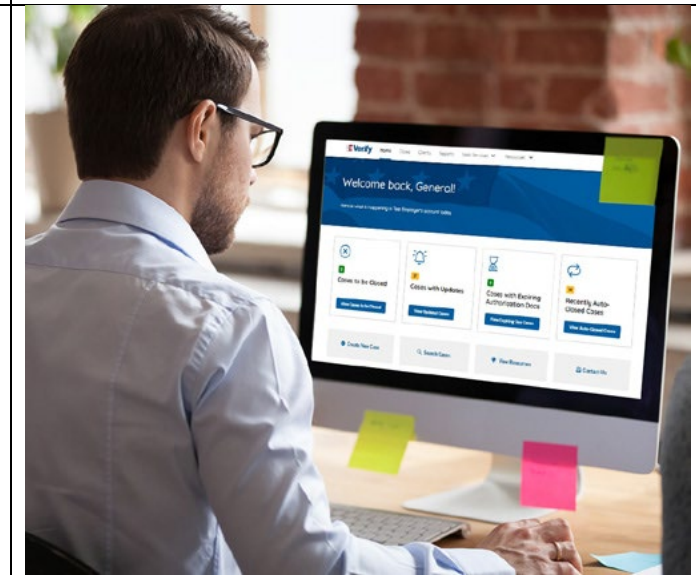




## Summary

Congratulations! You have completed Lesson 4 of the E-Verify General User Tutorial for Federal Contractors. You should now be able to:

- Recognize final case results
- Complete the verification process
- Identify each Case Alert



## EV FC Tutorial Lesson 5

**LESSON COMPLETED**

Lesson 5: General User Account Administration

[General User Account Administration](#)

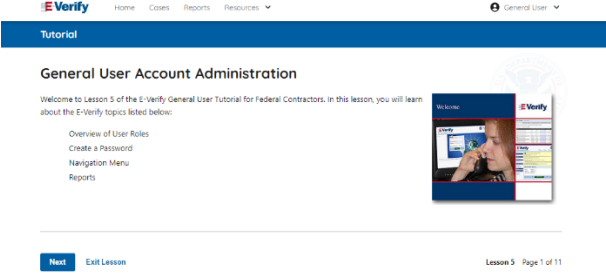
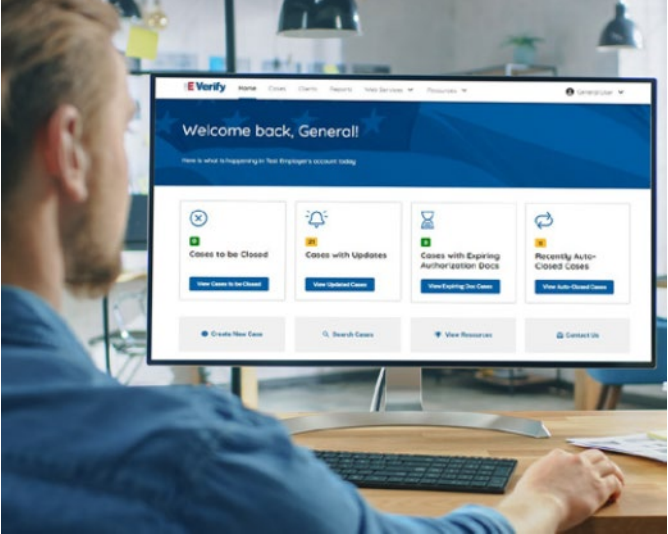
[Overview of User Roles](#)

[Create a Password](#)

[Navigation Menu](#)

[Reports](#)

[Review Lesson 5](#)

Current	Update	Image
<p><b>LESSON COMPLETED</b></p> <p>Lesson 5: General User Account Administration</p> <p><a href="#">General User Account Administration</a></p> <p><a href="#">Overview of User Roles</a></p> <p><a href="#">Create a Password</a></p> <p><a href="#">Navigation Menu</a></p> <p><a href="#">Reports</a></p> <p><a href="#">Review Lesson 5</a></p>	<p><b>Lesson 5: General User Account Administration</b></p> <ul style="list-style-type: none"> <li>• General User Account Administration</li> <li>• Overview of User Roles</li> <li>• Create a Password</li> <li>• Navigation Menu</li> <li>• Manage Company</li> <li>• Reports</li> </ul>	
	<p><b>E-Verify General User Account Administration</b></p> <p>Welcome to Lesson 5 of the E-Verify General User Tutorial for Federal Contractors. In this lesson, you will learn about the E-Verify topics listed below:</p> <ul style="list-style-type: none"> <li>• Overview of User Roles</li> <li>• Create a Password</li> <li>• Navigation Menu</li> <li>• Manage Company</li> <li>• Reports</li> </ul>	



The screenshot shows the 'Learning Objectives' page in the E-Verify tutorial. At the top, there is a navigation bar with 'Home', 'Cases', 'Reports', and 'Resources'. Below the navigation bar, the page title is 'Tutorial'. The main heading is 'Learning Objectives'. Below this, it states: 'Upon completing this lesson, you should be able to: Identify the role of Program Administrators in support of General Users, Recognize requirements to create a password, Use your left navigation menu'. At the bottom, there are buttons for 'Back', 'Next', and 'Exit Lesson', and the page number 'Lesson 5 Page 2 of 11'.

## Learning Objectives

Upon completing this lesson, you should be able to:

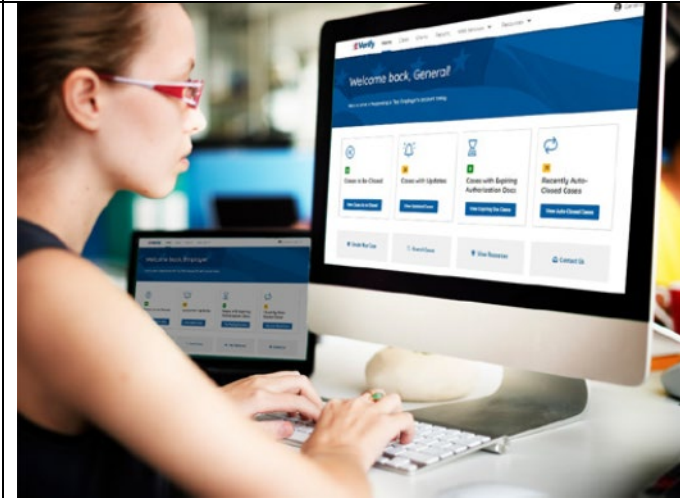
- Identify the role of program administrators in support of general users
- Recognize requirements to create a password
- Use your navigation menu

The screenshot shows the 'Overview of User Roles' page in the E-Verify tutorial. At the top, there is a navigation bar with 'Home', 'Cases', 'Reports', and 'Resources'. Below the navigation bar, the page title is 'Tutorial'. The main heading is 'Overview of User Roles'. Below this, it states: 'A user role determines the functions and permissions you have when you log into E-Verify. There are 2 user roles: General User, Program Administrator'. An image shows a person's hands typing on a keyboard in front of a computer monitor displaying the E-Verify interface. At the bottom, there are buttons for 'Back', 'Next', and 'Exit Lesson', and the page number 'Lesson 5 Page 3 of 25'.

## Overview of User Roles

A user role determines the functions and permissions you have when you log into E-Verify. There are 2 user roles:

- General User
- Program Administrator



The screenshot shows the 'Overview of User Roles' page in the E-Verify tutorial, providing more detail than the previous screenshot. It lists the two user roles: 'General User' and 'Program Administrator'. It explains that as a General User, you create and manage your cases. It also states that a Program Administrator can add and delete user accounts, oversee cases, create reports, update company profile information, and reset user passwords. Finally, it notes that every company enrolled in E-Verify is required to have at least 1 Program Administrator. At the bottom, there are buttons for 'Back', 'Next', and 'Exit Lesson', and the page number 'Lesson 5 Page 3 of 11'.

## General User

As a general user, it is important to know the following:

- Your program administrator can assist you if you have been locked-out of E-Verify due to a password issue.
- Cases created by you can also be managed by your program administrator.
- Your program administrator can add new users to be general users or program administrators and can delete user accounts when needed.
- Only program administrators can update your company's or entity's profile information.

NOTE: If you do not know who your program administrator is, contact E-Verify Customer Support at 888-464-4218.

### General - Create a Password

The first time you log in to E-Verify, you are prompted to change your password.

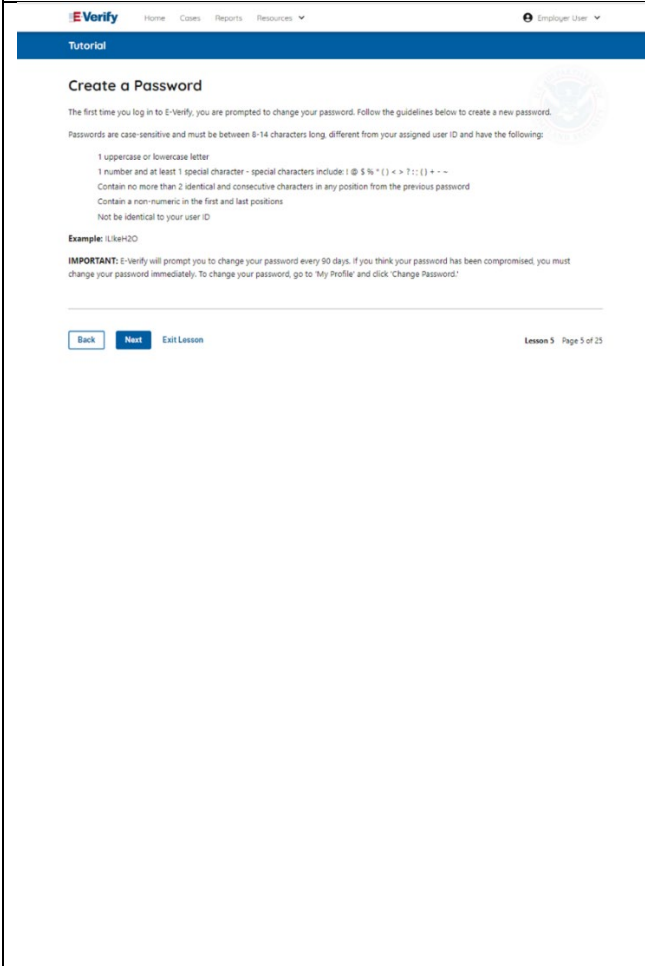
Passwords are case-sensitive, different from the assigned user ID, and have the password requirements below to create a new password.

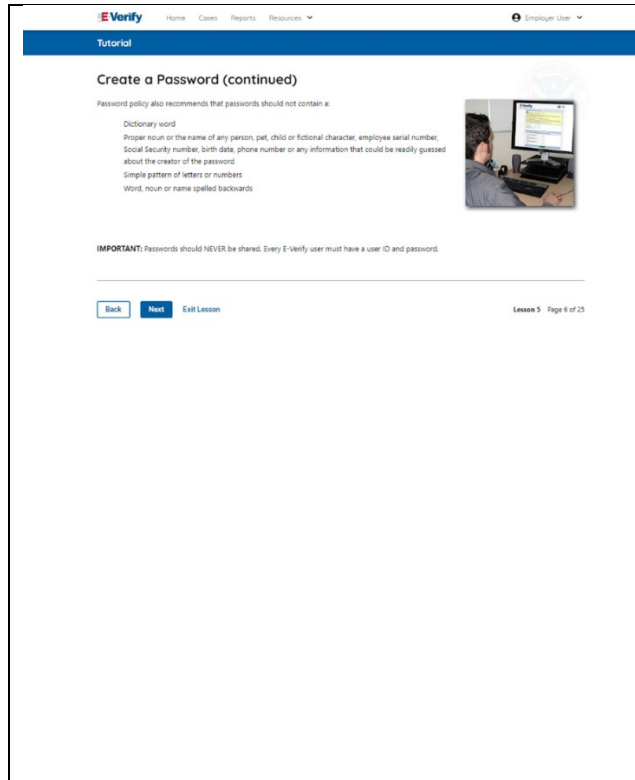
- At least 1 letter
- At least 1 number, not as the first or last character
- At least 1 special character from the following ! @ \$ % \* ( ) ? : ; { } + - ~
- Does not contain an invalid special character
- Not identical to the User ID
- Password length between 8 and 14 characters
- No more than two consecutive characters from the prior password.

Example: IL!keH2O

#### IMPORTANT:

- If you think your password has been compromised, you must change your password immediately. To change your password, access the user profile options from the drop-down menu under your username in the top right corner of the account.



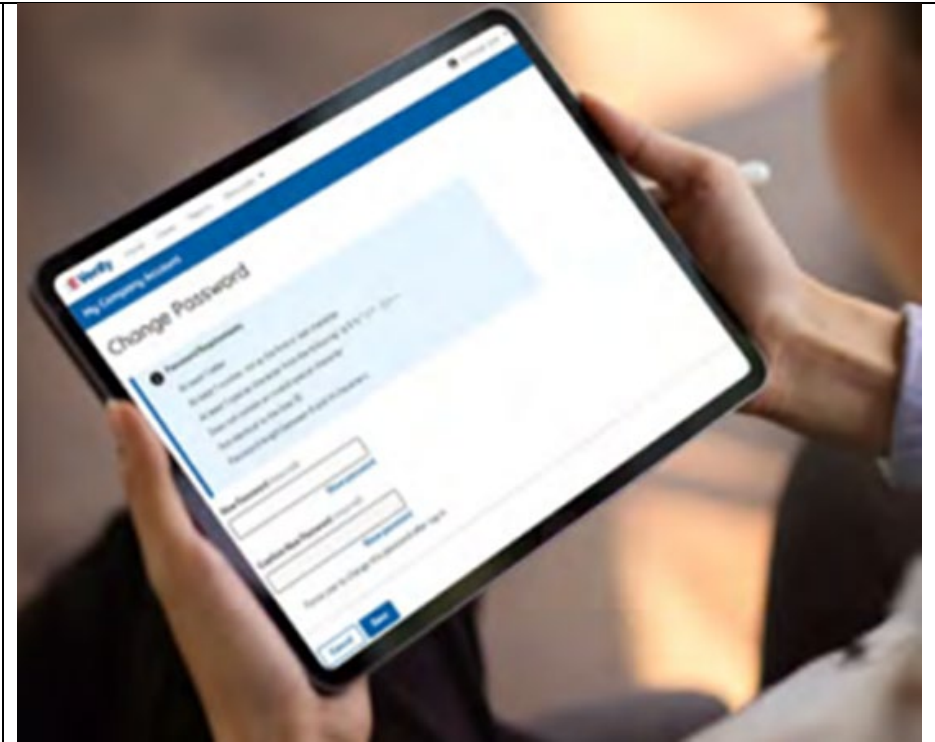


## General User – Password Hints

### Password should not:

- Contain any dictionary word
- Contain any proper noun or the name of any person, pet, child, or fictional character, nor any employee ID number, Social Security number, birth date, phone number or any information that could be readily guessed about the creator of the password
- Contain any simple pattern of letters or numbers, such as “qwerty” or “xyz123”
- Contain any word, noun or name spelled backwards.

**IMPORTANT:** You should NEVER share your password. Every E-Verify user must have their own unique user ID and password.



**E-Verify** Home Cases Reports Resources


Tutorial

### Password Help

If you try to log in with an incorrect password 3 consecutive times, E-Verify will lock you out.

If you are locked out, first try to change your password using the link "Forgot your password!" on the user log in screen.

If you are unable to change your password automatically, contact E-Verify Customer Support at 888-464-4218.



**NOTE:** As a Program Administrator, it is important to know that your General Users contact you to unlock their user password.

[Back](#) [Next](#) [Exit Lesson](#) Lesson 5 Page 7 of 25

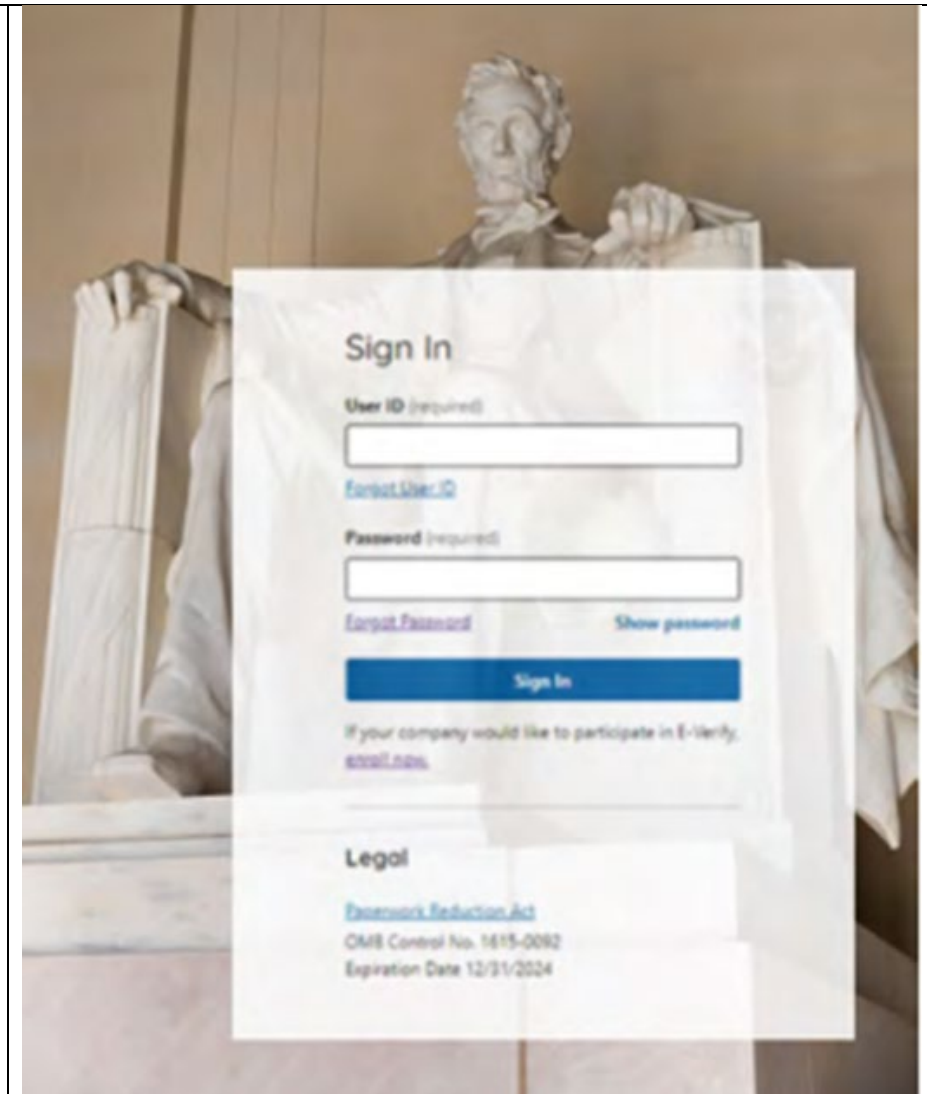
## General User – Password Help

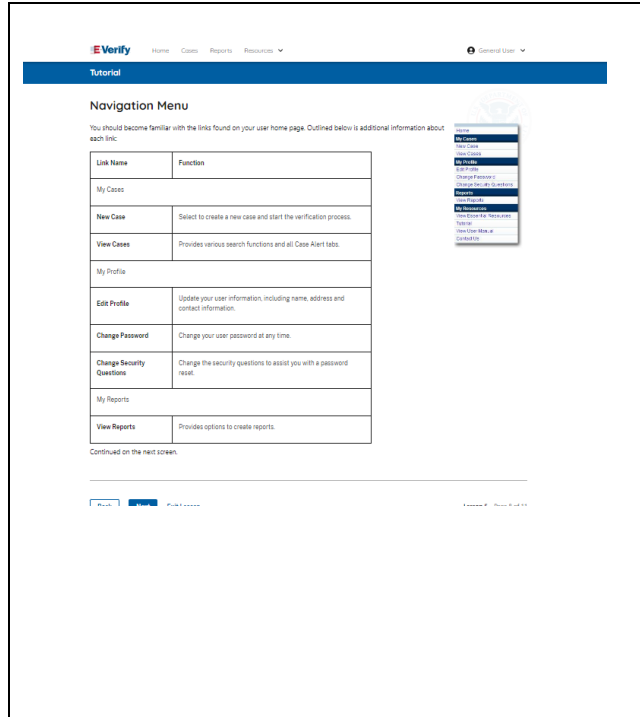
If you try to log in with an incorrect password three consecutive times, E-Verify will lock you out.

- If you are locked out, first try to change your password using the link **Forgot Password** on the user log in screen.
- If you are unable to change your password with **Forgot Password** link, contact another program administrator in your company.
- Each user must create password challenge questions.
  - You will need to correctly answer these questions to reset your password, if you ever forget it.

### Important:

- To comply with federal security guidelines, USCIS is required to deactivate any user ID that has not been accessed within the past 270 days. A deactivated user ID will not affect the status of your E-Verify account.
- **Note:**
- Each user must have their own user ID and password to access E-Verify and may not share their user ID or password with others.
- You are responsible for any activity associated with your user ID and password.





### General User E-Verify Home Page - Navigation Menu

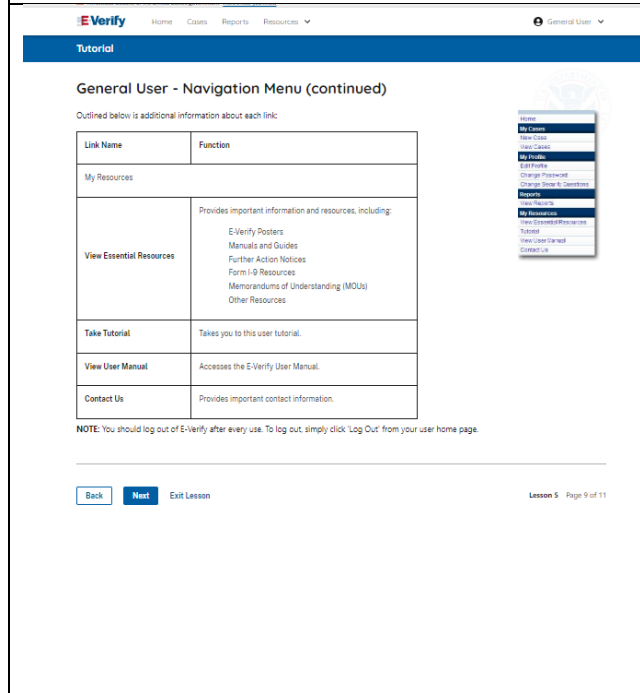
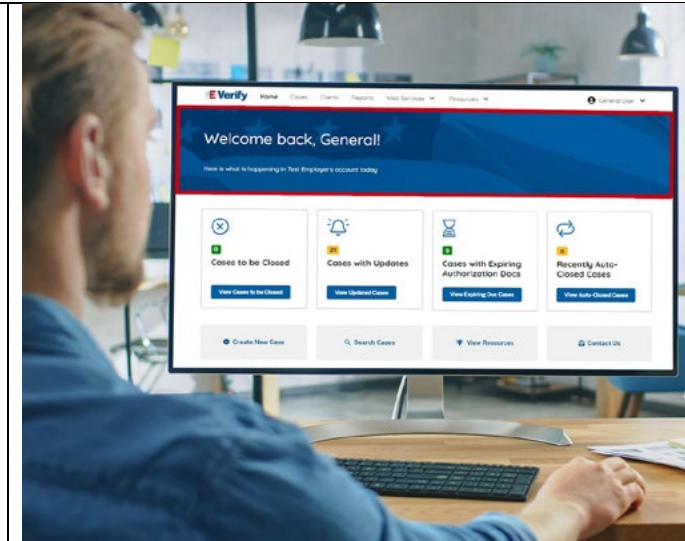
Each time you log in to E-Verify you will see a Welcome Back banner with your name and company, or entity listed.

Case alert boxes with important information about your cases are under the welcome banner, including Cases to be Closed, Cases with Updates, Cases with Expiring Authorization Docs and Recently Auto-Closed Cases.

Convenient quick links in gray boxes are directly below the case alert boxes, including Create New Case, Search Cases, View Resources and Contact Us.

Below the quick links, you will find the E-Verify News section that keeps you up to date on the latest and greatest with E-Verify.

The next slides will help you become familiar with the links found on your user home page.



### Navigation Menu – Links Above the Welcome Banner

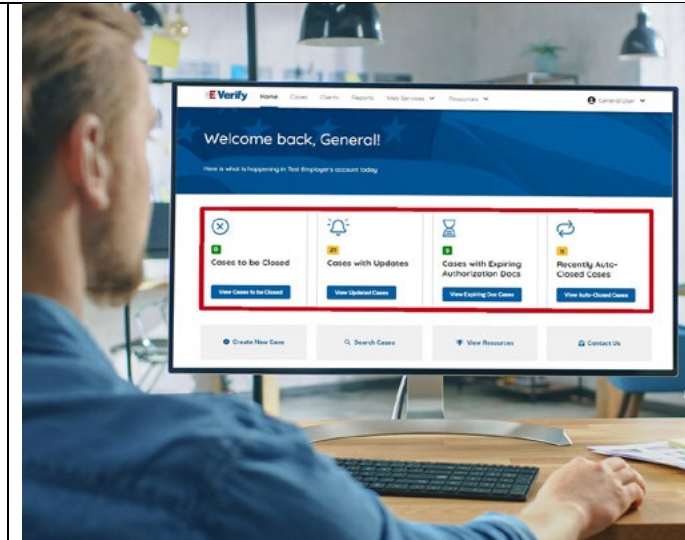
The links above the welcome banner include:

Link	Function
Home	<ul style="list-style-type: none"> <li>Employer User Home Page</li> </ul>
Cases	<ul style="list-style-type: none"> <li>Search</li> <li>Create New Cases</li> </ul>
Reports	<ul style="list-style-type: none"> <li>Run Reports</li> </ul>
Resources	<ul style="list-style-type: none"> <li>View Essential Resources</li> <li>Take Tutorial</li> <li>View User Manual</li> <li>E-Verify News</li> <li>Contact Us</li> </ul>
Account Options	<ul style="list-style-type: none"> <li>Company Account</li> <li>User Account</li> <li>Log Out</li> </ul>

**Navigation Menu – Case Alert Boxes**

Case Alerts Boxes are located below the welcome banner:

Link	Function
Case Alert	<ul style="list-style-type: none"> <li>The Case Alert boxes bring attention to cases that need action or provide important information regarding your cases.</li> </ul>
Cases to be Closed	<ul style="list-style-type: none"> <li>Any case created in E-Verify and assigned an E-Verify case number must be closed.</li> <li>The 'Cases to be Closed' Case Alert provides quick access to all cases that need to be closed.</li> </ul>
Cases with Updates	<ul style="list-style-type: none"> <li>All open cases that have had a change in case result.</li> <li>All cases must be closed. This case alert is an easy way to manage these cases.</li> <li>Click Continue Case to take action.</li> </ul>
Cases with Expiring Doc	<ul style="list-style-type: none"> <li>This is simply a reminder; no action is required in E-Verify.</li> <li>This alert will only appear if the document the employee presented for the original E-Verify case was either an Employment Authorization Document (Form I-766) or an Arrival/Departure Record (Form I-94).</li> </ul>
Recently Auto-Closed Cases	<ul style="list-style-type: none"> <li>Notification of the cases that were automatically closed.</li> <li>This is notification your case was closed. Be sure to record the case information as required on Form I-9 or print the case details page.</li> </ul>



**Navigation Menu – Quick Links and E-Verify News**

Quick Links and E-Verify News are located below the Case Alert Boxes:

Quick Links	Function
Crete New Case	<ul style="list-style-type: none"> <li>Create new E-Verify cases</li> </ul>

Search Cases	<ul style="list-style-type: none"> <li>• Search Cases</li> </ul>
View Resources	<ul style="list-style-type: none"> <li>• Access E-Verify Resources</li> </ul>
Contact Us	<ul style="list-style-type: none"> <li>• Contact E-Verify</li> </ul>
E-Verify News	<ul style="list-style-type: none"> <li>• Stay up to date with the latest E-Verify News</li> </ul>

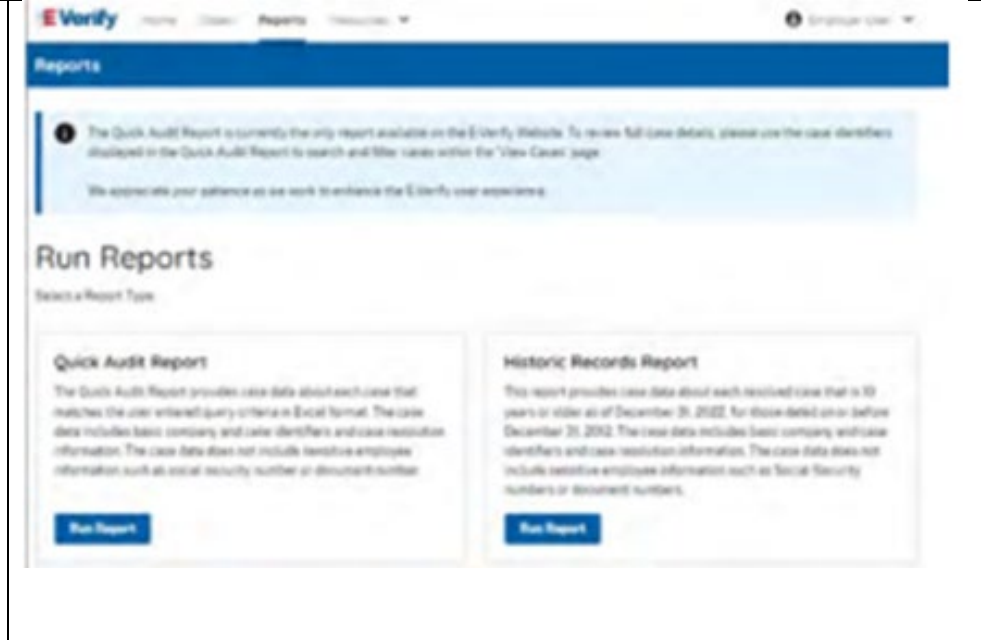
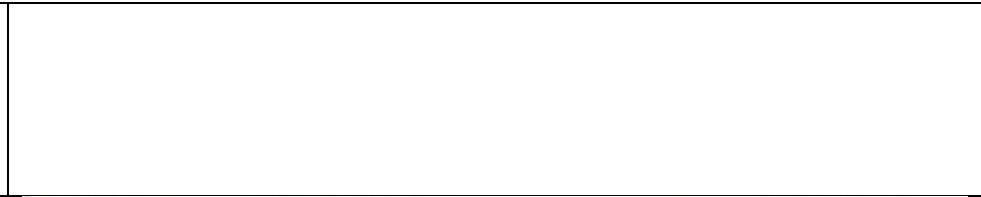
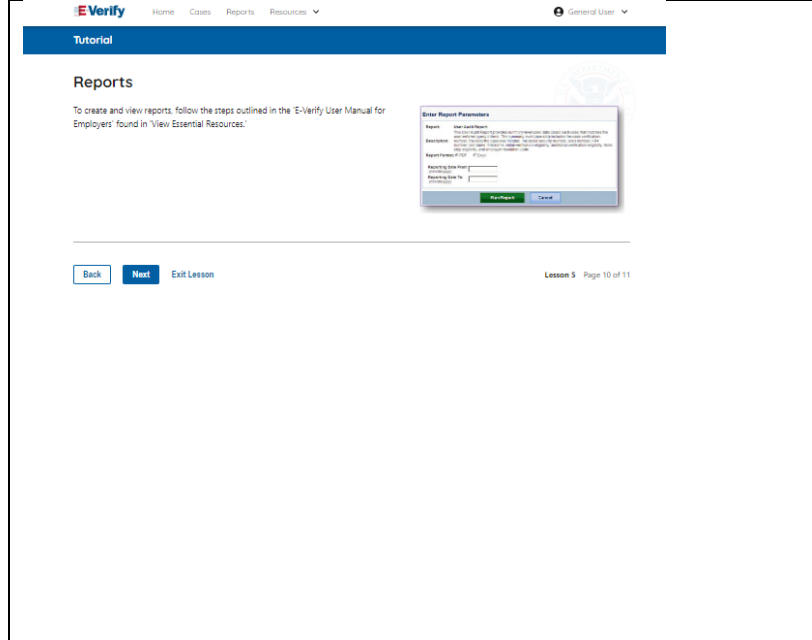
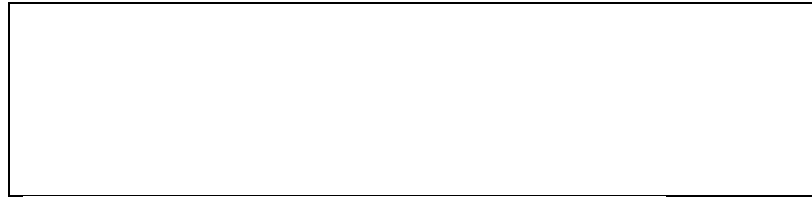
**Reports**

On the home page, above the welcome banner, Click **Reports**.

Select the report you want to create from the options available.

A description of the report is provided on the report screen.

For more information review please review the [E-Verify User Manual](#).



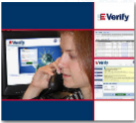
**EVerify** Home Cases Reports Resources General User

**Tutorial**

### Summary

Congratulations! You have completed Lesson 5 of the E-Verify General User Tutorial for Federal Contractors. You should now be able to:

- Identify the role of Program Administrator in support of General Users
- Recognize requirements to create a password
- Use your left navigation menu

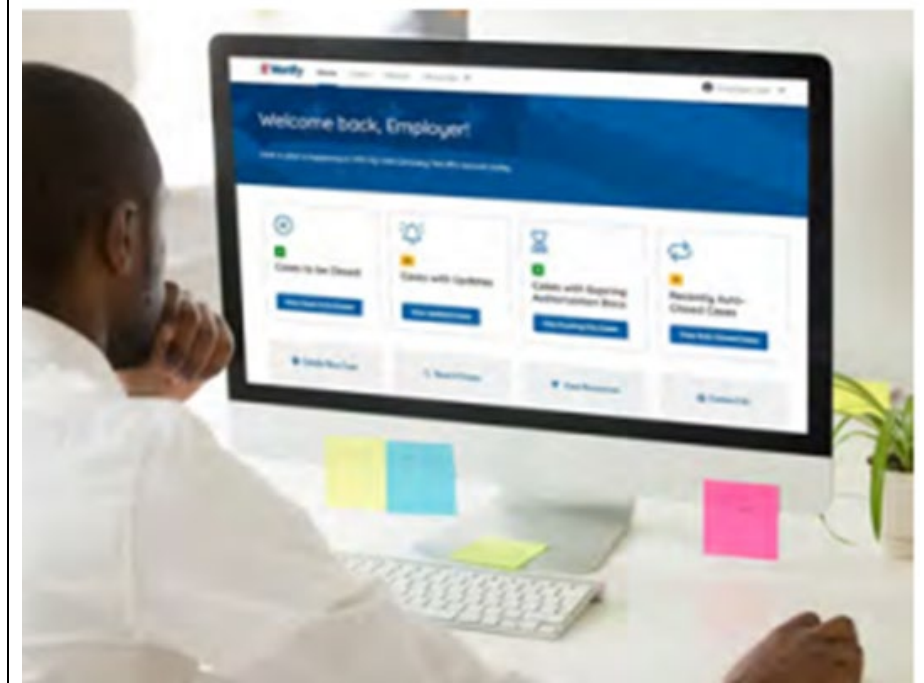


[Back](#) [Complete Lesson](#) [Exit Lesson](#) Lesson 5 Page 11 of 11

## Summary

Congratulations! You have completed Lesson 5 of the E-Verify General User Tutorial for Federal Contractors. You should now be able to:

- Understand the role of program administrator in support of your company's or entity's users
- Recognize requirements to create a password
- Use your left navigation menu
- Manage the information in Company Account





## EEA Lesson 1

**LESSON COMPLETED**

Lesson 1: Introduction

[Introduction](#)

[Background and Overview](#)

[Privacy Statement and Guidelines](#)

[Rules and Responsibilities](#)

[Civil Rights and Civil Liberties](#)

[Form I-9 and E-Verify](#)

[Verification Process Overview](#)

[Review Lesson 1](#)

Current	Updated Content	Image
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## Welcome to the E-Verify Tutorial

This tutorial is designed for General User for E-Verify Employer Agents that participate in E-Verify.

In this section, you can review any of the completed tutorial Lessons or retake the knowledge test that was required to start using E-Verify. This tutorial covers the topics outlined below.

### Lesson 1: Introduction

#### Introduction

E-Verify Background and Overview  
 E-Verify Employer Agent Overview  
 Privacy Statement and Guidelines  
 Rules and Responsibilities  
 Civil Rights and Civil Liberties  
 Form I-9 and E-Verify  
 Verification Process Overview  
 {Review Lesson 1}

### Lesson 2: Initial Verification

#### Initial Verification

E-Verify Home Page  
 Enter Form I-9 Information  
 Initial Verification Results  
 {Review Lesson 2}


### Lesson 3: Interim Case Results

#### Interim Case Results

Interim Case Results - Overview  
 DHS and/or SSA Tentative Nonconfirmation (Mismatch)  
 E-Verify Needs More Time  
 DHS and/or SSA Case in Continuance  
 {Review Lesson 3}

### Lesson 4: Complete the Verification Process

Complete the Verification Process  
 Final Case Results  
 Close Case

	<p>Case Alerts {Review Lesson 4}</p> <p><b>Lesson 5: General User Account Administration</b>  General User Account Administration  Overview of User Roles  Create a Password  Navigation Menu  Manage Clients  Manage Company  Reports  {Review Lesson 5}</p> <p>Each user must successfully complete the online E Verify tutorial before they can create or manage cases.</p>	
	<p><b>Lesson 1: Introduction</b></p> <p>Introduction  E-Verify Background and Overview  E-Verify Employer Agent Overview  Privacy Statement and Guidelines  Rules and Responsibilities  Civil Rights and Civil Liberties  Form I-9 and E-Verify  Verification Process Overview  {Review Lesson 1}</p>	

**E-Verify** Home Cases Clients Reports Resources General User

**Tutorial**

### Introduction

Welcome to Lesson 1 of the General User Tutorial for E-Verify Employer Agents. In this lesson, you will learn about the E-Verify topics listed below:

- Background and Overview
- Privacy Statement and Guidelines
- Rules and Responsibilities
- Civil Rights and Civil Liberties
- Form I-9 and E-Verify
- Verification Process Overview

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### Introduction

Welcome to Lesson 1 of the General User Tutorial for E-Verify Employer Agents. In this lesson, you will learn about:

- E-Verify Background and Overview
- E-Verify Employer Agent Overview
- Privacy Statement and Guidelines
- Rules and Responsibilities
- Civil Rights and Civil Liberties
- Form I-9 and E-Verify
- Verification Process Overview



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**Tutorial**

### Learning Objectives

Upon completing this lesson, you should be able to:

- Describe the background and overview of E-Verify
- Carry out and comply with rules, responsibilities and guidelines for protecting privacy and personal information
- Recognize Civil Rights and Civil Liberties
- Recognize Form I-9 procedures and how they relate to E-Verify
- Recognize the verification process and case results

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### Learning Objectives

Upon completing this lesson, you should be able to:

- Describe the background and overview of E-Verify and E-Verify employer agent
- Carry out and comply with rules, responsibilities, and guidelines for protecting privacy and personal information
- Recognize Civil Rights and Civil Liberties
- Recognize Form I-9 procedures and how they relate to E-Verify
- Recognize the verification process and case results

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**Tutorial**


### Background and Overview

In 1996, Congress passed the Illegal Immigration Reform and Immigrant Responsibility Act (IIRIRA), which required the Social Security Administration (SSA) and U.S. Citizenship and Immigration Services (USCIS), formerly the Immigration and Naturalization Service (INS), to initiate an employment verification pilot program.

Under the U.S. Department of Homeland Security (DHS), USCIS operates the E-Verify program, previously referred to as the Basic Pilot Program. E-Verify implements the legal requirements of IIRIRA by allowing any U.S. employer to electronically verify the employment eligibility of its newly hired employees.

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## E-Verify Background

In 1996, Congress passed the Illegal Immigration Reform and Immigrant Responsibility Act (IIRIRA), which required the Department of Homeland Security (DHS) and Social Security Administration (SSA) to develop an employment confirmation process now known as E-Verify.



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### Overview

E-Verify is a voluntary program for most employers, but mandatory for some, such as employers with federal contracts or subcontracts that contain the Federal Acquisition Regulation (FAR) E-Verify clause.

E-Verify is an internet-based system operated by the U.S. Department of Homeland Security (DHS) in partnership with the Social Security Administration (SSA) that allows participating employers to electronically verify the employment eligibility of their newly hired employee and/or employee assigned to a federal contract.

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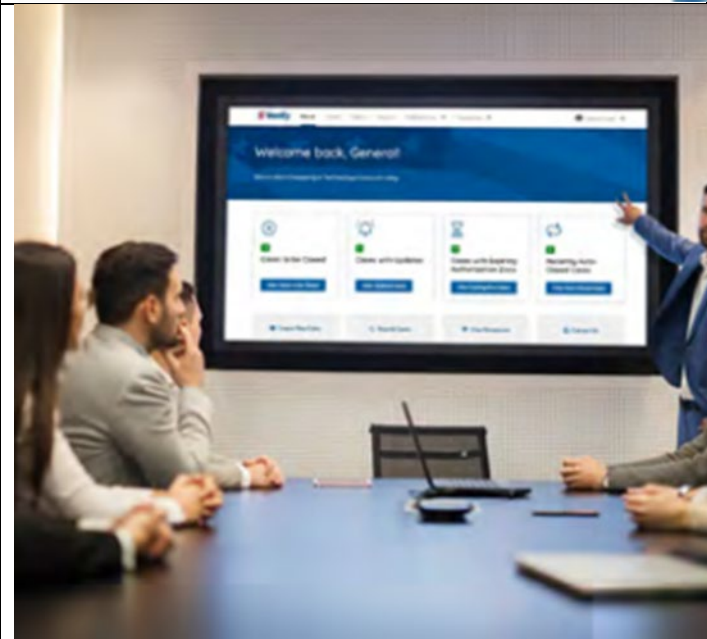
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## E-Verify Overview

E-Verify is an internet-based system that electronically verifies the employment eligibility of newly hired employees to work in the United States.

E-Verify is a voluntary program. Employers with federal contracts or subcontracts that contain the Federal Acquisition Regulation (FAR) E-Verify clause are required to enroll in and use E-Verify as a condition of federal contracting. Employers with employees in states with legislation that requires participation in E-Verify, for example, as a condition of business licensing, may also be required to participate in E-Verify. In addition, an employer may be required to participate in E-Verify pursuant to a court order.



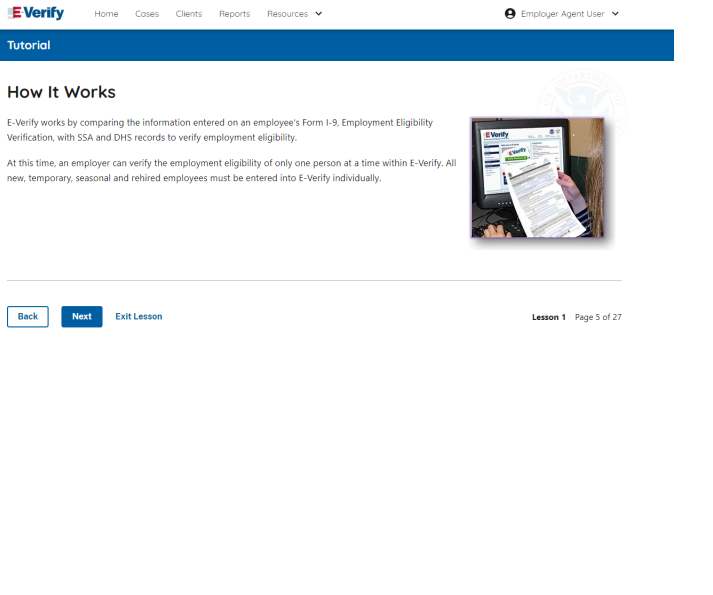
## E-Verify Overview - E-Verify Employer Agent (EEA)

E-Verify employer agent means any person, company, or other entity that provides the service of using E-Verify to confirm employment eligibility of employees of third-party employers (or clients).

Clients are required to complete Form I-9, Employment Eligibility Verification, for all new employees and must follow the guidelines set forth in the MOU for Employers Using an E-Verify Employer Agent (or client MOU).

### How E-Verify Works

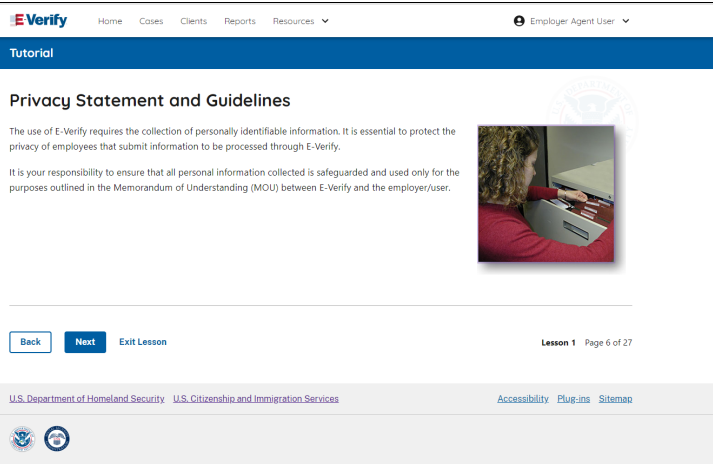
E-Verify works by electronically comparing the information from an employee's Form I-9, Employment Eligibility Verification, with official government records that E-Verify can access to verify the identity and employment eligibility of each newly hired employee and/or employee assigned to a covered federal contract.



### Privacy Statement and Guidelines

E-Verify use requires the collection of personally identifiable information (PII). Employers must protect the privacy of employees who submit information to be processed through E-Verify and ensure that all personal information collected is safeguarded and used only for the purposes outlined in the memorandum of understanding (MOU).

E-Verify protects PII in accordance with a National Archives and Records Administration (NARA) records retention and disposal schedule (N 1-566-08-7) by annually disposing of E-Verify records that are over 10 years old. This minimizes security and privacy risks associated with U.S. government retention of PII.



Failure to properly protect employee information can result in identity theft or fraud and can cause considerable inconvenience, harm, or embarrassment to the employees or employer affected.

### Privacy Guidelines

#### Privacy Guidelines Overview

- Allow only authorized users to use E-Verify.  
Ensure that only authorized users handle information and create cases.
- Secure access to E-Verify.  
Protect passwords used to access E-Verify and ensure that unauthorized persons do not access E-Verify.
- Protect and store employee information properly.  
Ensure that employee information is stored in a safe and secure location and that only authorized users have access to this information.
- Discuss E-Verify results in private.  
Ensure that all case results, including mismatches and Final Nonconfirmations are discussed in private with the employee.

#### REMINDER

You must ensure that all PII is safeguarded.

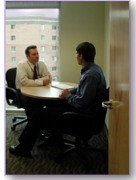


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### Privacy and Security Statement (continued)

Failure to properly protect employee information can result in identity theft or fraud, and can cause considerable inconvenience, harm or embarrassment to the employees or employers affected.



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### Privacy Guidelines

At a minimum, take the steps outlined in the table below to protect personal information and comply with the appropriate regulations:

PRIVACY GUIDELINES
<b>Allow ONLY authorized employees to use E-Verify.</b> Ensure that only the appropriate employees handle information and perform verification cases.
<b>SECURE access to E-Verify.</b> Protect the password you use to access E-Verify and ensure that unauthorized users do not gain access to the system.
<b>PROTECT and STORE individuals' information properly.</b> Ensure that employees' information is stored in a safe and secure location and that only authorized individuals have access to this information.
<b>Discuss E-Verify results in PRIVATE.</b> Ensure that case results are discussed in private with the employee.

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### Rules and Responsibilities

All E-Verify users are bound by the guidelines set forth in the MOU and the rules and responsibilities outlined in the 'E-Verify User Manual for E-Verify Employer Agents' and this tutorial.

The next screens outline the specific rules and responsibilities required of everyone that uses E-Verify.



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## Rules and Responsibilities

All E-Verify users are bound by the guidelines set forth in the E-Verify MOU and the rules and responsibilities outlined in the E-Verify User Manual, Supplemental Guide For E-Verify Employer Agents and this tutorial.

The next screens outline the specific rules and responsibilities required of everyone that uses E-Verify.

**NOTE:** Additional information on each rule and responsibility is provided throughout this tutorial.



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### Rules and Responsibilities (continued)

E-Verify employer agents participating in E-Verify **MUST**:

- Follow E-Verify procedures for each newly hired employee while enrolled/participating in E-Verify.
- Notify each job applicant of E-Verify participation.
- Clearly display the 'Notice of E-Verify Participation' and 'Right to Work' posters in all languages supplied by DHS.
- Complete Form I-9, Employment Eligibility Verification, for each newly hired employee before creating a case in E-Verify.
- Ensure that all Form I-9 List B identity documents have a photo.

**NOTE:** Additional information on each rule and responsibility is provided throughout this tutorial.

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## Rules and Responsibilities – E-Verify Employers Must

E-Verify Employer Agents participating in E-Verify **MUST**:

- ✓ Follow E-Verify procedures for each employee for whom an E-Verify case is created.
- ✓ Notify each job applicant of E-Verify participation by clearly displaying the Notice of E-Verify Participation and the Right to Work posters in English and Spanish. You may also display the posters in other languages provided by DHS.
- ✓ Complete Form I-9 for each newly hired employee before creating a case in E-Verify.
- ✓ Obtain a Social Security number from each newly hired employee on Form I-9.
- ✓ Ensure that Form I-9 List B identity documents have a photo.
- ✓ Create a case for each newly hired employee no later than the third business day after he or she starts work for pay. Enter the employee's email address in E-Verify if it was provided on Form I-9.
- ✓ Provide each employee with notice of and the opportunity to take action on a mismatch by downloading the Further Action Notice and providing it to the employee before referring the case.



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### Rules and Responsibilities (continued)

E-Verify employer agents participating in E-Verify **MUST**:

- Create a case for each newly hired employee no later than the third business day after he or she starts work for pay.
- Ensure that clients obtain a Social Security number (SSN) from Form I-9 for each newly hired employee.
- Provide each employee with notice of and the opportunity to contest a Tentative Nonconfirmation (TNC).
- Not terminate the employee during the E-Verify verification process because he or she receives a TNC.
- Ensure that all personally identifiable information is safeguarded.

**NOTE:** Additional information on each rule and responsibility is provided throughout this tutorial.

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✓ Ensure that all PII is safeguarded.

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### Notice to Employees of E-Verify Participation

You **MUST** notify ALL employees of your participation in E-Verify. To do this, you must provide your clients a copy of the following in all languages provided by DHS:

- "Notice of E-Verify Participation;" and,
- "Right to Work" posters.

Your clients must clearly display both notices. Both notices are found in "View Essential Resources."

**IMPORTANT:** If your clients cannot display either notice, they should print and distribute them to every job applicant.

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### Rules and Responsibilities - Notice to Employees of E-Verify Participation

You **MUST** notify **ALL** employees of your participation in E-Verify:

- Provide the following posters to your company locations:
  - Notice of E-Verify Participation; and
  - Right to Work.
- Ensure all locations display the posters (in both English and Spanish) in a prominent place that is clearly visible to all current and prospective employees, electronically or in hard copy.
- Replace the participation posters when updates are provided by DHS to ensure employees, applicants, and the public to have the most recent and complete information regarding E-Verify.
- E-Verify recommends providing a copy of these posters with job application materials, either electronically or in hard copy



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### Rules and Responsibilities (continued)

E-Verify employer agents participating in E-Verify **MUST NOT**:

- Use E-Verify to pre-screen an applicant for employment.
- Check the employment eligibility of an employee hired before the company signed the E-Verify MOU.
- Take adverse action against an employee based upon a case result unless E-Verify issues a final nonconfirmation.
- Specify or request which Form I-9 documentation a newly hired employee must use.
- Use E-Verify to discriminate against ANY job applicant or new hire on the basis of his or her national origin, citizenship or immigration status.
- Selectively verify the employment eligibility of a newly hired employee.
- Share any user ID and/or password.

**NOTE:** Additional information on each rule and responsibility is provided throughout this tutorial.

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### Rules and Responsibilities – E-Verify Employer Must Not:

E-Verify Employer Agents participating in E-Verify **Must Not**:

- Use E-Verify to pre-screen an applicant for employment.
- Specify or request which Form I-9 documentation an employee must use, except to specify that any Form I-9 List B document the employee chooses to present must contain a photo.
- Use E-Verify to discriminate against any job applicant or employee on the basis of their national origin, citizenship, or immigration status.

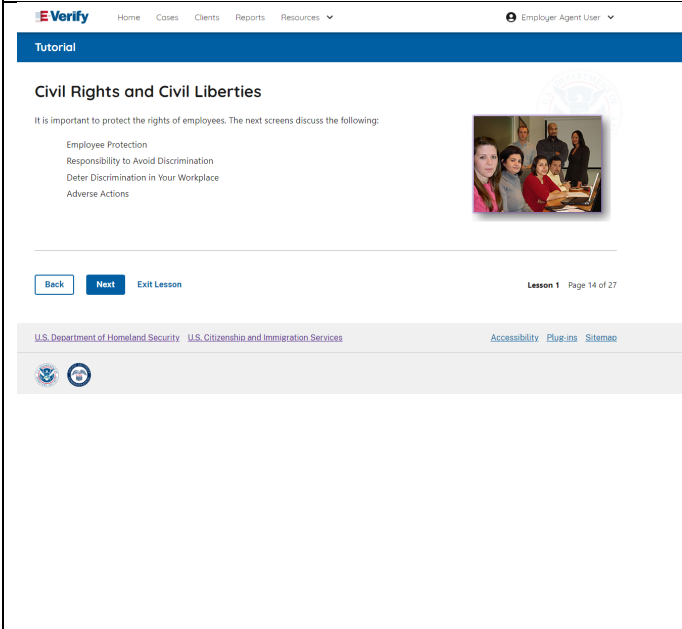
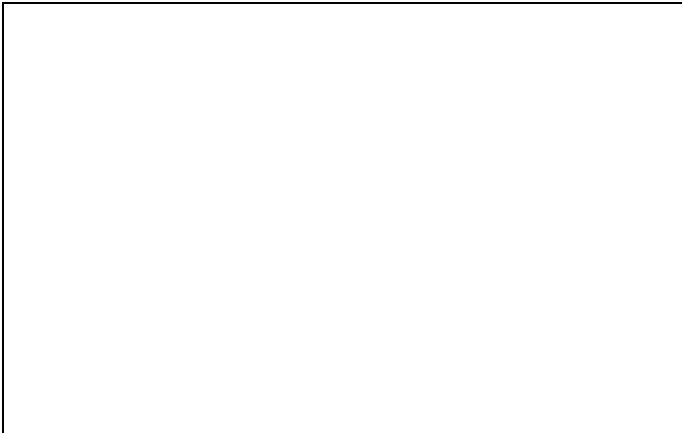
- Create an E-Verify case for an employee who was hired before the employer signed the E-Verify MOU, except in certain instances such as employees of federal contractors with the FAR E-Verify clause.
- Terminate, suspend, delay training, withhold or lower pay, or take any other adverse action against an employee because of the mismatch, until the mismatch becomes a Final Nonconfirmation.
- Share user ID or password.

**NOTE:** Additional information on each rule and responsibility is provided throughout this tutorial.

### Civil Rights and Civil Liberties

Employee rights must be protected. The next screens discuss the following:

- Employee Protection
- Responsibility to Avoid Discrimination
- Deter Discrimination in Your Workplace
- Adverse Actions




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### Employee Protection

It is your responsibility to treat employees equitably when using E-Verify.



You MUST:

- Create a case in E-Verify only AFTER the applicant has accepted an offer of employment and Form I-9 is complete.
- Give notice to employees regarding your participation in E-Verify and employee rights.
- Take steps to ensure the privacy of employees by protecting their personal information and to secure the password you use to access E-Verify.
- Discuss work eligibility issues with people directly concerned with the information and limit these conversations to the relevant case details.
- Ensure employees who receive a Tentative Nonconfirmation (TNC) case result are provided with the printed Further Action Notice.

You must NOT:

- Create a case in E-Verify before a job offer has been accepted and Form I-9 is complete. This is considered pre-screening.
- Use E-Verify to screen job applicants or to re-verify employment eligibility.
- Use E-Verify selectively.

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## Civil Rights and Civil Liberties - Employee Protection

It is your responsibility to treat employees equitably when using E-Verify. **You MUST:**

- Create a case in E-Verify only **AFTER** the applicant has accepted an offer of employment and Form I-9 is complete.
- Ensure your clients give notice to employees regarding your participation in E-Verify and employee rights.
- Create a case for a newly hired employee only after your client has completed Form I-9.
- Take steps to ensure the privacy of employees by protecting their personal information and to secure the password you use to access E-Verify.
- Discuss work eligibility issues with people directly concerned with the information and limit these conversations to the relevant case details.
- Ensure employees who receive a mismatch are provided with the printed Further Action Notice.

### You must NOT:

- Create a case in E-Verify before a job offer has been accepted and Form I-9 is complete. This is considered pre-screening.
- Use E-Verify to screen job applicants or to re-verify employment eligibility.
- Use E-Verify selectively to discriminate against applicants or employees.

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### Responsibility to Avoid Discrimination

Federal law requires employers to apply Form I-9 and E-Verify rules consistently, regardless of an employee's citizenship, immigration status or national origin. This law is known as the Immigration and Nationality Act's anti-discrimination provision and is found at 8 U.S.C. § 1324b. The Immigrant and Employee Rights Section (IER) of the U.S. Justice Department's Civil Rights Division enforces this law.

**Employers that discriminate in their use of E-Verify may violate this law.**

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### Protecting Civil Rights and Civil Liberties: The Department of Justice's Immigrant and Employee Rights Section (IER)

Federal law requires employers to apply Form I-9 and E-Verify rules consistently, regardless of an employee's citizenship, immigration status or national origin. This law is known as the Immigration and Nationality Act's anti-discrimination provision and is found at 8 U.S.C. § 1324b. The Immigrant and Employee Rights Section (IER) of the U.S. Justice Department's Civil Rights Division enforces this law.

**Employers that discriminate in their use of E-Verify may violate this law.**

For more information on how to avoid discrimination, contact IER Worker Hotline at 800-255-7688 (TTY: 800-237-2515) or visit [justice.gov/ier](http://justice.gov/ier).



No image

### Civil Rights and Civil Liberties – US Equal Employment Opportunity Commission (EEOC)

You may not discriminate against employees because of race, color, religion, sex (including pregnancy, gender identify, and sexual orientation), national origin, age (40 or older), disability or genetic information.

**Employers that discriminate in their use of E-Verify may be in violation of this law.**

For more information on how to avoid discrimination, contact EEOC at 800-669-4000 (TTY: 844-234-5122) or visit [eeoc.gov](http://eeoc.gov).

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### Deter Discrimination in Your Workplace

Display the DOJ Right to Work poster so prospective employees and new hires will see it.

In addition, make sure you comply with federal anti-discrimination requirements. For example:

- Do not treat applicants or employees differently based on their citizenship or immigration status, or based on their appearance, language accent, or other national origin indicator.
- Do not ask an employee to show a document to prove their citizenship or immigration status for the Form I-9 process, or for the E-Verify process.
- Do not request additional or different documents than are required to verify employment eligibility and identity; reject reasonably authentic-looking documents or specify certain documents over others.
- Do not use E-Verify selectively, or use E-Verify to prescreen certain candidates, based on employees' or applicants' citizenship, immigration status, or national origin.
- Do not, based on an employee's citizenship status or national origin, take adverse action against an employee because of a Tentative Nonconfirmation (Mismatch) or because the employee's case is pending with DHS or SSA.

**INFORMATION:** For more information on how to avoid discrimination, visit [www.justice.gov/IEB](http://www.justice.gov/IEB) or call the IER toll-free employer hotline at 1-800-255-8155 or 1-800-237-2515 (TTY). IER can answer your questions about immigration-related employment discrimination, including discrimination in the Form I-9 and E-Verify processes.

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## Civil Rights and Civil Liberties - Deter Unlawful Discrimination in Your Workplace

Display the DHS E-Verify Participation and DOJ Right to Work posters so prospective employees and new hires will see them.

In addition, make sure you comply with federal anti-discrimination requirements. For example:

- Do not treat applicants or employees differently based on their citizenship or immigration status, or based on their appearance, language, accent, or other national origin indicator.
- Do not ask an employee to show a specific document to prove their citizenship or immigration status for the Form I-9 process or for the E-Verify process.
- Do not request additional or different documents than are required to verify employment eligibility and identity, reject reasonably genuine-looking documents or specify certain documents over others.
- Do not use E-Verify selectively or to prescreen certain candidates based on employees' or applicants' citizenship, immigration status, or national origin.
- Do not, based on an employee's citizenship status or national origin, take adverse action against an employee because of a mismatch or because their case is pending with DHS or SSA.



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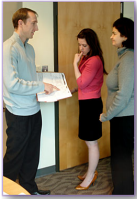
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### Adverse Actions

E-Verify prohibits you from taking adverse actions against employees based on the employee's decision to contest a Tentative Nonconfirmation (TNC) or because the employee's case is pending with DHS or SSA. Adverse actions include: terminating, suspending, withholding pay or training, delaying a start date or otherwise limiting his or her employment.

To avoid improper adverse actions, treat employees that choose to contest a case result as you would treat any other employee.

If you take adverse actions against job applicants or employees, you could face legal action, including civil penalties and back pay awards, and your participation in E-Verify may be terminated.



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## Civil Rights and Civil Liberties – Adverse Actions

Employers must not terminate, suspend, delay training, withhold or lower pay, or take any other adverse action against an employee because of the mismatch, until the mismatch becomes a Final Nonconfirmation.

If the employee chooses not to take action on the mismatch, the employer may terminate employment with no civil or criminal liability as noted in Responsibilities of the Employer, Article II, Section A paragraph 13 of the MOU. The case can be treated as a Final Nonconfirmation, and the employer should close the case in E-Verify.

**To avoid improper adverse actions, treat employees that choose to contest a mismatch result as you would treat any other employee.**



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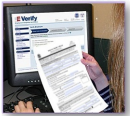
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### Form I-9 and E-Verify

All employers in the United States are required to complete Form I-9 no later than the third business day after their employees start work for pay and keep a record of Form I-9 on file. This requirement does NOT change for E-Verify employer agents and their clients enrolled in E-Verify.

E-Verify employer agents enrolled in E-Verify have chosen to take the additional step of verifying that their client's employees' Form I-9 information matches government records, thereby ensuring a legal workforce.

**NOTE:** To view or download Form I-9, click [Form I-9](#). For more information on Form I-9 procedures, review the [Handbook for Employers: Guidance for Completing Form I-9 \(M-274\)](#) located in View Essential Resources.



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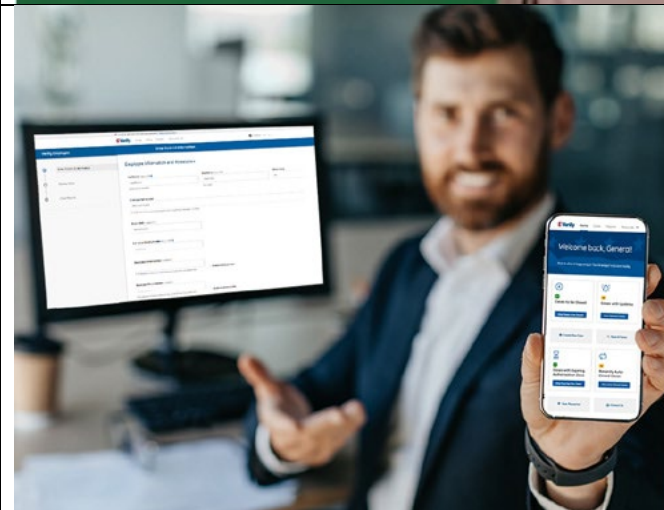
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## Form I-9 and E-Verify

All employers in the United States are required to complete Form I-9 no later than the third business day after their employees start work for pay and keep a record of Form I-9 on file. This requirement does **NOT** change for employers enrolled in E-Verify.

Employers enrolled in E-Verify have chosen to take the additional step of electronically confirming that their employees' Form I-9 information matches official government records that E-Verify can access, thereby helping ensure a legal workforce.

**NOTE:** To view or download Form I-9, click [Form I-9](#). For more information on Form I-9 procedures, review the [Handbook for Employers: Guidance for Completing Form I-9 \(M-274\)](#) which is also located in View Essential Resources.

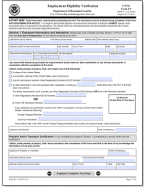


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### Form I-9: Section 1 - Overview

Newly hired employees must complete Section 1 of Form I-9 in its entirety. Providing a Social Security number (SSN) on Form I-9 is usually voluntary but newly hired employees of employers participating in E-Verify are required to provide an SSN on Form I-9. Therefore, all newly hired employees, including seasonal, temporary and rehires, **MUST** have an SSN.



**IMPORTANT:** If an employee does NOT have an SSN, he or she must obtain one from the Social Security Administration (SSA). This delays the 3-day requirement to create a case in E-Verify. Employers must note the reason for this delay on the employee's Form I-9 and during the verification process. You must create a case in E-Verify as soon as the employee has received an assigned SSN from SSA.

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### Form I-9 and E-Verify – Form I-9, Section 1 – Overview

Newly hired employees must complete Section 1 of Form I-9 in its entirety. Providing a Social Security number (SSN) on Form I-9 is usually voluntary but newly hired employees of employers participating in E-Verify are required to provide an SSN on Form I-9. Therefore, all newly hired employees, including seasonal, temporary, and rehires, **MUST** provide an SSN.


**IMPORTANT:** If an employee does NOT provide an SSN, they must obtain one from the Social Security Administration. This can delay the 3-day requirement to create a case in E-Verify. Employers must note the reason for this delay on the employee's Form I-9 during the verification process. You must create a case in E-Verify as soon as the employee has received their SSN from SSA.

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### Form I-9: Section 2 - Overview

Employers must complete Section 2 of Form I-9 in its entirety. To complete Section 2, you must examine documents that prove the identity and employment eligibility of the newly hired employee.



**IMPORTANT:** You may NOT specify which document(s) from the list of acceptable documents on Form I-9 an employee may choose to present.

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### Form I-9 and E-Verify – Form I-9, Section 2 – Overview

Employers must complete Section 2 of Form I-9 in its entirety. To complete Section 2, you must examine documents that prove the identity and employment eligibility of the newly hired employee.

**Important:** You may **NOT** specify which document(s) from the list of acceptable documents on Form I-9 and employee may choose to present.




E-Verify Home Cases Clients Reports Resources Employer Agent User

Tutorial

### Form I-9: Section 2 - Overview (continued)

An employer may accept one document from List A, which proves both identity and employment eligibility, or a combination of documents from List B, which proves identity, and List C, which proves employment eligibility.



**IMPORTANT:** Any List B document(s) presented to an employer participating in E-Verify MUST contain a photo. If an employee doesn't have a photo on their List B document, contact E-Verify Customer Support. E-Verify Customer Support is available Monday through Friday, 8:00 a.m. to 5:00 p.m. local time except federal holidays at 888-464-4218.

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## Form I-9 and E-Verify – Form I-9, Section 2 – Documents

An employer may accept one document from List A, which proves both identity and employment eligibility, **or** a combination of documents from List B, which proves identity, and List C, which proves employment eligibility.

**IMPORTANT:** Any List B document(s) presented to an employer participating in E-Verify **MUST** contain a photo.

E-Verify Home Cases Clients Reports Resources Employer Agent User


Tutorial

### Verification Process Overview

The E-Verify employment eligibility verification process begins with a completed Form I-9. The information from Form I-9 is then entered into E-Verify and a case result is provided.

Case results inform you of your client's employee's work eligibility. Case results can be initial, interim or final.

Every case created in E-Verify receives a final case result before it is closed, and every case must be closed.



**REMINDER:** E-Verify makes employment eligibility determinations by comparing the employee's Form I-9 information entered in E-Verify with the information in DHS and SSA records.

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## Verification Process Overview

The E-Verify employment eligibility verification process begins with a completed Form I-9. The information from Form I-9 is then entered into E-Verify and a case result is provided.

Case results inform you of your client's employee's work eligibility. Case results can be initial, interim or final.

If you determine the information is the case is incorrect, close the case and create a new case with correct information.

Every case must be closed.

**REMINDER:** E-Verify makes employment eligibility determinations by comparing the employee's Form I-9 information entered in E-Verify to official government records.





**E-Verify** Home Cases Clients Reports Resources Employer Agent User

**Tutorial**

### Initial Verification Case Results - Overview

After Form I-9 information has been entered into E-Verify, E-Verify promptly provides you an initial case result. An initial case result is the first, and sometimes final, case result provided by E-Verify. How you communicate a case result with your client is between you and your client.

An overview of the initial case results is listed in the table below.

Initial Case Results	Overview
<b>Employment Authorized</b>	The employee's information matched with DHS and/or SSA records. It's that easy!
<b>Tentative Nonconfirmation (TNC)</b>	Information does not initially match with SSA or DHS records. Additional action is required.
<b>DHS Verification in Process</b>	This case is referred to DHS for further verification. No action is required until further notice from E-Verify.

Each case result is unique, and may or may not require additional action by you and/or the employee. Additional information on initial case results and next steps are addressed throughout this tutorial.

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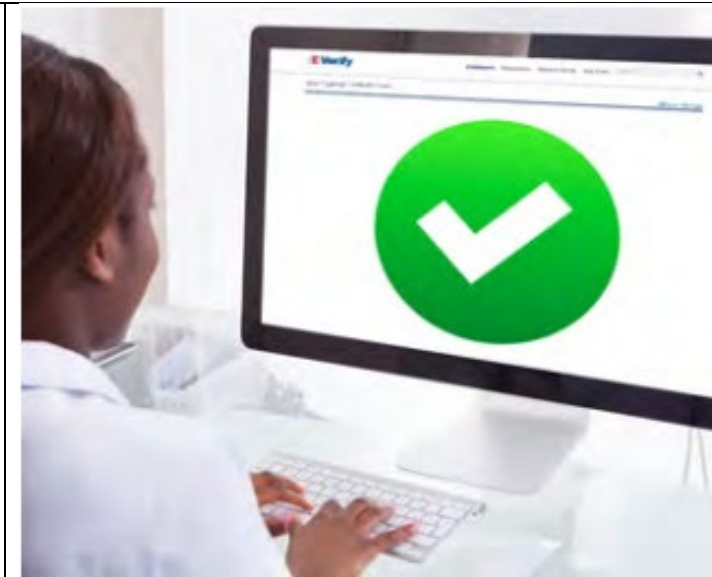
### Verification Process - Initial Verification Case Results Overview

After Form I-9 information has been entered into E-Verify, E-Verify promptly provides you an initial case result. An initial case result is the first, and sometimes final, case result provided by E-Verify.

An overview of the initial case results is listed in the table below.

Initial Case Results	Overview
<b>Employment Authorized</b>	The employee's information matched with official records. Case will automatically close. No action needed.
<b>Tentative Nonconfirmation (Mismatch)</b>	Information does not initially match records. Additional action is required.
<b>E-Verify Needs More Time</b>	DHS could not immediately verify the data and needs more time. This case is referred to DHS for further verification. No action is required until further notice from E-Verify.

Each case result is unique and may or may not require additional action by you and/or the employee. Additional information on initial case results and next steps are addressed throughout this tutorial.



**E-Verify** Home Cases Clients Reports Resources Employer Agent User

**Tutorial**

### Interim Case Results - Overview

An interim case result requires additional action before E-Verify can provide you with a final case result.

An overview of the interim case results is listed in the table below.

Interim Case Results	Overview
<b>SSA or DHS Tentative Nonconfirmation</b>	Information did not match with SSA or DHS records. Additional action is required.
<b>Review and Update Employee Data</b>	A prompt to review, update and resubmit the employee's Form I-9 information.
<b>DHS Verification in Process</b>	This case is referred to DHS for further verification. No action is required until further notice from E-Verify.
<b>SSA or DHS Case in Continuance</b>	The employee has visited an SSA field office or contacted DHS, but more time is needed to determine a final case result.

Each case result is unique, and may or may not require additional action by you and/or the employee. Additional information on interim case results and next steps are addressed throughout this tutorial.

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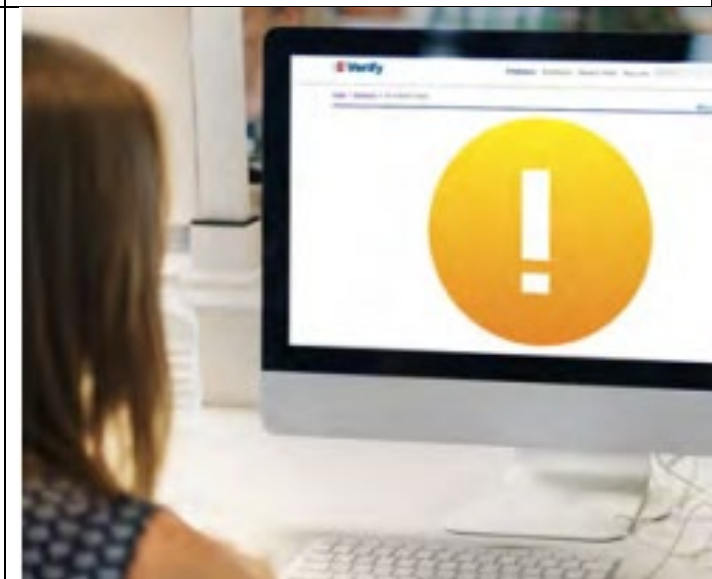
U.S. Department of Homeland Security | U.S. Citizenship and Immigration Services | [Accessibility](#) [Privacy](#) [Sitemap](#)

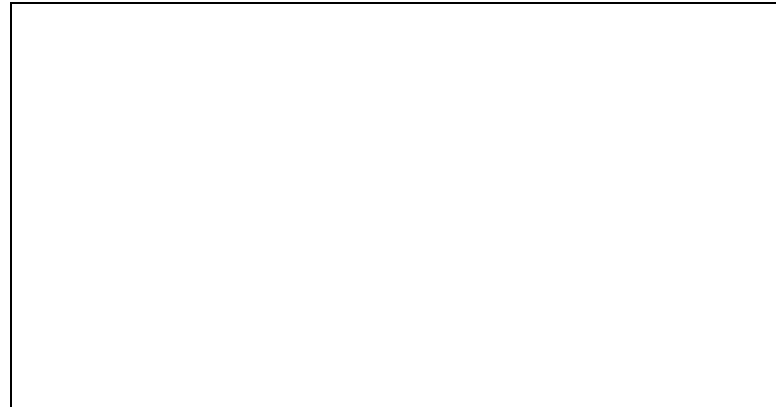
### Verification Process – Interim Verification Case Results Overview

An interim case result requires additional action before E-Verify can provide you with a final case result.

An overview of the interim case results is listed in the table below.

Interim Case Results	Overview
<b>DHS and/or SSA Tentative Nonconfirmation (Mismatch)</b>	Information did not match official government records. Additional action is required.
<b>E-Verify Needs More Time</b>	DHS could not immediately verify the data and needs more time. This case is referred

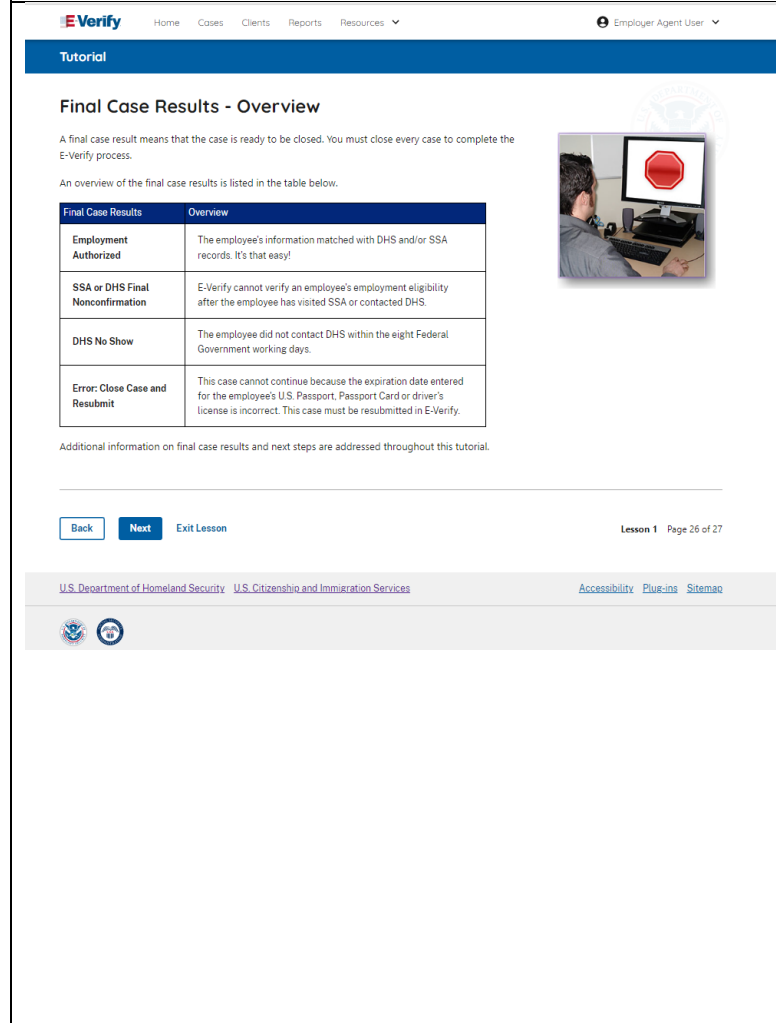
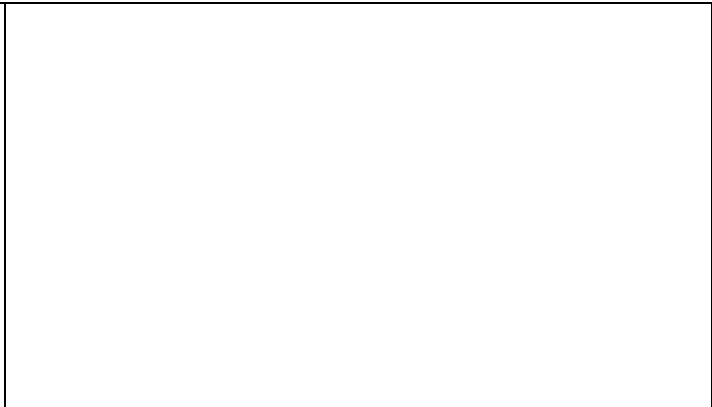




to DHS for further action. No action is required until further notice from E-Verify.

**DHS and/or SSA Case in Continuance**  
The employee has contacted DHS or visited an SSA field office, but more time is needed to determine a final case result. No action is required until further notice from E-Verify.

Each case result is unique and may or may not require additional action by you and/or the employee. Additional information on interim case results and next steps are addressed throughout this tutorial.



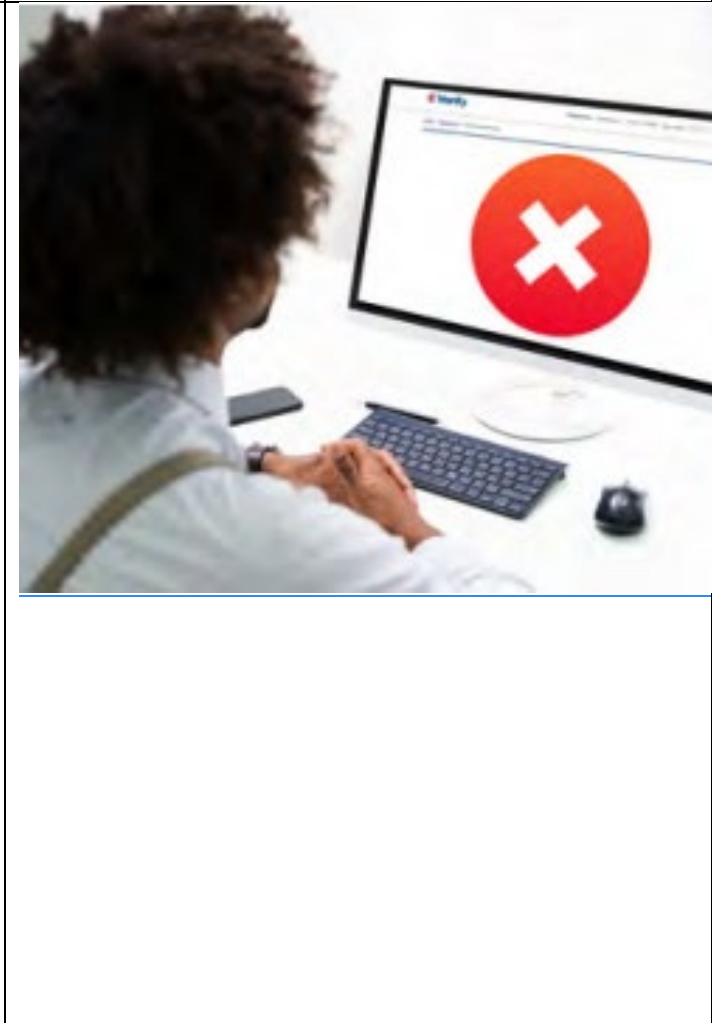
**Verification Process – Final Case Results Overview**

A final case result means that the case is ready to be closed. You must close every case to complete the E-Verify process.

An overview of the final case results is listed in the table below.

Final Case Results	Overview
<b>Employment Authorized</b>	The employee's information matched with official records. Case will automatically close. No action needed.
<b>DHS and/or SSA Final Nonconfirmation</b>	E-Verify cannot verify an employee's employment eligibility after the employee has contacted DHS or visited SSA. You may close the case.
<b>Close Case and Resubmit</b>	This case cannot continue because the expiration date entered for the employee's U.S. Passport, Passport Card or driver's license is incorrect. Close the case in E-Verify and create a new case.

Each case result is unique and may or may not require additional action by you. Additional information on final case results and next steps are addressed throughout this tutorial.




**E-Verify** Home Cases Clients Reports Resources General User

### Tutorial

#### Summary

Congratulations! You have completed Lesson 1 of the General User Tutorial for E-Verify Employer Agents. You should now be able to:

- Describe the background and overview of E-Verify
- Carry out and comply with rules, responsibilities and guidelines for protecting privacy and personal information
- Recognize Civil Rights and Civil Liberties
- Recognize Form I-9 procedures and how they relate to E-Verify
- Recognize the verification process and case results

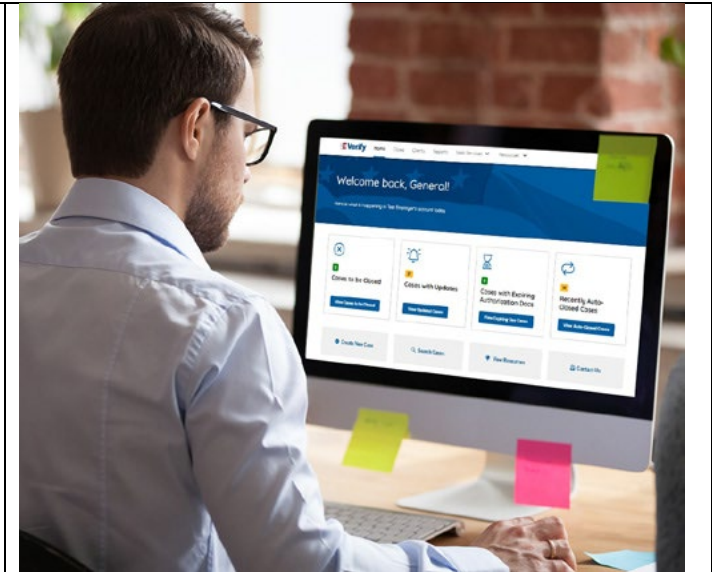


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## Summary

Congratulations! You have completed Lesson 1 of the General User tutorial for E-Verify Employer Agents. You should now be able to:

- Describe the background and overview of E-Verify;
- Carry out and comply with rules, responsibilities, and guidelines for protecting; privacy and personal information;
- Recognize Civil Rights and Civil Liberties;
- Recognize Form I-9 procedures and how they relate to E-Verify; and
- Recognize the verification process and case results



EEA Lesson 2



Current	Updated Content	Updated Image
	<p><b>Lesson 2: Initial Verification</b></p> <p>Initial Verification            E-Verify Home Page            Entering Form I-9 Information            Initial Verification Results</p>	
	<p><b>Initial Verification</b></p> <p>Welcome to Lesson 2 of the General User Tutorial for E-Verify Employer Agents. In this lesson, you will learn about:</p> <ul style="list-style-type: none"> <li>• E-Verify Home Page</li> <li>• Enter Form I-9 Information</li> <li>• Initial Verification Results</li> </ul>	

**E-Verify** Home Cases Clients Reports Resources Employer Agent User

**Tutorial**

### Learning Objectives

Upon completing this lesson, you should be able to:

- Recognize the E-Verify home page
- Use Form I-9 information to create an employment eligibility case in E-Verify
- Recognize initial case results

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## Learning Objectives

Upon completing this lesson, you should be able to:

- Recognize the E-Verify home page
- Use Form I-9 information to create a case in E-Verify
- Recognize initial case results

**E-Verify** Home Cases Clients Reports Resources Employer Agent User

**Tutorial**

### E-Verify Home Page

Any time you log into E-Verify, you are provided your user home page. Your user home page has important information and navigation links that you should become familiar with. To do this, review the information in the table below as it relates to the screen shot.

Important home page areas to be familiar with include the following:

1	<b>Welcome to E-Verify</b>	Click 'New Case' or 'Verify Employee' to start the verification process.
2	<b>E-Verify News</b>	Provides important information and updates about E-Verify.
3	<b>E-Verify Navigation Menu</b>	Specific navigation links vary depending upon the user.
4	<b>Case Alerts</b>	Alerts you of actions needed to complete the E-Verify process.

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## E-Verify Home Page

Each time you log in to E-Verify you will see a welcome back banner with your name and company listed.

Under the welcome banner are case alert boxes with important information about your cases, including Cases to be Closed, Cases with Updates, Cases with Expiring Authorization Docs and Recently Auto-Closed Cases.

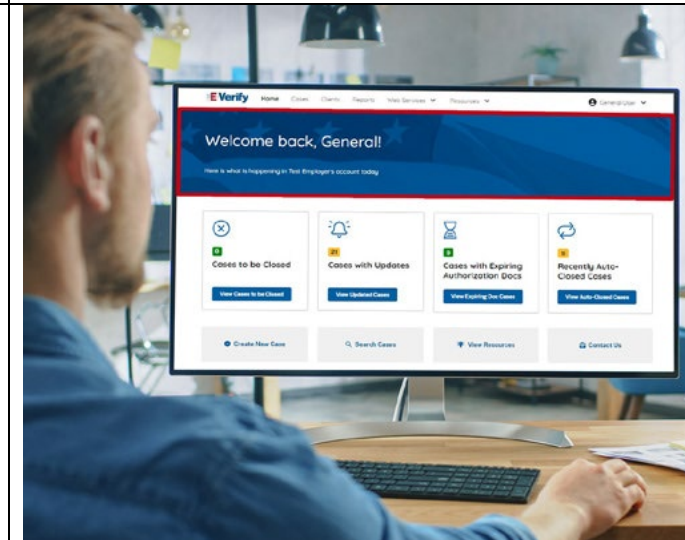
Directly below the case alert boxes are convenient quick links in gray boxes, including Create New Case, Search Cases, View Resources and Contact Us.

Below the quick links is the E-Verify News section that keeps you up to date on the latest and greatest with E-Verify.

The next slides will help you become familiar with the links found on your user home page and provide additional information about each link.

### Navigation buttons above the banner include:

MENU	FUNCTIONS
Home	<ul style="list-style-type: none"> <li>Employer Agent User Home Page</li> </ul>
Cases	<ul style="list-style-type: none"> <li>Search Cases</li> <li>View All Cases</li> <li>Create New Case</li> </ul>
Clients	<ul style="list-style-type: none"> <li>Search Cases</li> <li>Client Company Terminate Account</li> <li>Add New Company</li> </ul>
Reports	<ul style="list-style-type: none"> <li>Run Reports</li> </ul>
Resources	<ul style="list-style-type: none"> <li>View Essential Resources</li> </ul>

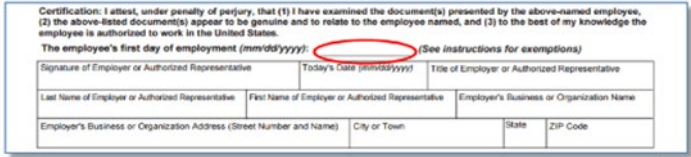


- Take Tutorial
  - View User Manual
  - E-Verify News
  - Contact Us
- 
- User Profile
  - Change Password
  - Change Security Questions
  - Log Out

### Create an E-Verify Case

The earliest you may create a case in E-Verify is after the employee accepts an offer of employment and Form I-9 is complete. After the Form I-9 is complete, your next step is to create a case in E-Verify. An E-Verify case must be created no later than the third business day after the employee starts work for pay.

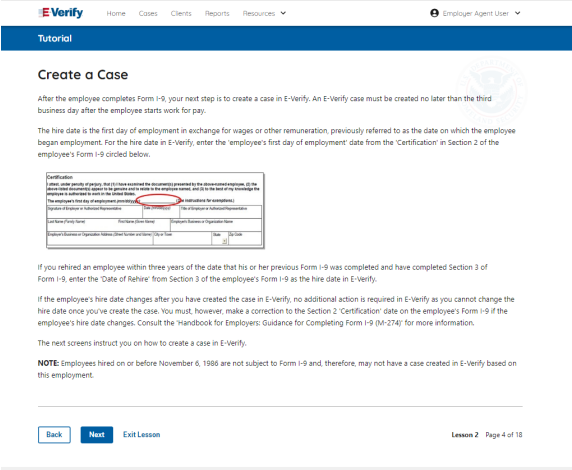
You can find the employee's first day of employment in Section 2 of Form I-9. The employee's first day of employment is circled below.



If the employee's first day of employment changes after you have created the case in E-Verify, no additional action is required in E-Verify as you cannot change that date once you've created the case. You must, however, make a correction to the date recorded in the certification block of Section 2 of the employee's Form I-9 if the employee's first day of employment changes. Annotate the correction with your initials and the date.

Review the [Handbook for Employers: Instructions for Completing Form I-9 \(M-274\)](#) or [I-9 Central](#) for more information.

**NOTE:** Employees hired on or before Nov. 6, 1986, are not subject to Form I-9 and, therefore, may not have a case created in E-Verify based on this employment.



**Getting Started**

To create a case in E-Verify, take the information that the employee completed on his or her Form I-9 and enter it into E-Verify.

It's easy! To start - from your E-Verify user home page, simply click one of the following:

- 'New Case' or,
- 'Verify Employee'

**IMPORTANT:** No case can be canceled after it has been created. If a case is created in error, simply close the case.

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## Getting Started

To create a case in E-Verify, use the information from the employee's Form I-9 and enter it into E-Verify.

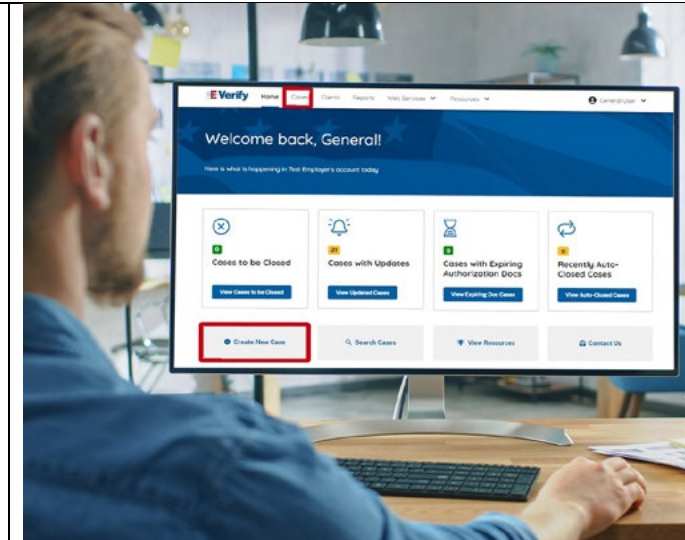
From the E-Verify home page:

Click **Cases** above the banner and select **Create New Case;**

or

Click **Create New Case** quick link in gray box below the case alerts.

**IMPORTANT:** No case can be deleted after it has been created. If a case is created in error, simply close the case. All draft cases will be automatically closed after 180 days.



**Enter Form I-9 Information**

After you have selected 'New Case' or 'Verify Employee,' you have started to create a case in E-Verify.

Use the information on the employee's Form I-9 to complete the steps on each screen, listed for you below:

Select the citizenship status that the employee chose in Section 1 of Form I-9 and click 'Continue.'

Select the information provided in Section 2 of Form I-9 and click 'Continue.'

When you select 'List B and C documents,' E-Verify prompts you to select the documents presented by the employee from Section 2 of Form I-9 for both List B and List C. Make the correct selection and click 'Continue.'

When you select 'Driver's license or ID card issued by a U.S. state or outlying possession,' E-Verify will prompt you to select the document name and state. Make the correct selection and click 'Continue.'

Enter all required fields (marked with \*) and click 'Continue.'

When the employee provides an email address on Form I-9, you must enter it into E-Verify. E-Verify may send the employee email notifications with information about his or her E-Verify case.

**NOTE:** Additional information is available in the form of helper text. To access this information, simply click any helper text symbol.

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## Enter Form I-9 Information

Enter the employee's information from Section 1 of Form I-9. If you do not enter required information or enter non-standard information, E-Verify generates a field error message and you must enter the required information to continue with the case.

In the Enter Form I-9 Information screen:

- Complete the Employee Information and Attestation section;
- If the employee provided an email address on Form I-9, you must enter it into E-Verify. E-Verify may send the employee email notifications with information about their E-Verify case, Enter Client Company Name;
- Click **Continue;**
- Chose the appropriate option for citizenship or immigration status;
- Click **List A Document** or **List B & C Document** when asked what documents the employer or authorized representative reviewed and verified;
- Select document(s) types from drop down list;
- Enter Document Number (if applicable);
- Enter Expiration Date (if applicable); and
- Click **Continue.**



**Enter Form I-9 Information (continued)**

When appropriate, E-Verify prompts you to enter the reason you have not created a case within 3 business days of hire. Select the appropriate response and click 'Continue.'

**REMINDER:** The hire date is the first day of employment in exchange for wages or other remuneration as entered into the 'employee's first day of employment' date from the 'Certification' in Section 2 on Form I-9. The E-Verify case may be created before the employee begins work for pay as long as the employee has accepted an offer of employment and Form I-9 is complete. In these situations, the date you should enter into the hire date field in E-Verify is the Section 2 'Certification' date from the employee's Form I-9.

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**NOTE:** Additional information is available in the form of helper text. To access this information, simply click any helper text symbol

**Enter Form I-9 Information – Additional Case Details**

Under the Additional Case Details section, type the employee’s first day of employment recorded in Section 2 of Form I-9 into the Employee’s First Day of Employment field. Alternatively, you may click **Today**, **1 Day Ago**, or **2 Days Ago** and the corresponding date automatically populates in the Employee’s First Day of Employment field.

If the case is being created 3 or more days past the employee's first day of employment, you must provide a reason for the delay. Select the appropriate reason from the drop-down menu or if **Other** is selected, E-Verify requires you to type the reason in the Reason for Delay text box and click **Continue**.

**REMINDER:** The employee's first day of employment is the date the employee begins working in exchange for wages or other remuneration. That date should be entered as the employee's first day of employment date from the certification block in Section 2 on Form I-9. The E-Verify case may be created before the employee begins work for pay as long as the employee has accepted an offer of employment and Form I-9 is complete. In these situations, the date you should enter in the hire date field in E-Verify is the date recorded in the certification portion of Section 2 from the employee's Form I-9.

**Enter Form I-9 Information - Duplicate Case Alert**

After you enter the employee's Form I-9 information and click 'Continue,' the next screen may alert you that the case information you entered matches another case created by you or another E-Verify user of this employer. A duplicate case alert can occur for several reasons. It does not necessarily mean that your case should be closed.

To complete this step, review the case information and determine if you need to continue with the case. If you determine that you need to continue with the case, you will need to select a reason from the options presented in E-Verify.

**NOTE:** If you think the case is truly a duplicate and you no longer need to continue the verification process, you can close the case by clicking 'Close Case.'

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**Enter Form I-9 Information – Duplicate Case Alert**

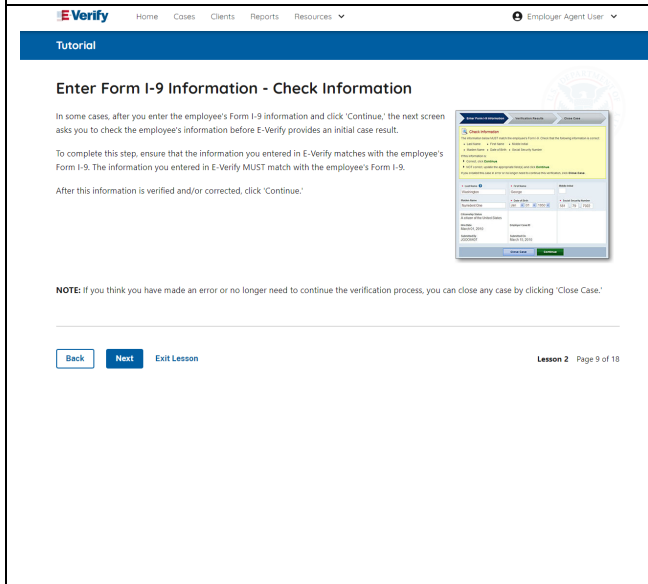
After you enter the employee's Form I-9 information and click **Continue**, the next screen may alert you that the case information you entered matches another case created by you or another E-Verify user of this employer. A duplicate case alert can occur for several reasons. It does not necessarily mean that your case should be closed.

If you receive a new duplicate case alert, you must close all open duplicate cases created for this employee before either this or another case can proceed:

- Select **Review and Manage Duplicate Cases** to see a list of all duplicate cases (open and closed).



- To close an individual case, click **Close Case**.
- Select **Cancel** if you wish to completely discontinue with this case that you have started. Nothing will be saved).
- To continue with a previously created open duplicate case, click **Continue Case**.
- If you decide to continue processing a duplicate case listed in this alert, you must select a reason for continuing a duplicate case.

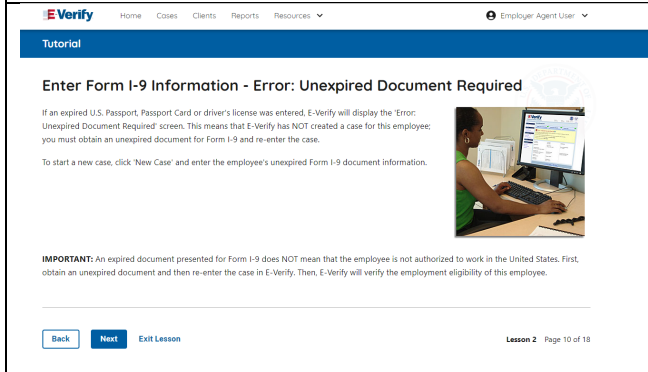


### Enter Form I-9 Information – Review Case

In some cases, after you enter the employee's Form I-9 information and click **Continue**, the Review Case screen asks you to check the employee's information before E-Verify provides an initial case result.

To complete this step, you must ensure that the information you entered in E-Verify matches the employee's Form I-9.

- You can change information before receiving case results by clicking **Edit Case Details**;
- If after this information is verified and/or corrected, click **Submit Case**;
- If you need more time, click **Save and Exit**; or
- If you think you have made an error or no longer need to continue the verification process, you can click **Close Case** and the case will automatically close without being submitted.



### Delete OBE

E-Verify Home Cases Clients Reports Resources Employer Agent User

Tutorial

### Enter Form I-9 Information - Photo Matching

In some cases, E-Verify prompts you to compare the photo on an employee's Form I-9 photo document with a photo displayed on the E-Verify screen. This helps you ensure that the document provided matches DHS records.

The photo matching step happens automatically. This may occur when an employee presents a U.S. Passport or Passport Card, Permanent Resident Card (Form I-551) or an Employment Authorization Document (Form I-766) for Form I-9 completion.

**NOTE:** You will need to get a clear copy of the employee's Form I-9 document from your client.

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## Enter Form I-9 Information – E-Verify Photo Matching

In some cases, E-Verify prompts you to compare the photo on an employee's Form I-9 photo document with a photo displayed on the E-Verify screen. This helps you ensure that the document provided matches government official records.

The photo matching step happens automatically when an employee presents a U.S. Passport or Passport Card, Permanent Resident Card (Form I-551, also known as a Green Card), or an Employment Authorization Document (Form I-766) for Form I-9 completion.



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Tutorial

### Enter Form I-9 Information - Photo Matching (continued)

Matching photos is easy – simply compare the photo shown in E-Verify to the photo on the employee's Form I-9 photo document, NOT to the employee. The two photos should be identical.

Determine if the photos appear reasonably identical, account for minor variances in shading and detail and select:

**Yes:** the photo on the employee's actual document or a copy matches the photo displayed by E-Verify. Clothing, hair style, facing direction and appearance on the card should be identical to the photo displayed by E-Verify.

**OR**

**No:** the photo on the employee's actual document or a copy does not match the photo displayed in E-Verify.

Then, click 'Continue.'

**NOTE:** A watermark has been added to the photo displayed in E-Verify to prevent unauthorized use. The photo on the document presented by the employee will not have a watermark. Absence of a watermark on the document photo does not mean that it is not authentic.

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## Enter Form I-9 Information – E-Verify Photo Matching Overview

Matching photos is easy – simply compare the photo shown in E-Verify to the photo on the employee's Form I-9 photo document, **NOT** to the employee. The two photos should be identical.

Determine if the photos appear reasonably identical, account for minor variances in shading and detail, then select:

**Yes, the photo matches** - The photo on the employee's actual document or a copy matches the photo displayed by E-Verify. Clothing, hair style, facing direction and appearance on the card should be identical to the photo displayed by E-Verify.

**No, this photo does not match** - The photo on the employee's actual document or a copy does not match the photo displayed in E-Verify.

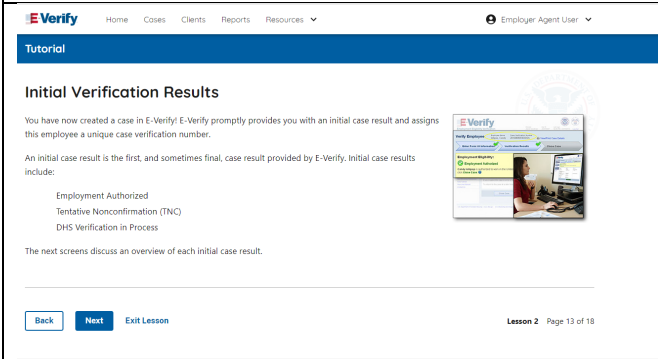
**OR**



**No photo displayed** - No photo was displayed for the E-Verify user to compare with the employee’s document provided. You should select this option when E-Verify either displays no photo or it displays an image of something other than a photo of a person, such as an image of a document.

Then, click **Continue to Case Results**.

Review the [E-Verify User Manual, 2.2.2 E-Verify Photo Matching](#) for more information.



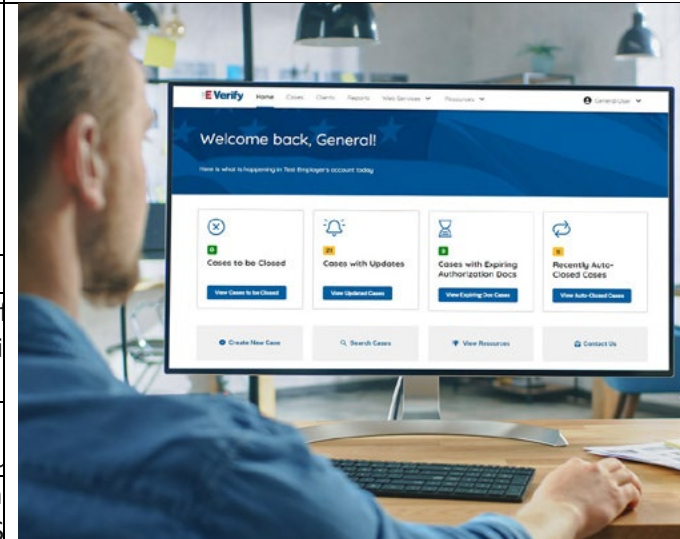
**Verification Process - Initial Verification Case Results Overview**

After Form I-9 information has been entered into E-Verify, E-Verify promptly provides you an initial case result. An initial case result is the first, and sometimes final, case result provided by E-Verify.

An overview of the initial case results is listed in the table below.

Initial Case Results	Overview
Employment Authorized	The employee's information matched with official records. Case will automatically close. No action needed.
Tentative Nonconfirmation (Mismatch)	Information does not initially match official government records. Additional action is required.
E-Verify Needs More Time	DHS could not immediately verify the data and needs more time. This case is referred to DHS for further verification. No action is required until further notice from E-Verify.

Each case result is unique and may or may not require additional action by you and/or the employee. Additional information on initial case results and next steps are addressed throughout this tutorial.



**E-Verify** Home Cases Clients Reports Resources ▾ Employer Agent User ▾

**Tutorial**

### Employment Authorized


'Employment Authorized' is the most common case result. It means that the employee's information matches with DHS and/or SSA records. It's that easy!

A case result of 'Employment Authorized' is also considered a final case result.

Your next step is to record the case verification number on the employee's Form I-9 and/or print a copy of the case details and file it with the employee's Form I-9.

Then, simply close the case in E-Verify! After you close the case, you have completed the verification process!

Lesson 4 discusses the steps required to close a case.



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## Verification Process – Final Case Results Overview

A final case result means that the case is ready to be closed. You must close every case to complete the E-Verify process.

An overview of the final case results is listed in the table below.

Final Case Results	Overview
<b>Employment Authorized</b>	The employee's information matched with official records. Case will automatically close. No action needed.
<b>DHS or SSA Final Nonconfirmation</b>	E-Verify could not immediately verify an employee's employment eligibility after the employee has contacted DHS or visited SSA. You may close the case.
<b>Close Case and Resubmit</b>	This case cannot continue because the expiration date entered for the employee's U.S. Passport, Passport Card or driver's license is incorrect. Close the case in E-Verify and create a new case.

Each case result is unique and may or may not require additional action by you. Additional information on final case results and next steps are addressed throughout this tutorial.

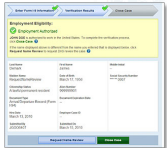
**E-Verify** Home Cases Clients Reports Resources ▾ Employer Agent User ▾

**Tutorial**

### Employment Authorized - Request Name Review

In rare situations, E-Verify issues a case result of 'Employment Authorized,' but the name provided on the case result does not match with the name displayed in E-Verify. This happens when the information matches, but there are name variations in DHS records.

Review the employee's information as displayed in E-Verify and compare it with the information displayed in the case result on the same screen. If the name displayed in E-Verify is different from the name displayed in the case result, you must click 'Request Name Review' and submit comments, and DHS will review the case.



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## DELETE OBE

**E-Verify** Home Cases Clients Reports Resources Employer Agent User

**Tutorial**

### Tentative Nonconfirmation (TNC)

A Tentative Nonconfirmation (TNC) means that the employee's information does not initially match with Social Security Administration (SSA) or U.S. Department of Homeland Security (DHS) records.

There are two types of TNCs:

- SSA Tentative Nonconfirmation (SSA TNC)
- DHS Tentative Nonconfirmation (DHS TNC)

A TNC does NOT necessarily mean that the employee is not authorized to work in the United States. This case result is also considered an interim case result because it requires additional action by you and the employee.

The next lesson discusses the steps required for a TNC.

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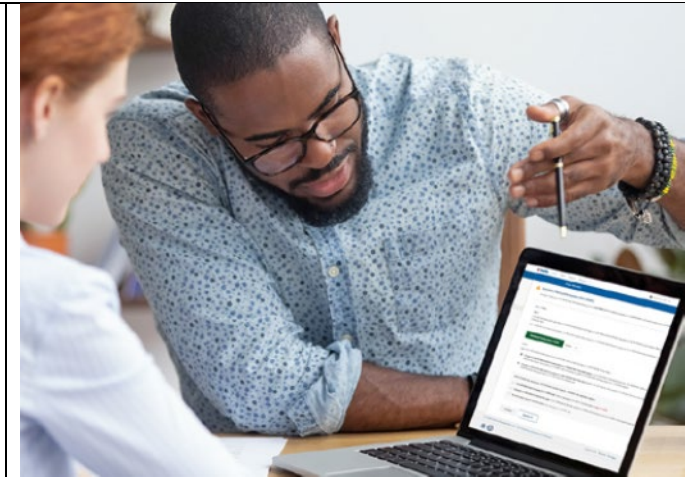
## Tentative Nonconfirmation (Mismatch) – Process Overview

The Tentative Nonconfirmation (mismatch) process can be simple; however, it requires action by you and the employee.

Employers must complete the following steps in E-Verify within 10 federal government working days after issuance of the mismatch result:

- Notify your employee of their mismatch result as soon as possible within the 10 days.
- Download the Further Action Notice.
- Give your employee a copy of the Further Action Notice.
- Review the Further Action Notice with your employee in private and have them confirm whether the information listed is correct.
- If the information is incorrect, select the statement indicating the information was not correct and close the case. After the case is closed, create a new case for your employee with the correct information.
- If the information is correct, tell your employee they have 10 days from issuance of the mismatch to notify you whether they will take action to resolve the mismatch.
- Refer the case if your employee tells you they will take action to resolve the mismatch and refer the case to DHS and/or SSA.
- If your employee does not give you their decision by the end of the 10th federal government working day after E-Verify issued the mismatch, then you close the case.

Review the [E-Verify User Manual, 3.3 Tentative Nonconfirmation \(Mismatch\)](#) for more information.



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**Tutorial**

### DHS Verification in Process

A case result of 'DHS Verification in Process' means that the employee's information did not initially match DHS records. E-Verify automatically sends this case to DHS for further verification.

'DHS Verification in Process' does not require action. DHS responds within 3 Federal Government working days with an updated case result. You can review the result through Case Alerts on your E-Verify user home page. Your next step is determined by the case result provided.

**NOTE:** 'DHS Verification in Process' is also considered an interim case result and is provided to you when necessary during the verification process.

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**Delete – now covered on Verification Process - Initial Verification Case Results Overview slide**


**E-Verify** Home Cases Clients Reports Resources General User

**Tutorial**

### Summary

Congratulations! You have completed Lesson 2 of the General User Tutorial for E-Verify Employer Agents. You should now be able to:

- Recognize the E-Verify home page
- Use Form I-9 information to create an employment eligibility case in E-Verify
- Recognize initial case results.

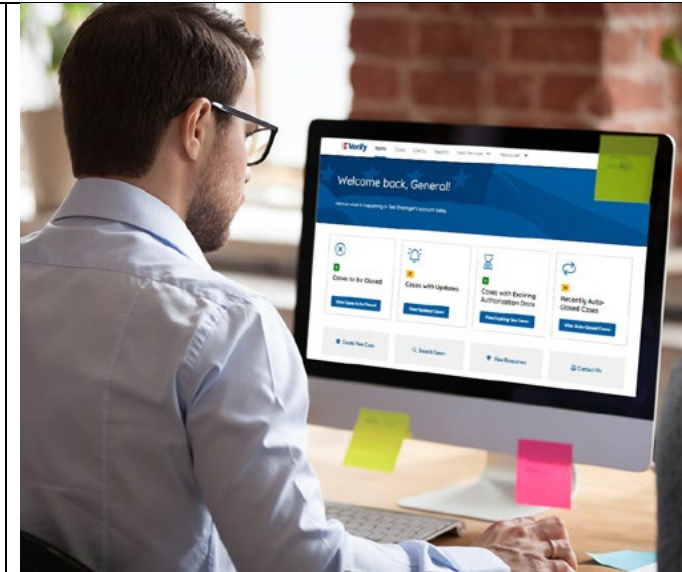


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## Summary

Congratulations! You have completed Lesson 2 of the General User Tutorial for E-Verify Employer Agents. You should now be able to:

- Recognize the E-Verify home page
- Use Form I-9 information to create a case in E-Verify
- Recognize initial case results.



## EEA Lesson 3

**LESSON COMPLETED**

**Lesson 3: Interim Case Results**

[Interim Case Results](#)  
[Interim Case Results - Overview](#)  
[SSA and DHS Tentative Nonconfirmation](#)  
[Review and Update Employee Data](#)  
[DHS Verification in Process](#)  
[SSA/DHS Case in Continuance](#)

[Review Lesson 3](#)

### Current

**LESSON COMPLETED**

**Lesson 3: Interim Case Results**

[Interim Case Results](#)  
[Interim Case Results - Overview](#)  
[SSA and DHS Tentative Nonconfirmation](#)  
[Review and Update Employee Data](#)  
[DHS Verification in Process](#)  
[SSA/DHS Case in Continuance](#)

[Review Lesson 3](#)

### Updated Content

#### Lesson 3: Interim Case Results

Interim Case Results  
 Interim Case Results – Overview  
 DHS and SSA Tentative Nonconfirmation (Mismatch)  
 E-Verify Needs More Time  
 DHS or SSA Case in Continuance

**E-Verify** Home Cases Clients Reports Resources

General User

**Tutorial**

**Interim Case Results**

Welcome to Lesson 3 of the General User Tutorial for E-Verify Employer Agents. In this lesson, you will learn about the E-Verify topics listed below:

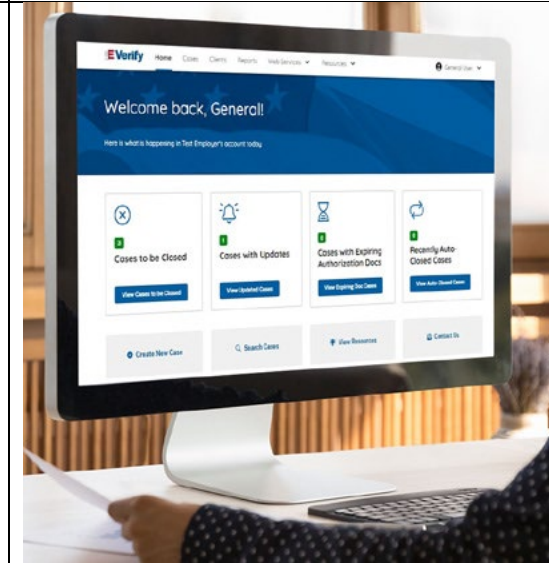
- Interim Case Results
- SSA and DHS Tentative Nonconfirmation (TNC)
- Review and Update Employee Data
- DHS Verification in Process
- SSA/DHS Case in Continuance

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#### Interim Case Results

Welcome to Lesson 3 of the E-Verify General User Tutorial. In this lesson, you will learn about these E-Verify topics:

- Interim Case Results
- DHS and SSA Tentative Nonconfirmation (Mismatch)
- E-Verify Needs More Time
- DHS or SSA Case in Continuance



E-Verify Home Cases Clients Reports Resources Employer Agent User

**Tutorial**

### Learning Objectives

Upon completing this lesson, you should be able to:

- Complete an SSA and DHS Tentative Nonconfirmation
- Recognize interim case results
- Describe E-Verify interim case results: Review and Update Employee Data, DHS Verification in Process and SSA/DHS Case in Continuance

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### Learning Objectives

Upon completing this lesson, you should be able to:

- Complete a DHS and SSA Tentative Nonconfirmation (Mismatch)
- Recognize interim case results
- Describe E-Verify interim case results:
  - E-Verify Needs More Time; and
  - DHS or SSA Case in Continuance
- Complete Photo Matching Process

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**Tutorial**

### Interim Case Results - Overview

An interim case result requires additional action before E-Verify can provide a final case result. All cases must receive a final case result. You must close every case to complete the E-Verify process.

Interim case results include:

- SSA Tentative Nonconfirmation and DHS Tentative Nonconfirmation
- Review and Update Employee Data
- DHS Verification in Process
- SSA Case in Continuance and DHS Case in Continuance

The next screens discuss each case result in detail.

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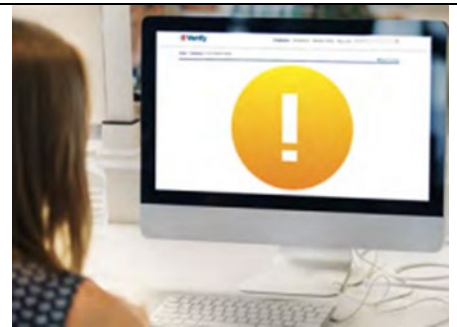
### Verification Process - Interim Verification Case Results – Overview

An interim case result requires additional action before E-Verify can provide you with a final case result.

An overview of the interim case results is listed in the table below.

Interim Case Results	Overview
<b>DHS and/or SSA Tentative Nonconfirmation (Mismatch)</b>	Information did not match official government records. Additional action is required.
<b>E-Verify Needs More Time</b>	DHS cannot verify the data and needs more time. This case is referred to DHS for further action. No action is required until further notice from E-Verify.
<b>DHS or SSA Case in Continuance</b>	The employee has contacted DHS or visited an SSA field office, but more time is needed to determine a final case driver's license result. No action is required until further notice from E-Verify.

Each case result is unique and may or may not require additional action by you and/or the employee. Additional information on interim case results and next steps are addressed throughout this tutorial.





**EVerify** Home Cases Clients Reports Resources Employer Agent User

**Tutorial**

### SSA and DHS Tentative Nonconfirmation

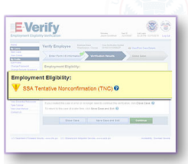
A Social Security Administration (SSA) or U.S. Department of Homeland Security (DHS) TNC means that the employee's information does not match with SSA or DHS records.

A TNC does NOT necessarily mean that the employee is not authorized to work in the United States.

The table below provides possible reasons a TNC may occur.

SSA TNC	<ul style="list-style-type: none"> <li>Citizenship or immigration status was not updated with SSA</li> <li>Name change was not reported to SSA</li> <li>Name, SSN or date of birth is incorrect in SSA records</li> <li>SSA record contains another type of error</li> <li>Information was not entered correctly by the employer</li> </ul>
DHS TNC	<ul style="list-style-type: none"> <li>Name, A-number and/or I-94 number are incorrect in DHS records</li> <li>U.S. Passport, Passport Card or driver's license information could not be verified</li> <li>ID photo document differs from the photo in DHS records</li> <li>Information was not updated in the employee's DHS records</li> <li>Citizenship or immigration status changed</li> <li>Record contains another type of error</li> <li>Information was not entered correctly by the employer</li> </ul>

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## DHS and SSA Mismatch

A Department of Homeland Security (DHS) and/or Social Security Administration (SSA) mismatch means that the employee's information does not match with official government records.

A mismatch does **NOT** necessarily mean that the employee is not authorized to work in the United States.

The table below provides some possible reasons a mismatch may occur.

<b>DHS MISMATCH</b>	<ul style="list-style-type: none"> <li>Name, A-number and/or I-94 number are incorrect in DHS records</li> <li>U.S. Passport, Passport Card or driver's license information could not be verified</li> <li>ID photo document differs from the photo in DHS records</li> <li>Information was not updated in the employee's DHS records</li> <li>Citizenship or immigration status changed</li> <li>Record contains another type of error</li> <li>Information was not entered correctly by the employer</li> </ul>
<b>SSA MISMATCH</b>	<ul style="list-style-type: none"> <li>Citizenship or immigration status was not updated with SSA</li> <li>Name change was not reported to SSA</li> <li>Name, SSN or date of birth is incorrect in SSA records</li> <li>SSA record contains another type of error</li> <li>Information was not entered correctly by the employer</li> </ul>



EVerify Home Cases Clients Reports Resources Employer Agent User

Tutorial

### Tentative Nonconfirmation (TNC) - Process Overview

The TNC process can be simple; however, it requires action by you, your client and the employee.

First, your client must notify the employee in private of the TNC case result. To do this, you print the Further Action Notice and provide it to your client to review and sign. This Notice provides additional instruction to your client and the employee on next steps.

The next step is driven by the employee's choice to:

CONTEST - take action; or,  
NOT CONTEST - not take action

If the employee chooses to contest, then you refer him or her to either SSA or DHS. The Further Action Notice provides additional instruction to your client and the employee on next steps.

After the employee is notified and referred, E-Verify provides you an updated case result within 10 Federal Government working days.

The next screens walk you through the TNC process in detail.

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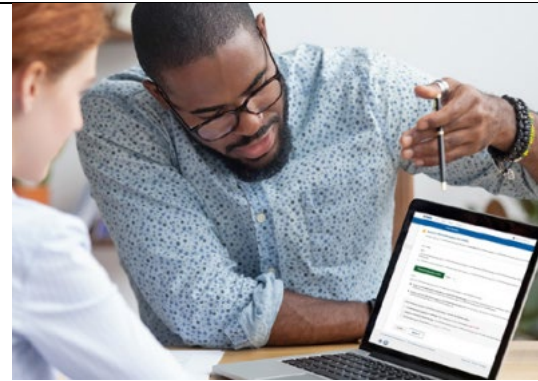
## Mismatch – Process Overview

The mismatch process can be simple; however, it requires action by you, your client and the employee.

E-Verify employer agent, client and employee must complete the following steps in E-Verify within 10 federal government working days after issuance of the mismatch result:

- First your client must notify your employee of their mismatch result as soon as possible within the 10 federal government working days.
- To do this, print the Further Action Notice and provide it to your client to review and sign. The notice provides additional instruction to your client and the employee on next steps.
- Instruct your client to review the Further Action Notice with the employee in private and have them confirm whether the information listed is correct.
- Your client should let you know if the information is incorrect. If so, close the case and select the statement indicating the information was not correct. After the case is closed, create a new case for your employee with the correct information.
- Instruct your client, if the information is correct, the employee will decide whether to take action on the mismatch.
- Instruct your client to tell the employee they have 10 days from issuance of the mismatch to notify you whether they will take action to resolve the mismatch.
- If your employee does not give you their decision by the end of the 10th federal government working day after E-Verify issued the mismatch, then you close the case.

The next screen walks you through the mismatch process in detail.



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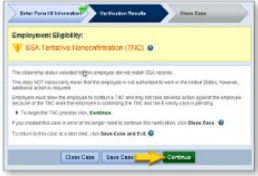
**Tutorial**

### Begin the TNC Process

When E-Verify provides a case result of SSA or DHS Tentative Nonconfirmation (TNC), you start the TNC process when you click 'Continue' from the verification result page.

The next screens take you through the steps listed below:

- Notify Employee of TNC
- Confirm Employee Decision
- Refer Employee or Close Case
- Check for Case Status Updates



**IMPORTANT:** A TNC does NOT necessarily mean that the employee is not authorized to work in the United States. Your client MUST provide the employee the opportunity to contest a TNC. You and/or your client may not take adverse action against an employee because of the TNC or while the employee's case is pending.

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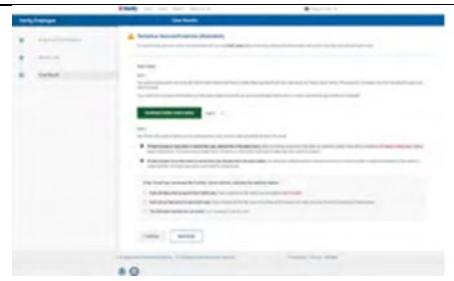
### Mismatch - Begin Mismatch Process

If E-Verify provides a case result of DHS and/or SSA mismatch, you will begin the mismatch process. The next screens take you through the steps listed below:

The next screens take you through the steps listed below:

- Notify Employee of Mismatch
- Confirm Employee Decision
- Refer Employee or Close Case
- Check for Case Status Updates

**IMPORTANT:** A mismatch does **NOT** necessarily mean that the employee is not authorized to work in the United States. You MUST provide the employee the opportunity to take action to resolve the mismatch. Employers may not terminate, suspend, delay training, withhold or lower pay, or take any other adverse action against an employee because of the mismatch, until the mismatch becomes a Final Nonconfirmation.



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**Tutorial**

### Notify the Employee of the TNC - Further Action Notice

The first step is to notify the employee of a TNC as soon as possible.

To notify the employee, follow the steps listed below:

- Select a language to print the Further Action Notice and click 'Print Notice.'
- Send the Further Action Notice to the employer and instruct them to review the Further Action Notice privately with the employee.
- Indicate that the employee has been notified by selecting the check box 'I have notified this employee of the TNC.'



**NOTE:** A sample of the Further Action Notice is available any time you log into E-Verify under 'View Essential Resources,' accessible on your user home page.

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### Mismatch - Notify the Employee of the Mismatch and provide the Further Action Notice

The first step is to notify your client's employee of a of their mismatch result as soon as possible within the 10 days.

To notify the employee, follow these steps:

- Select a language to print the Further Action Notice and click Download Further Action Notice.
- Send the Further Action Notice to your client and instruct them to review the Further Action Notice privately with the employee.

**NOTE:** A sample of the Further Action Notice is available any time you log into E-Verify under View Essential Resources, accessible on your user home screen.



E-Verify Home Cases Clients Reports Resources

Employer Agent User

### Tutorial

## Confirm Employee Decision

The next step is to confirm the employee's decision to contest or not contest the TNC.

The employee chooses to contest or not contest the case result and acknowledges this decision on the Further Action Notice.

To confirm the employee's decision:

- Instruct the employer to have the employee indicate whether he or she will contest or not contest the TNC on the Further Action Notice.
- Ensure that the employer and the employee sign and date the English version of the Further Action Notice.
- Instruct the employer to give the employee a copy of the signed Further Action Notice in English and attach the original to the employee's Form I-9.

If your employee chooses to not contest the TNC and take no further action, then you can close the case and employment can be terminated with no civil or criminal liability as noted in Article II, Section C – Responsibilities of the Employer (#6) in the Memorandum of Understanding (MOU).

A sample of the Further Action Notice is available in 'View Essential Resources.'

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## Mismatch – Confirm Employee Decision

The next step is to confirm the employee's decision to take action to resolve the mismatch or not take action to resolve the mismatch.

The employee chooses whether to take action to not to resolve the mismatch and acknowledges this decision on the Further Action Notice.

To confirm the employee's decision:

- Instruct the client to have the employee indicate on the Further Action Notice whether they will take action to resolve the mismatch or not.
- Ensure that the client and the employee sign and date the English version of the Further Action Notice.
- Instruct the client to give the employee a copy of the signed Further Action Notice in English and attach the original to the employee's Form I-9.
- If your client's employee chooses to take action to resolve the mismatch, instruct your client give the employee the Referral Date Confirmation. The Referral Date Confirmation provides the date by which the employee must call DHS and/or visit SSA. The employee should bring the Further Action Notice when they visit a SSA field office.
- If your employee chooses to not to take action to resolve the mismatch or does not give you their decision by the end of the 10th federal government working day after E-Verify issued the mismatch, then you close the case and may terminate the employee.

A sample of the Further Action Notice is available in View Essential Resources.



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## Tutorial

### Refer Employee or Close Case

An employee that chooses to contest a TNC must be referred to SSA or DHS.

If the employee chooses to:

- CONTEST:** He or she chooses to take the action to visit an SSA field office or contact DHS within 8 Federal Government working days.
  - Click 'Refer Case.'
  - This starts the 8 Federal Government working days that the employee has to visit an SSA field office or contact DHS.
- NOT CONTEST:** He or she acknowledges that the employer may terminate employment.
  - Click 'Close Case.'



**IMPORTANT:** Employers may NOT take adverse action against an employee because of the TNC while he or she is contesting the TNC and the case is pending.

In some cases, when you refer the case, E-Verify will prompt you to provide a copy of the employee's photo document. This is discussed on the next screen.

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### Mismatch – Refer Employee or Close Case

- Ask the employee if they choose to take action to resolve the error and correct the data mismatch or not and indicate their choice.
  - The employee chooses to take action to resolve this case.
  - The employee chooses not to take action to resolve this case.
- Indicate the employee's decision below:
  - The employee will take action to resolve this E-Verify case. The employee understand that action must be taken by {date will auto populate}.
  - The employee will not take action to resolve this case. The employee understand that this cannot be undone and choosing not to take action could result in termination of employment.
  - The information entered was not correct. I am choosing to close this case.
- Click **Continue** or **Save & Exit**.

**IMPORTANT:** In some cases, when you refer the case, E-Verify will prompt you to provide a copy of the employee's photo document. This is discussed on the next slides

### E-Verify Photo Matching Overview

E-Verify photo matching will prompt the E-Verify user to compare the employee's photo document with a photo displayed during creation of the E-Verify case. This helps ensure that the document the employee provided for Form I-9 matches records available to DHS. The four List A documents that will trigger photo matching are:

- U.S. passport;
- U.S. passport card;
- Permanent Resident Card (Form I-551);
- Employment Authorization Document (Form I-766).

When the employee presents one of these documents, employers must copy the front and back of the document (or in the case of a U.S. passport, copy the Passport ID screen and the Passport Barcode page) and retain the copies with Form I-9.

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## Tutorial

### Close Results

Resolving this case

Click and Close New Case

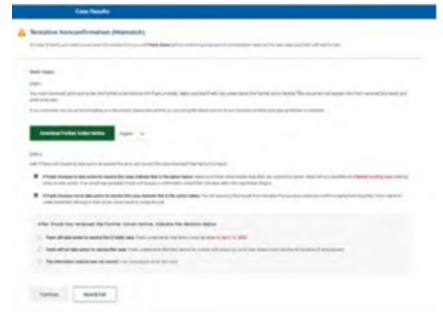
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### E-Verify Photo Matching – Process

To match photos, compare the photo displayed by E-Verify to the photo on the employee’s actual document or a copy of the employee’s document and determine if the photos are reasonably identical. The photos should be identical with only minor variations in shading and detail based upon the age and wear of the employee’s document and the quality of your computer monitor.

Do not compare the photo displayed by E-Verify to the actual employee. Employers should have directly compared the photo on the document to the employee during Form I-9 completion and prior to creating the E-Verify case. [Photo Matching - Process Overview](#) provides a summary.



### E-Verify Photo Matching – Review Case

You will be asked if the photo displayed in E-Verify matches the photo displayed on the employee’s document. You will check the appropriate answer:

- **Yes, this photo matches** - The photo on the employee's actual document or copy of the document matches the photo displayed by E-Verify. Clothing, hair style, facing direction and appearance on the card should be identical to the photo displayed by E-Verify;
- **No, this photo does not match** - The photo on the employee's actual document or copy of the document does not match the photo displayed in E-Verify; or
- **No photo displayed** - No photo was displayed for the E-Verify user to compare with the employee’s document provided. This option should be selected when E-Verify either displays no photo or it displays an image of something other than a photo of a person, such as an image of a document.

### E-Verify Photo Matching – Case Results

- For most documents presented, E-Verify requests an image of both the front and back. If the document is a U.S. passport or passport card, E-Verify will request an image of the Passport ID screen and the Passport Barcode page.
- If you select **No, this photo does not match** or **No photo displayed**, E-Verify prompts you to upload a photo of your employee’s document and click **Continue**.
- If you select **Save & Exit**, any uploaded documents will not be saved and must be uploaded again.

A screenshot of the E-Verify 'Submit Copy of Photo Documents' tutorial page. The page title is 'Submit Copy of Photo Documents'. It contains instructions on how to submit a copy of the employee's Form I-9 photo document to DHS. The instructions include: 'First, you must obtain a copy of the employee's Form I-9 photo document. Then, determine how you will submit a copy of this document to DHS. You may use E-Verify to submit a copy electronically or send a paper copy by selecting one of the following: Attach and Submit Copy of Employee's Document OR Mail Paper Copy'. There is an image of a passport and a 'EXPRESS MAIL' label. At the bottom, there are navigation buttons: 'Back', 'Next', and 'Exit Lesson'. The page number is 'Lesson 3 Page 10 of 17'.

Click **Continue** or **SAVE & Exit**.

Each case result requires different actions or steps to continue or close the case. These actions are outlined in each case result section throughout this manual.

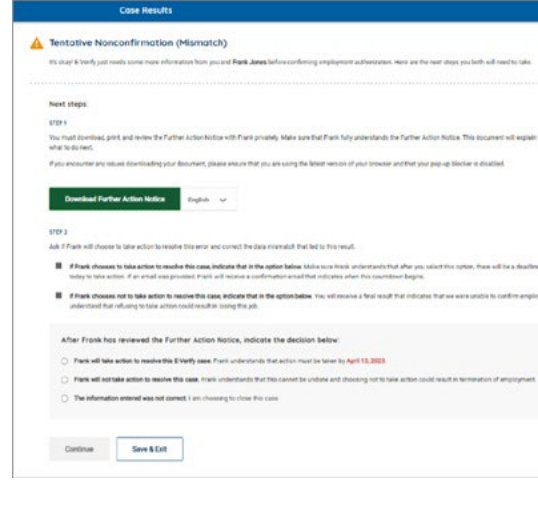
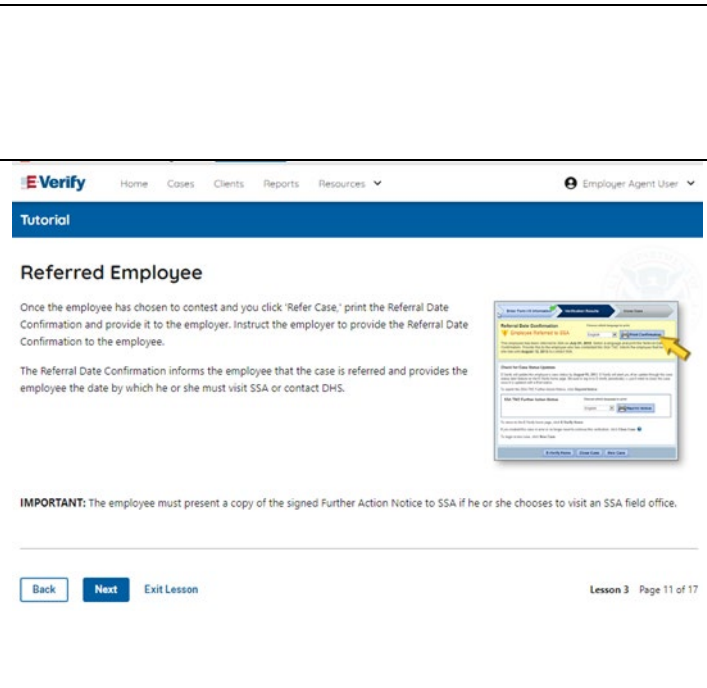
### Mismatch – Referred Employee

Once the client informs you the employee has chosen to take action to resolve the case and you indicate the employee will take action to resolve this case in E-Verify, print the Referral Date Confirmation and send it to the client.

Instruct your client to provide the Referral Date Confirmation to the employee.

The Referral Date Confirmation informs the employee that the case is referred and provides the employee the date by which they must contact DHS and/or visit a SSA field office.

**IMPORTANT:** The employee must present a copy of the signed Further Action Notice to SSA if they choose to visit an SSA field office.



### Mismatch Process Summary

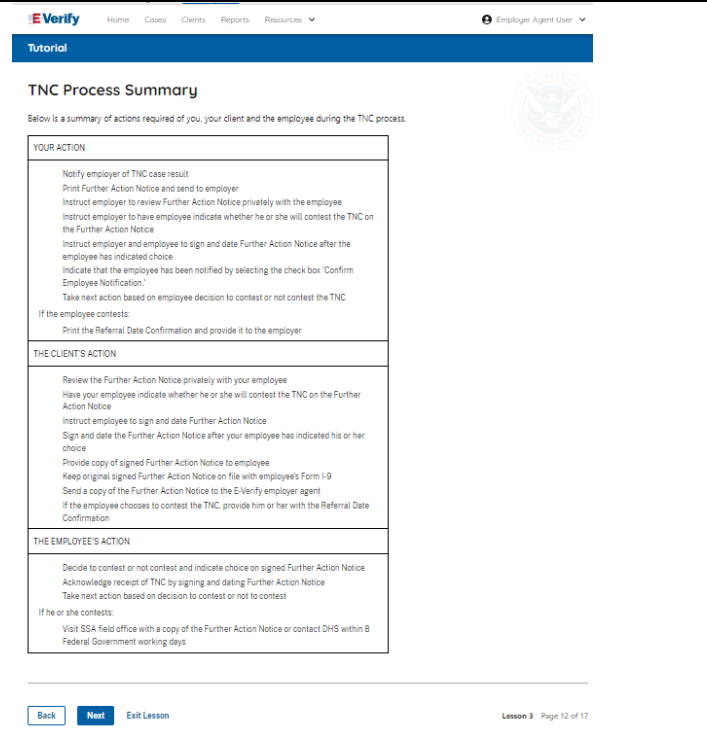
Below is a summary of actions required of you, your client and the employee during the mismatch process.

#### YOUR ACTION

- Notify your employee of their mismatch result as soon as possible within the 10 days in p
- Confirm employee's choice to take action to resolve the case or not.
- Instruct employee to sign and date Further Action Notice.
- Keep original signed Further Action Notice on file with Form I-9.
- If employee chooses to take action to resolve the case, refer employee.
- Print the Referral Date Confirmation and provide it to the employee.
- If prompted, attach and upload a copy of employee's Form I-9 photo document (front and Verify).
- If your employee does not give you their decision by the end of the 10th federal governm day after E-Verify issued the mismatch, then you close the case and may terminate the en

#### THE CLIENT'S ACTION

- Review the Further Action Notice privately with the employee as soon as possible within government working days after E-Verify issued the mismatch case result.
- Have the employee indicate whether they will take action to resolve the mismatch on the Action Notice.



- Instruct employee to sign and date Further Action Notice.
- Sign and date the Further Action Notice after your employee has indicated their choice.
- Provide copy of signed Further Action Notice to employee.
- Keep original signed Further Action Notice on file with employee's Form I-9
- Send a copy of the Further Action Notice to the E-Verify employer agent
- If the employee chooses to take action to resolve the mismatch, provide them with the Referral Date Confirmation.

**THE EMPLOYEE'S ACTION**

- Decide to take action or not to resolve their mismatch within 10 days of issuance and indicate decision on Further Action Notice.
- Acknowledge receipt of mismatch by signing and dating the Further Action Notice.
- Take next action based on decision to take action to resolve case or not.
- If the employee decides to take action to resolve the mismatch, contact DHS or visit an SSA field office with a copy of the Further Action Notice within 8 federal government working days.

**E-Verify** Home Cases Clients Reports Resources Employer Agent User

**Tutorial**

### Check for Case Status Updates

Once your client informs the employee that the case is referred, you have completed the TNC process. Next, E-Verify provides a case result update through Case Alerts on your user home page within 10 Federal Government working days.

Check E-Verify periodically for a change in case result. Your next step is determined by the case result provided.

You or your client may NOT ask the employee for additional evidence or confirmation that SSA or DHS resolved his or her case.

**NOTE:** You can search for the case using 'Search Cases' on the left navigation menu.

Back Next Exit Lesson Lesson 3 Page 13 of 17

**Mismatch - Check for Case Status Updates**

Once you inform the employee that the case is referred, you have completed the mismatch process.

Check E-Verify periodically for a change in case result. Your next step is determined by the case result provided.

You may NOT ask the employee for additional evidence or confirmation that DHS and/or SSA resolved their case.

**NOTE:** You can search for the case from Cases menu or by selecting Search Cases on the account home page.



**E-Verify** Home Cases Clients Reports Resources Employer Agent User

**Tutorial**

### Review and Update Employee Data

E-Verify provides a case result of 'Review and Update Employee Data' when SSA finds a discrepancy in the information from an E-Verify referral.

'Review and Update Employee Data' happens because of typographical errors and/or incorrect information provided on Form I-9.

This requires that you or your client review the information the employee completed on Form I-9 with the employee, correct any errors and click 'Continue.'

Check E-Verify periodically for a change in case result. E-Verify informs you of a change of status through Case Alerts on your user home page. Your next step is determined by the case result provided.

Back Next Exit Lesson Lesson 3 Page 14 of 17

**Delete OBE**



E-Verify Home Cases Clients Reports Resources Employer Agent User


Tutorial

### DHS Verification in Process

A case result of 'DHS Verification in Process' is both an initial and interim case result and does not require action by you. E-Verify automatically sends this case to DHS for further verification.

DHS responds within 3 Federal Government working days with an updated case result through Case Alerts on your E-Verify user home page.

Check E-Verify periodically for a change in case result. Your next step is determined by the case result provided.



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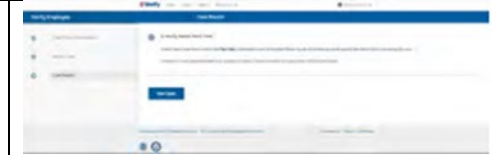
### E-Verify Case Result - E-Verify Needs More Time

A case result of E-Verify Needs More Time is both an initial and interim case result and does not require action by you.

DHS could not immediately verify the data and needs more time. E-Verify automatically sends this case to DHS for further action. No action is required until further notice from E-Verify.

DHS usually responds within 3 federal government working days with an updated case result through Case Alerts on your E-Verify user home screen.

Check E-Verify periodically for a change in case result. Your next step is determined by the case result provided.



E-Verify Home Cases Clients Reports Resources Employer Agent User

Tutorial

### SSA/DHS Case in Continuance


An SSA or DHS 'Case in Continuance' means that the employee has visited an SSA field office and/or contacted DHS, but more time is needed to determine a final case result.

The reason SSA/DHS needs more time varies with each situation.

E-Verify provides a case result update through Case Alerts on your user home page.

Check E-Verify periodically for a change in case result. Your next step is determined by the case result provided.

**IMPORTANT:** Employers cannot terminate or take adverse action against the employee based on the employee's decision to contest a TNC or because the employee's case is pending with DHS or SSA.



Back Next Exit Lesson Lesson 3 Page 16 of 17

### E-Verify Case Result - DHS and/or SSA Case In Continuance

A DHS and/or SSA Case in Continuance means that the employee has contacted DHS and/or visited a SSA field office, but more time is needed to determine a final case result.

The reason DHS and/or SSA needs more time varies with each situation. E-Verify provides a case result update through Case Alerts on your user home screen.

Check E-Verify periodically for a change in case result. Your next step is determined by the case result provided.

**IMPORTANT:** You may not terminate, suspend, delay training, withhold or lower pay, or take any other adverse action against an employee because of the mismatch or because the employee's case is pending with DHS and/or SSA, until the mismatch becomes a Final Nonconfirmation.




**EVerify** Home Cases Clients Reports Resources General User

### Tutorial

#### Summary

Congratulations! You have completed Lesson 3 of the General User Tutorial for E-Verify Employer Agents. You should now be able to:

- Complete an SSA and DHS Tentative Nonconfirmation
- Recognize interim case results
- Describe E-Verify interim case results: Review and Update Employee Data, DHS Verification in Process and SSA/DHS Case in Continuance

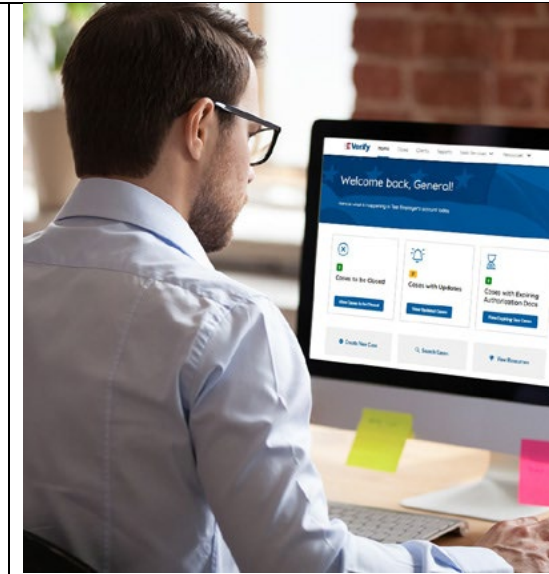


[Back](#) [Complete Lesson](#) [Exit Lesson](#) Lesson 3 Page 17 of 17

## Summary

Congratulations! You have completed Lesson 3 of the General User Tutorial for E-Verify Employer Agents of. You should now be able to:

- Complete an DHS or SSA Tentative Nonconfirmation (Mismatch)
- Recognize interim case results
- Describe E-Verify interim case results:
  - E-Verify Needs More Time; and
  - DHS or SSA Case in Continuance
- Complete the Photo Matching Process



# EEA Lesson 4

**LESSON COMPLETED**

**Lesson 4: Complete the Verification Process**

[Complete the Verification Process](#)

[Final Case Results](#)

[Close Case](#)

[Case Alerts](#)

**Review Lesson 4**

## Current Update

**LESSON COMPLETED**

**Lesson 4: Complete the Verification Process**

[Complete the Verification Process](#)

[Final Case Results](#)

[Close Case](#)

[Case Alerts](#)

**Review Lesson 4**

## Updated Content

### Lesson 4: Complete the Verification Process

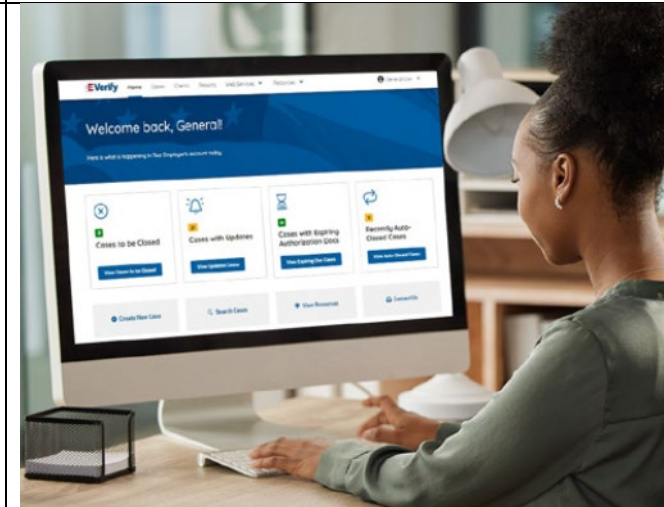
- Complete the Verification Process
- Final Case Results
- Close Case
- Case Alerts

The screenshot shows the E-Verify 'Tutorial' page for Lesson 4. The page title is 'Complete the Verification Process'. Below the title, there is a welcome message: 'Welcome to Lesson 4 of the General User Tutorial for E-Verify Employer Agents. In this lesson, you will learn about the E-Verify topics listed below:'. A list of topics is provided: 'Final Case Results', 'Close Case', and 'Case Alerts'. To the right of the text is a small image of a computer monitor displaying the E-Verify interface. At the bottom of the page, there are navigation buttons for 'Next' and 'Exit Lesson', and a page indicator 'Lesson 4 Page 1 of 13'.

### Complete the Verification Process

Welcome to Lesson 4 of the E-Verify General User Tutorial for E-Verify Employer Agents. In this lesson, you will learn about:

- Final Case Results
- Close Case
- Case Alerts



E-Verify Home Cases Clients Reports Resources Employer Agent User

**Tutorial**

### Learning Objectives

Upon completing this lesson, you should be able to:

- Recognize final case results
- Complete the verification process
- Identify each Case Alert

Lesson 4 Page 2 of 13

U.S. Department of Homeland Security U.S. Citizenship and Immigration Services Accessibility Plug-ins Sitemap

### Learning Objectives

Upon completing this lesson, you should be able to:

- Recognize final case results
- Complete the verification process
- Identify each Case Alert

E-Verify Home Cases Clients Reports Resources Employer Agent User

**Tutorial**

### Final Case Results

A final case result means that the case is ready to be closed. You must close every case to complete the E-Verify process.

Final case results include:

- Employment Authorized
- SSA Final Nonconfirmation
- DHS Final Nonconfirmation
- DHS No Show
- Error: Close Case and Resubmit

The next screens discuss each case result in detail.

Lesson 4 Page 3 of 13

U.S. Department of Homeland Security U.S. Citizenship and Immigration Services Accessibility Plug-ins Sitemap

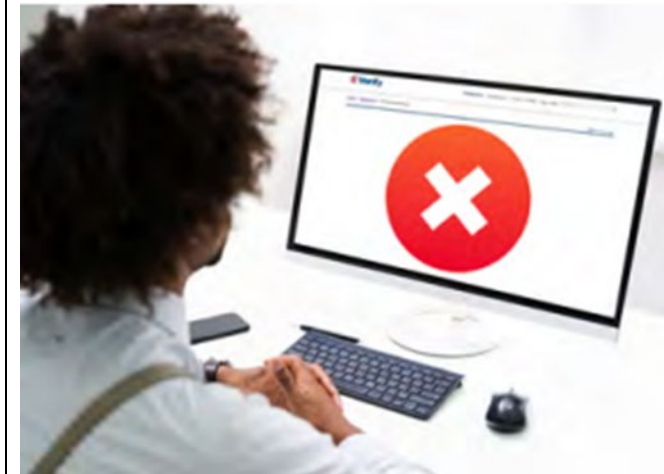
### Final Case Results

A final case result means that the case is ready to be closed. You must close every case to complete the E-Verify process.

Final case results include:

- Employment Authorized
- DHS Final Nonconfirmation
- SSA Final Nonconfirmation
- Close Case and Resubmit

The next screens discuss each case result in detail.



E-Verify Home Cases Clients Reports Resources Employer Agent User

**Tutorial**

### Employment Authorized

'Employment Authorized' is the most common initial case result; it is also a final case result. It means that the employee's information matches with DHS and/or SSA records. It's that easy!

Your next step is to record the case verification number on the employee's Form I-9 and/or print a copy of the case details and file them with the employee's Form I-9.

Then, simply close the case in E-Verify! After you close the case, you have completed the verification process!

Lesson 4 Page 4 of 13

U.S. Department of Homeland Security U.S. Citizenship and Immigration Services Accessibility Plug-ins Sitemap

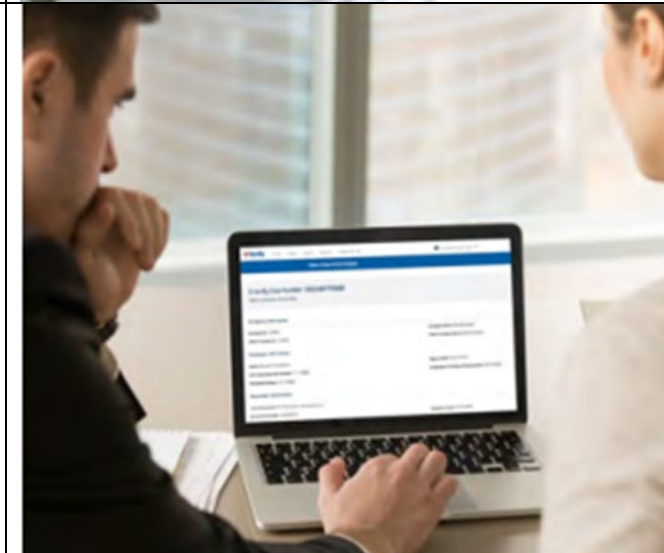
### Final Case Results - Employment Authorized

Employment Authorized is the most common initial case result; it is also a final case result. It means that the employee's information matches with official government records. It's that easy!

Your next step is to record the E-Verify case number on the employee's Form I-9 and/or print a copy of the case details and file them with the employee's Form I-9.

E-Verify automatically closes cases resulting in Employment Authorized.

Lesson 4 discusses the steps required to close a case.



**E-Verify** Home Cases Clients Reports Resources Employer Agent User

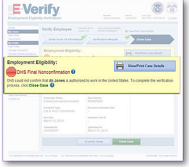
**Tutorial**

### SSA/DHS Final Nonconfirmation

An SSA or DHS 'Final Nonconfirmation' case result means that E-Verify cannot verify an employee's employment eligibility after an employee has contacted DHS or SSA. It can also mean that the employee did not visit an SSA field office or contact DHS within 8 Federal Government working days.

Your client may terminate employment based on a case result of SSA or DHS Final Nonconfirmation with no civil or criminal liability as noted in Article II, Section C - Responsibilities of the Employer (#6) in the MOU.

The next step is to close the case in E-Verify. After you close the case, you have completed the verification process.



**REMINDER:** You may not ask the employee for additional evidence or confirmation that SSA or DHS resolved his or her case.

[Back](#) [Next](#) [Exit Lesson](#) Lesson 4 Page 5 of 13

## Final Case Results - DHS or SSA Final Nonconfirmation

A DHS or SSA Final Nonconfirmation case result means that E-Verify cannot verify an employee's employment eligibility after an employee has contacted DHS or SSA. It can also mean that the employee did not contact DHS or visit an SSA field office within 8 federal government working days.

Your client may terminate employment based on a case result of DHS or SSA Final Nonconfirmation with no civil or criminal liability as noted in Article II, Section C – Responsibilities of Employer (#6) in the MOU.

The next step is to close the case in E-Verify. After you close the case, you have completed the verification process.

**REMINDER:** You may not ask the employee for additional evidence or confirmation that DHS or SSA resolved their case.

**E-Verify** Home Cases Clients Reports Resources Employer Agent User

**Case Results**

**Final Nonconfirmation**

Click on the case number to view the case details. Please click on the case number to view the case details.

[View Case](#)

**E-Verify** Home Cases Reports Resources Employer User

**Tutorial**


### Close Case

Closing a case is the last step in the verification process. To close a case, first click 'Close Case' and then follow the steps listed below:

1. Indicate if the employee is still working for your company by selecting 'Yes' or 'No' and click 'Continue.' This question is asked to correctly prompt the statements on the next screen.
2. Select the appropriate statement and click 'Continue.' Select the helper text for additional information on each statement.
3. Record the case verification number on the employee's Form I-9 or print the case details and file with the employee's Form I-9.

It is that simple! You have now completed the verification process and the case is closed.

**NOTE:** A case can be closed any time by simply clicking 'Close Case' and following the steps above.



[Back](#) [Next](#) [Exit Lesson](#) Lesson 4 Page 8 of 13

## Close Case

Closing a case is the last step in the E-Verify process. To close a case, first click **Close Case** and then follow the steps listed below:

- Select the statement indicating whether or not you will continue to employ this individual.
- If you select the option indicating you will continue to employ this individual, you must provide the reason why. Type the reason in the text box provided.
- If you select the option indicating that neither of the above applies and you are closing this case for a different reason, you must select the reason you are closing the case.
- If Other is selected as the reason, you must type the reason in the text box provided.
- After you've typed a reason, click **Close Case**.
- E-Verify displays an alert indicating the case was successfully closed.
- Click **View/Print Case Details** and either record the E-Verify Case Number on the employee's Form I-9 or click Print Information to print and attach a copy of the case details to the Form I-9.
- Click **Create New Case** to create a new case or click Continue to be redirected to view all your cases.

E-Verify Home Cases Clients Reports Resources Employer Agent User


**Tutorial**

### DHS No Show

A 'DHS No Show' means that the employee did not contact DHS within the 8 Federal Government working days and, therefore, E-Verify cannot verify the employee's employment eligibility.

Your client may terminate employment based on a case result of SSA or DHS Final Nonconfirmation with no civil or criminal liability as noted in Article II, Section C - Responsibilities of the Employer (#6) in the MOU.

The next step is to close the case in E-Verify. After you close the case, you have completed the verification process.



Back Next Exit Lesson Lesson 4 Page 6 of 13

U.S. Department of Homeland Security U.S. Citizenship and Immigration Services Accessibility Plug-ins Sitemap

## Delete OBE

E-Verify Home Cases Clients Reports Resources Employer Agent User

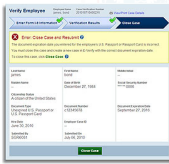
**Tutorial**

### Error: Close Case and Resubmit

A case result of 'Error: Close Case and Resubmit' means that the expiration date entered for the employee's U.S. Passport, Passport Card or driver's license is incorrect.

A new case must be created for this employee. To do this, simply close the case and create a new case for this employee using the correct document expiration date.

This does not mean that the employee is not authorized to work. E-Verify will verify the employment eligibility of this employee once you create a new case and enter the correct document expiration date.



Back Next Exit Lesson Lesson 4 Page 7 of 13

## Final Case Result – Close Case and Resubmit

A new case must be created for this employee. To do this, close the case and create a new case for this employee.

This does not mean that the employee is not authorized to work. E-Verify will verify the employment eligibility of this employee once you create a new case.

E-Verify Home Cases Clients Reports Resources Employer Agent User

**Case Results**

Resubmit this Case

Submitting a case result in the data submitted. E-Verify needs you to close this case and to enter additional information in a new case.

Close and Create New Case

U.S. Department of Homeland Security U.S. Citizenship and Immigration Services Accessibility Plug-ins Sitemap

E-Verify Home Cases Clients Reports Resources Employer Agent User

**Tutorial**

### Case Alerts


E-Verify Case Alerts are found on your user home page. This feature is designed to bring your attention to cases that need your action.

When you log into E-Verify, Case Alerts may inform you of one of the following:

- Open Cases to be Closed
- Cases with New Updates
- Work Authorization Documents Expiring

Each Case Alert indicates the number of cases that require your attention by a number in a red circle on the alert. Each Case Alert can be accessed by a simple click.

The next screen discusses each Case Alert in detail.



Back Next Exit Lesson Lesson 4 Page 9 of 13

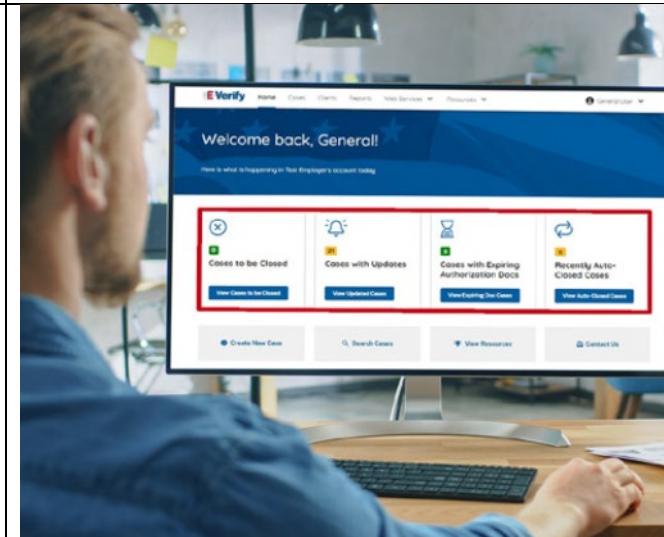
## Case Alerts

Case alert boxes with important information about your cases appear under the welcome banner:

- Cases to be Closed
- Cases with Updates
- Cases with Expiring Authorization Docs
- Recently Auto-Closed Cases

To view the updates, click the blue box in each case alert.

The next screen discusses each case alert in detail.



E-Verify Home Cases Clients Reports Resources Employer Agent User

Welcome back, General!

Here is what is happening in your Employer's account today.

- Cases to be Closed
- Cases with Updates
- Cases with Expiring Authorization Docs
- Recently Auto-Closed Cases

Create New Case Search Cases View Resources Contact Us

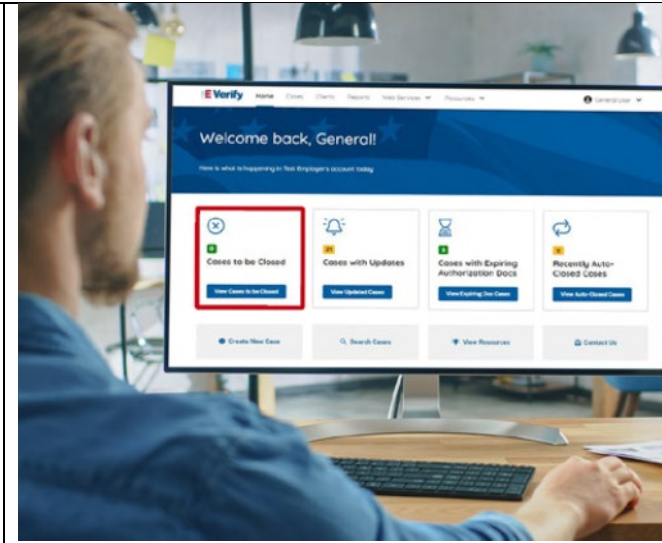
## Case Alerts - Cases to be Closed

Any case created in E-Verify and assigned an E-Verify case number must be closed. The Cases to be Closed case alert provides quick access to all cases that need to be closed.

Features of this screen include:

- Search: Employee Name, Case Number, Alien, Social Security, Driver's License, I-94 or Passport Number
- Click **Show Filters** to filter by Case Status, Submission Date (From) and Submission date (To)
- Sort by: Case Number, Case status, Last Name or First Day of Employment
- Option to view up to 50 cases per page

You can also click **Create New Case** from this screen.



## Case Alerts – Cases With Updates

The Cases With Updates case alerts provides quick access to all open cases that have had a change in case result.

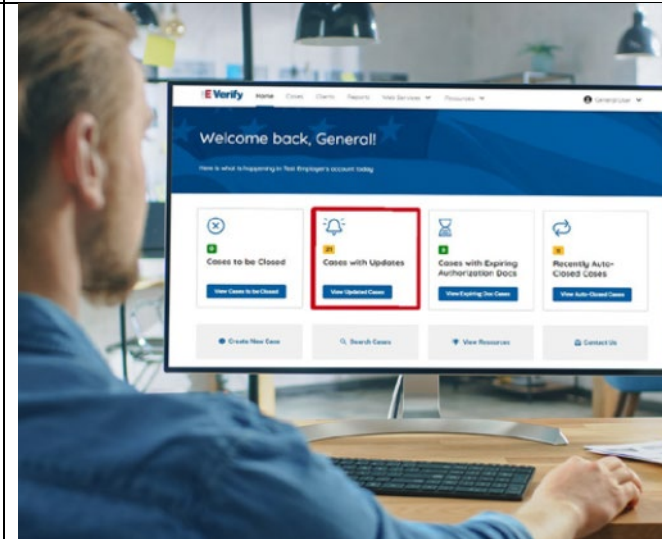
All interim cases must be closed. This case alert is an easy way to manage these cases.

Each case status is highlighted and you can click **Continue Case** button to resume.

Features of this screen include:

- Search: Employee Name, Case Number, Alien, Social Security, Driver's License, I-94 or Passport Number
- Click **Show Filters** to filter by Case Status, Submission Date (From) and Submission date (To)
- Sort by: Case Number, Case status, Last Name or First Day of Employment
- Option to view up to 50 cases per page

You can also click **Create New Case** from this screen.



**EVerify** Home Cases Clients Reports Resources

Employer Agent User

### Tutorial

#### Case Alerts - Work Authorization Docs Expiring

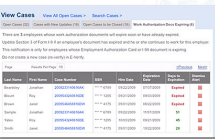
The 'Work Authorization Docs Expiring' Case Alert is just a notification that an employee's Employment Authorization Document (Form I-766) or Arrival/Departure Record (Form I-94) is expiring and to remind you to re-verify the employee by updating Section 3 of Form I-9. The employee cannot be re-verified in E-Verify.

This is simply a reminder; no action is required in E-Verify. You can dismiss each alert by selecting 'Dismiss Alert'.

This alert will only appear if the document the employee presented for the original E-Verify case was either an Employment Authorization Document (Form I-766) or an Arrival/Departure Record (Form I-94).

Features of this tab include:

- Sort cases by: last name, first name, case number, hire date, expiration date or days to expiration
- A quick link to each case by clicking on the case number
- Option to view up to 100 cases per page



Lesson 4 Page 12 of 13

## Case Alerts – Cases With Expiring Autorization Docs

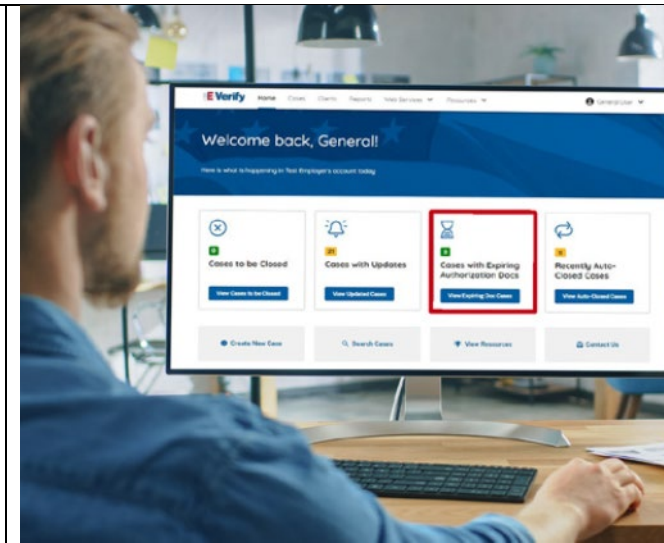
The Cases With Expiring Authorization Docs case alerts is a notification that an employee's Employment Authorization Document (Form I-766) or Arrival/Departure Record (Form I-94) is expiring and to remind you to re-verify the employee by updating Section 3 of Form I-9. The employee cannot be re-verified in E-Verify. This is simply a reminder; no action is required in E-Verify. You can dismiss each alert by selecting **Dismiss Alert**.

This alert will only appear if the document the employee presented for the original E-Verify case was either an Employment Authorization Document (Form I-766) or an Arrival/Departure Record (Form I-94).

Features of this screen include:

- Search: Employee Name, Case Number, Alien, Social Security, Driver's License, I-94 or Passport Number
- Click **Show Filters** to filter by Case Status, Submission Date (From) and Submission date (To)
- Sort by: Case Number, Case status, Last Name or First Day of Employment
- Option to view up to 50 cases per page.

You can also click **Create New Case** from this screen.



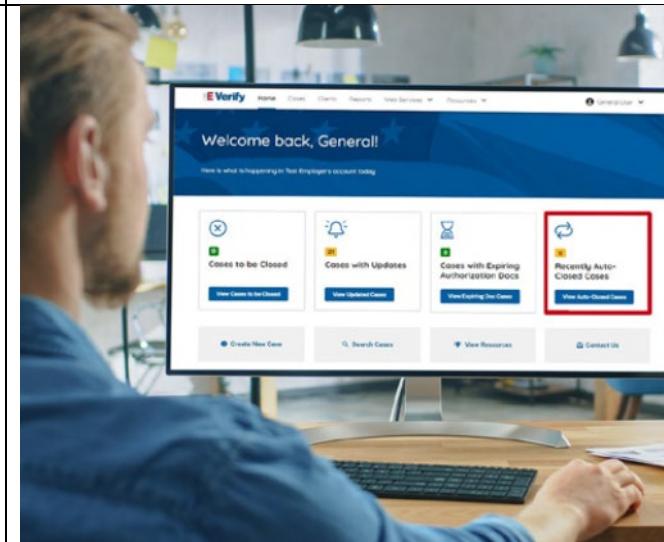
## Case Alert - Recently Auto-Closed Cases

The Recently Auto-Closed Cases case alert provides quick access to all cases that were automatically closed after receiving an Employment Authorized result. This is notification your case was closed. Be sure to record the case information as required on Form I-9 or print the case details page.

Features of this screen include:

- Search: Employee Name, Case Number, Alien, Social Security, Driver's License, I-94 or Passport Number
- Click **Show Filters** to filter by Case Status, Submission Date (From) and Submission date (To)
- Sort by: Case Number, Case status, Last Name or First Day of Employment
- Option to view up to 50 cases per page

You can also click **Create New Case** from this screen.






E-Verify Home Cases Clients Reports Resources General User

**Tutorial**

### Summary

Congratulations! You have completed Lesson 4 of the General User Tutorial for E-Verify Employer Agents. You should now be able to:

- Recognize final case results
- Complete the verification process
- Identify each Case Alert

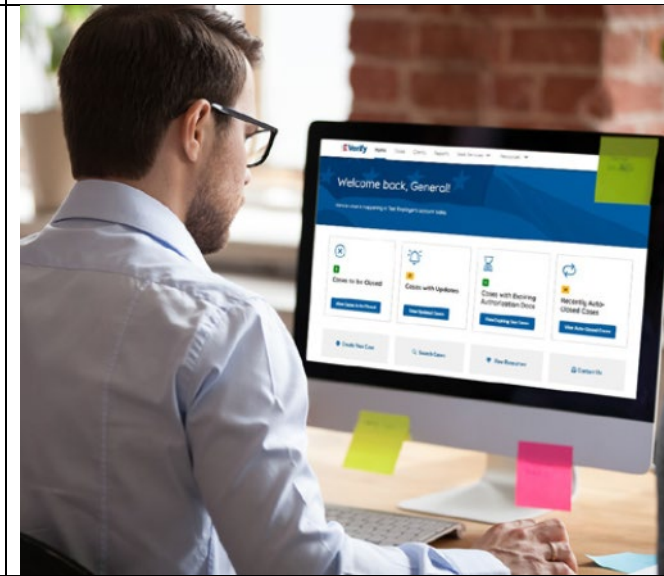


Back Complete Lesson Exit Lesson Lesson 4 Page 13 of 13


### Summary

Congratulations! You have completed Lesson 4 of the General User Tutorial for E-Verify Employer Agents. You should now be able to:

- Recognize final case results
- Complete the verification process
- Identify each Case Alert




## EEA Lesson 5

 **LESSON COMPLETED**

**Lesson 5: General User Account Administration**

[General User Account Administration](#)  
[Overview of User Roles](#)  
[Create a Password](#)  
[Navigation Menu](#)  
[Manage My Clients](#)  
[Reports](#)

[Review Lesson 5](#)

Current	Update	Image
<p> <b>LESSON COMPLETED</b></p> <p><b>Lesson 5: General User Account Administration</b></p> <p><a href="#">General User Account Administration</a> <a href="#">Overview of User Roles</a> <a href="#">Create a Password</a> <a href="#">Navigation Menu</a> <a href="#">Manage My Clients</a> <a href="#">Reports</a></p> <p><a href="#">Review Lesson 5</a></p>	<p><b>Lesson 5: General User Account Administration</b></p> <ul style="list-style-type: none"><li>• General User Account Administration</li><li>• Overview of User Roles</li><li>• Create a Password</li><li>• Navigation Menu</li><li>• Manage Clients</li><li>• Manage Company</li><li>• Reports</li></ul>	

**E-Verify** Home Cases Clients Reports Resources General User

**Tutorial**

### General User Account Administration

Welcome to Lesson 5 of the General User Tutorial for E-Verify Employer Agents. In this lesson, you will learn about the E-Verify topics listed below:

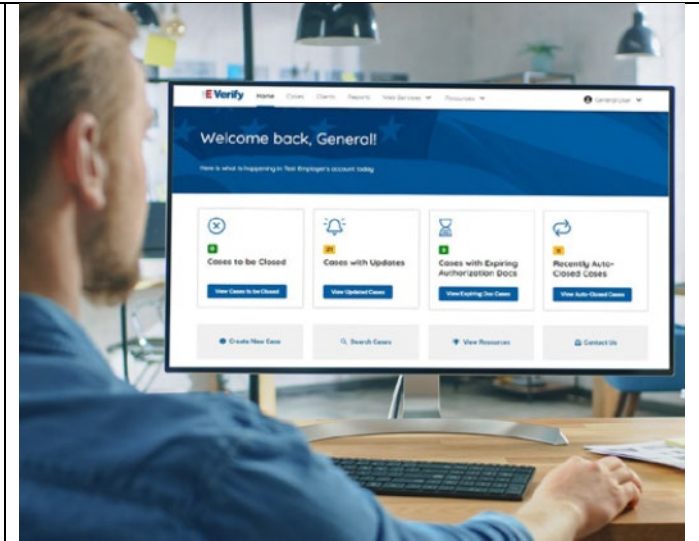
- Overview of User Roles
- Create a Password
- Navigation Menu
- Manage My Clients
- Reports

[Next](#) [Exit Lesson](#) Lesson 5 Page 1 of 15

## Account Administration

Welcome to Lesson 5 of the General User Tutorial for E-Verify Employer Agents. In this lesson, you will learn about the E-Verify topics listed below:

- Overview of User Roles
- Create a Password
- Navigation Menu
- Manage Clients
- Reports



**E-Verify** Home Cases Clients Reports Resources General User

**Tutorial**

### Learning Objectives

Upon completing this lesson, you should be able to:

- Identify the role of Program Administrators in support of General Users
- Recognize requirements to create a password
- Use your left navigation menu
- Manage the information in 'My Clients'

[Back](#) [Next](#) [Exit Lesson](#) Lesson 5 Page 2 of 15

## Learning Objectives

Upon completing this lesson, you should be able to:

- Identify the role of program administrators in support of general users
- Recognize requirements to create a password
- Use your navigation menu
- Manage the information in My Clients

**E-Verify** Home Cases Clients Reports Resources Employer Agent User

**Tutorial**

### Overview of User Roles

A user role determines the functions and permissions you have when you log into E-Verify. There are 2 user roles:

- General User
- Program Administrator

[Back](#) [Next](#) [Exit Lesson](#) Lesson 5 Page 3 of 26

## Overview of User Roles

A user role determines the functions and permissions you have when you log into E-Verify. There are two user roles:

- General User
- Program Administrator



E-Verify Home Cases Clients Reports Resources General User

## Tutorial

### Overview of User Roles


A user role determines the functions and permissions you have when you log into E-Verify. There are 2 user roles:

- General User
- Program Administrator

You are registered as a General User. As a General User, you create and manage your cases in E-Verify.

A Program Administrator can also create and manage cases in E-Verify. In addition, a Program Administrator adds and deletes user accounts, oversees cases created by the company's users, creates reports, updates company profile information and resets user passwords.

Every company enrolled in E-Verify is required to have at least 1 Program Administrator.



Back Next Exit Lesson Lesson 5 Page 3 of 15

As a general user, it is important to know the following:

- Your program administrator can assist you if you have been locked-out of E-Verify due to a password issue.
- Cases created by you can also be managed by your program administrator.
- Your program administrator can add new users to be general users or program administrators and can delete user accounts when needed.
- Only program administrators can update your company's or entity's profile information.

NOTE: If you do not know who your program administrator is, contact E-Verify Customer Support at 888-464-4218.

E-Verify Home Cases Clients Reports Resources Employer Agent User

## Tutorial

### Create a Password


The first time you log in to E-Verify, you are prompted to change your password. Follow the guidelines below to create a new password.

Passwords are case-sensitive and must be between 8-14 characters long, different from your assigned user ID and have the following:

- 1 uppercase or lowercase letter
- 1 number and at least 1 special character - special characters include: ! @ \$ % ^ ( ) \* + = ; : ; } + - ~
- Contain no more than 2 identical and consecutive characters in any position from the previous password
- Contain a non-numeric in the first and last positions
- Not be identical to your user ID

Example: IL!keH2O

**IMPORTANT:** E-Verify will prompt you to change your password every 90 days. If you think your password has been compromised, you must change your password immediately. To change your password, go to 'My Profile' and click 'Change Password.'



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### General User - Create a Password

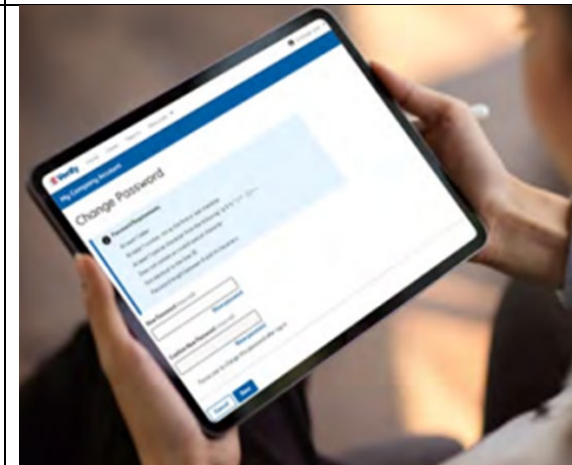
The first time you log in to E-Verify, you are prompted to change your password.

Passwords are case-sensitive, different from the assigned user ID, and have the password requirements below to create a new password.

- At least 1 letter
- At least 1 number, not as the first or last character
- At least 1 special character from the following ! @ \$ % \* ( ) ? ; ; } + - ~
- Does not contain an invalid special character
- Not identical to the User ID
- Password length between 8 and 14 characters
- No more than two consecutive characters from the prior password.

Example: IL!keH2O

**IMPORTANT:**



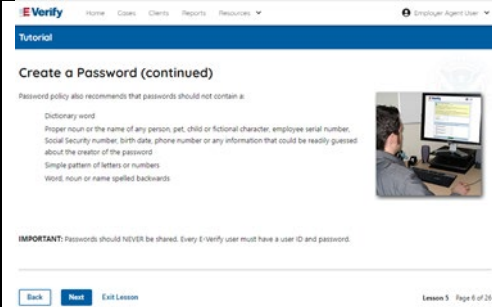
- If you think your password has been compromised, you must change your password immediately. To change your password, access the user profile options from the drop-down menu under your username in the top right corner of the account.

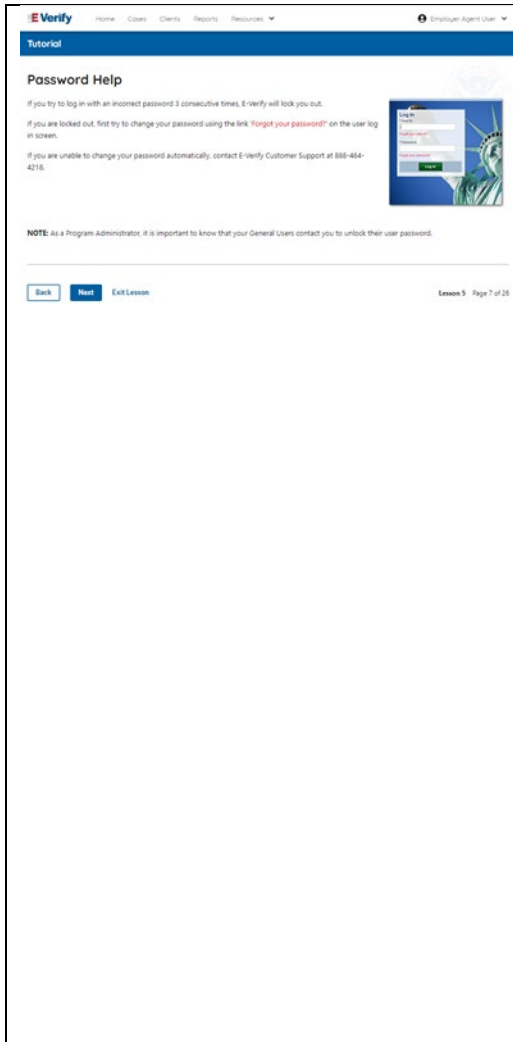
### General User – Password Hints

#### Password **should not**:

- Contain any dictionary word
- Contain any proper noun or the name of any person, pet, child, or fictional character, nor any employee ID number, Social Security number, birth date, phone number or any information that could be readily guessed about the creator of the password
- Contain any simple pattern of letters or numbers, such as “qwerty” or “xyz123”
- Contain any word, noun or name spelled backwards.

**IMPORTANT:** You should NEVER share your password. Every E-Verify user must have their own unique user ID and password.





### General User – Password Help

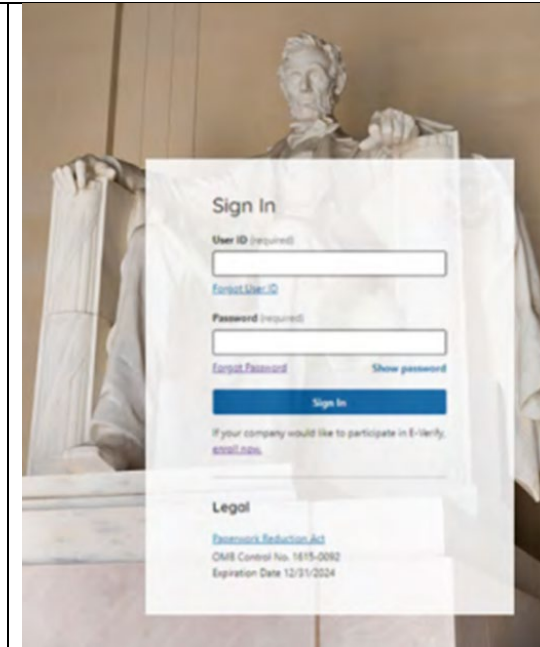
- If you try to log in with an incorrect password three consecutive times, E-Verify will lock you out.
  - If you are locked out, first try to change your password using the link [Forgot Password](#) on the user log in screen.
  - If you are unable to change your password with [Forgot Password](#) link, contact another in your company.
- Each user must create password challenge questions.
  - You will need to correctly answer these questions to reset your password if you ever forget it.

#### Important:

- E-Verify will prompt you to change your password every 90 days.
- To comply with federal security guidelines, USCIS is required to deactivate any user ID that has not been accessed within the past 270 days. A deactivated user ID will not affect the status of your E-Verify account.

#### Note:

- Each user must have their own user ID and password to access E-Verify and may not share their user ID or password with others.
- You are responsible for any activity associated with your user ID and password.



**E-Verify** Home Cases Clients Reports Resources General User

**Tutorial**

### Navigation Menu

You should become familiar with the links found on your user home page. Outlined below is additional information about each link:

Link Name	Function
<b>My Cases</b>	
<b>New Case</b>	Select to create a new case and start the verification process.
<b>View Cases</b>	Provides various search functions and all Case Alert tabs.
<b>My Clients</b>	
<b>Add New Client</b>	Add clients for which you will create and manage cases in E-Verify.
<b>View Existing Client</b>	Manage your client's profile information, upload E-Verify Employer Agent-Client MOU and terminate client companies.
<b>My Profile</b>	
<b>Edit Profile</b>	Update your user information, including name, address and contact information.
<b>Change Password</b>	Change your user password at any time.
<b>Change Security Questions</b>	Change the security questions to assist you with a password reset.

Continued on the next screen.

Back **Next** Exit Lesson Lesson 5 Page 8 of 15

## E-Verify Home Page - Navigation Menu

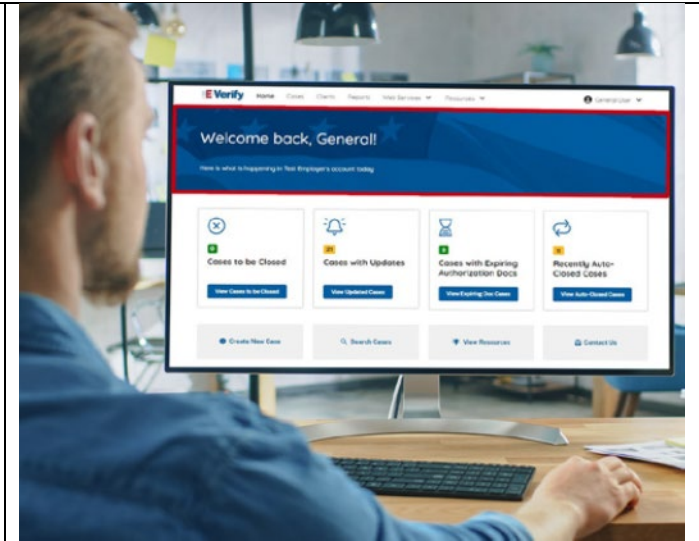
Each time you log in to E-Verify you will see a Welcome Back banner with your name and company, or entity listed.

Case alert boxes with important information about your cases are under the welcome banner, including Cases to be Closed, Cases with Updates, Cases with Expiring Authorization Docs and Recently Auto-Closed Cases.

Convenient quick links in gray boxes are directly below the case alert boxes, including Create New Case, Search Cases, View Resources and Contact Us.

Below the quick links, you will find the E-Verify News section that keeps you up to date on the latest and greatest with E-Verify.

The next slides will help you become familiar with the links found on your user home page.



**E-Verify** Home Cases Clients Reports Resources General User

**Tutorial**

### E-Verify Employer Agent General User - Navigation Menu (continued)

Outlined below is additional information about each link:

Link Name	Function
<b>My Reports</b>	
<b>View Reports</b>	Provides options to create reports.
<b>My Resources</b>	
<b>View Essential Resources</b>	Provides important information and resources, including: E-Verify Posters Manuals and Guides Further Action Notices Form I-9 Resources Memorandums of Understanding (MOUs) Other Resources
<b>Take Tutorial</b>	Takes you to this user tutorial.
<b>View User Manual</b>	Accesses the E-Verify User Manual.
<b>Contact Us</b>	Provides important contact information.

**NOTE:** You should log out of E-Verify after every use. To log out, simply click 'Log Out' from your user home page.

Back **Next** Exit Lesson Lesson 5 Page 9 of 15

## Navigation Menu – Links Above the Welcome Banner

The links above the welcome banner include:

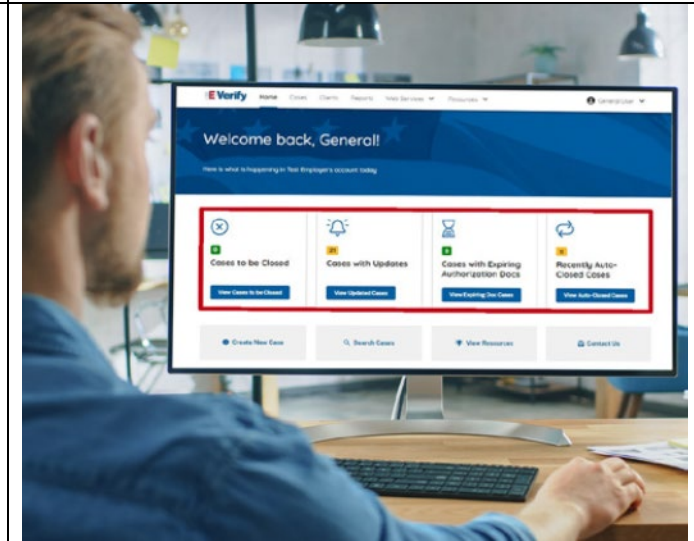
Link	Function
<b>Home</b>	Employer Agent Home Page
<b>Cases</b>	<ul style="list-style-type: none"> <li>Search</li> <li>Create New Cases</li> </ul>
<b>Clients</b>	<ul style="list-style-type: none"> <li>Search</li> <li>Terminate Cases</li> <li>Add New Company</li> </ul>
<b>Reports</b>	<ul style="list-style-type: none"> <li>Run Quick Audit Report</li> </ul>
<b>Resources</b>	<ul style="list-style-type: none"> <li>View Essential Resources</li> <li>Take Tutorial</li> <li>View User Manual</li> <li>E-Verify News</li> <li>Contact Us</li> </ul>
<b>Account Options</b>	<ul style="list-style-type: none"> <li>Company Account</li> </ul>

- User Account
- Log Out

### Navigation Menu – Case Alert Boxes

Case alerts boxes are located below the welcome banner:

Link	Function
Case Alert	<ul style="list-style-type: none"> <li>• The case alert boxes bring attention to cases that need action or provide important information regarding your cases.</li> </ul>
Cases to be Closed	<ul style="list-style-type: none"> <li>• Any case created in E-Verify and assigned an E-Verify case number must be closed.</li> <li>• The Cases to be Closed case alert provides quick access to all cases that need to be closed.</li> </ul>
Cases with Updates	<ul style="list-style-type: none"> <li>• All open cases that have had a change in case result.</li> <li>• All cases must be closed. This case alert is an easy way to manage these cases.</li> <li>• Click <a href="#">Continue Case</a> to take action.</li> </ul>
Cases with Expiring Doc	<ul style="list-style-type: none"> <li>• This is simply a reminder; no action is required in E-Verify.</li> <li>• This alert will only appear if the document the employee presented for the original E-Verify case was either an Employment Authorization Document (Form I-766) or an Arrival/Departure Record (Form I-94).</li> </ul>
Recently Auto – Closed Cases	<ul style="list-style-type: none"> <li>• The Recently Auto-Closed cases case alert provides quick access to all cases that were automatically closed after receiving an Employment Authorized result.</li> <li>• This is notification your case was closed. Be sure to record the case</li> </ul>





information as required on Form I-9 or print the case details page.

### Navigation Menu – Quick Links and E-Verify News

Quick Links and E-Verify News are located below the Case Alert boxes:

Quick Link	Function
Create New Case	<ul style="list-style-type: none"><li>• Create new E-Verify cases</li></ul>
Search Cases	<ul style="list-style-type: none"><li>• Search Cases</li></ul>
View Resources	<ul style="list-style-type: none"><li>• Access E-Verify Resources</li></ul>
Contact Us	<ul style="list-style-type: none"><li>• Contact E-Verify</li></ul>
E-Verify News	<ul style="list-style-type: none"><li>• Stay up to date with the latest E-Verify News</li></ul>

**E-Verify** Home Cases Clients Reports Resources General User

**Tutorial**

### Manage My Clients

As a General User for E-Verify employer agents, you manage important information about your clients from the left navigation menu option 'My Clients.' This menu includes:

- Add New Client
- View Existing Clients

The next screens discuss each link in detail.

[Back](#) [Next](#) [Exit Lesson](#) Lesson 5 Page 10 of 15

### E-Verify Employer Agents - Manage Clients

As a general user for E-Verify employer agents, you manage important information about your clients from the navigation menu option Clients.

On the Clients Company screen you can:

- Search and View Existing
- Terminate Companies
- Add New Client

The next screens discuss each link in detail.


E-Verify Home Cases Clients Reports Resources Employer Agent User

Tutorial

### My Clients - Add New Client

Both General Users and Program Administrators for E-Verify employer agents can add new clients. All clients are required to sign the E-Verify Employer Agent - Client Memorandum of Understanding (MOU).

To add new clients, follow the steps outlined in the 'E-Verify User Manual for E-Verify Employer Agents' found in 'View Essential Resources.'



Back Next Exit Lesson

Lesson 5 Page 11 of 26

### Manage Clients – Add New Client

Both General Users and program administrators for E-Verify employer agents can add new clients.

Click Client and select Add New Company.

From the Add New Client screen enter:

- Company Category
- DBA
- EIN
- UEI
- DUNS number
- Number of employees
- NAICS code
- Click Save & Continue.

An email is sent to the MOU signing authority that you assigned during enrollment. Your client will need to electronically sign the MOU once the client receives the email. The client has 7 federal business days to view, sign or decline the MOU. If the client accidentally declines the MOU or the link expires, you can resend the request for the client to sign the MOU.

For more information review the E-Verify User Manual for E-Verify Employer Agents found in View Essential Resources.

### Manage Clients – Edit Client Information

The Clients page allows you to do the following:

- Display all client companies
- Edit client company information
- Reject Enrollment
- Resend MOU Email
- View MOU
- Upload MOU signature page
- Close Client Company

#### IMPORTANT:

- Before you can create and manage cases in E-Verify, the MOU must be electronically signed or manually uploaded. The next screen provides additional information.
- Instructions on how to navigate each function is detailed in the E-Verify User Manual for E-Verify Employer Agents located in View Essential Resources.

Delete – covered under 'Manage Client – Add New Client'

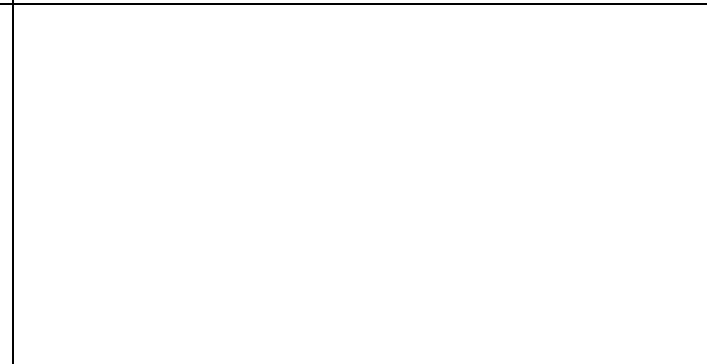
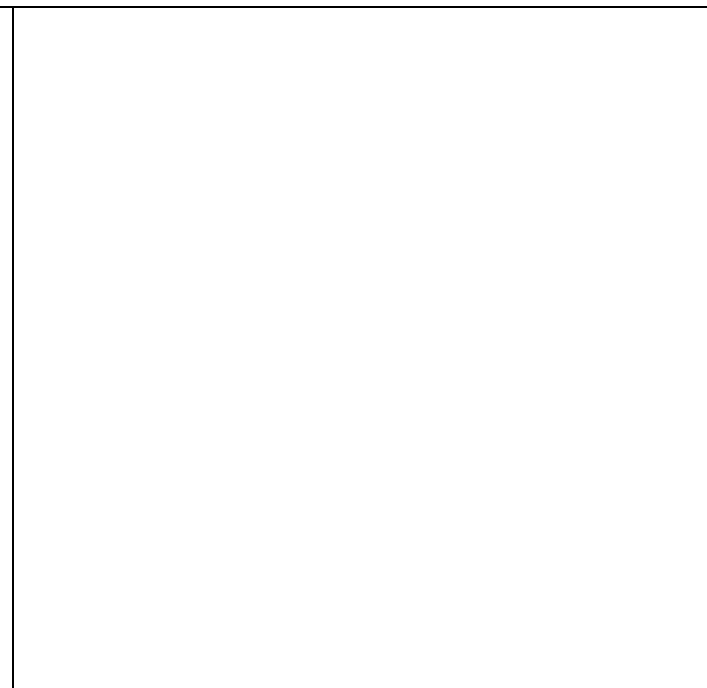
### Reports

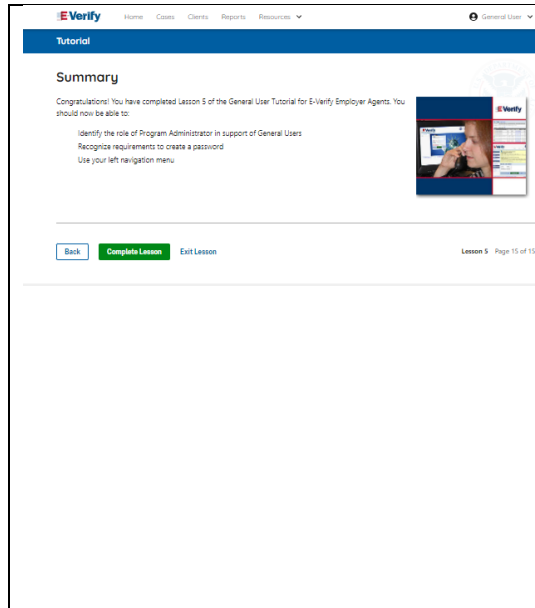
On the home page, above the welcome banner, Click Reports.

Select the report you want to create from the options available.

A description of the report is provided on the report screen.

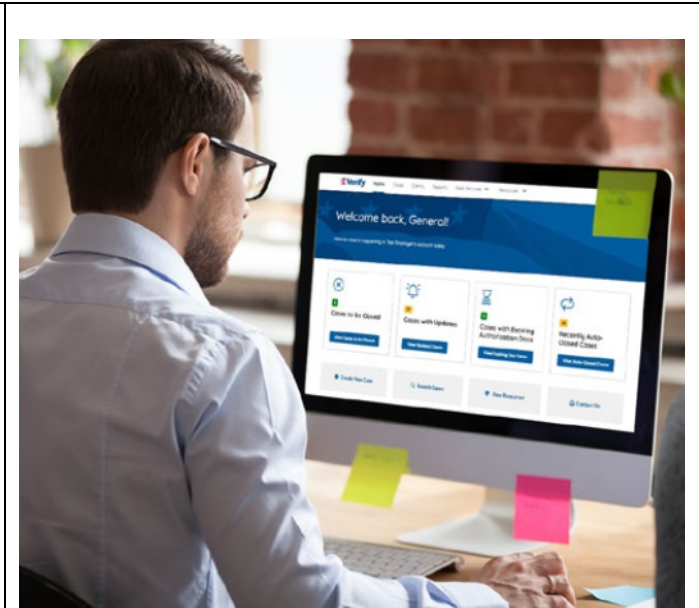
For more information review please review the [E-Verify User Manual](#).





Congratulations! You have completed Lesson 5 of the General User Tutorial for E-Verify Employer Agents. You should now be able to:

- Understand the role of program administrators in support of your company's or entity's users
- Recognize requirements to create a password
- Use your navigation menu
- Manage the information in clients and company account information.



## EEA FC Lesson 1

✔ LESSON COMPLETED

### Lesson 1: Introduction

[Introduction](#)

[Background and Overview](#)

[Privacy Statement and Guidelines](#)

[Rules and Responsibilities](#)

[Civil Rights and Civil Liberties](#)

[Federal Contractor Requirements](#)

[Form I-9 and E-Verify](#)

[Verification Process Overview](#)

Review Lesson 1

Current	Updated Content	Updated Image
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E-Verify Home Cases Clients Reports Resources General User

**Tutorial**

View Essential Resources

**Take Tutorial**

View User Manual

E-Verify News

Contact Us

## Welcome to the E-Verify Tutorial

This tutorial is designed for General Users for E-Verify Employer Agents of Federal Contractors that participate in E-Verify.

In this section, you can review any of the completed Tutorial Lessons or retake the Knowledge Test that was required to start using E-Verify. This tutorial covers the topics outlined below.

**LESSON COMPLETED**

**Lesson 1: Introduction**

[Introduction](#)  
[Background and Overview](#)  
[Privacy Statement and Guidelines](#)  
[Rules and Responsibilities](#)  
[Civil Rights and Civil Liberties](#)  
[Federal Contractor Requirements](#)  
[Form I-9 and E-Verify](#)  
[Verification Process Overview](#)

Review Lesson 1

**LESSON COMPLETED**

**Lesson 2: Initial Verification**

[Initial Verification](#)  
[E-Verify Home Page](#)  
[Enter Form I-9 Information](#)  
[Initial Verification Results](#)

Review Lesson 2

**LESSON COMPLETED**

**Lesson 3: Interim Case Results**

[Interim Case Results](#)  
[Interim Case Results - Overview](#)  
[SSA and DHS Tentative Nonconfirmation](#)  
[Review and Update Employee Data](#)  
[DHS Verification in Process](#)  
[SSA/DHS Case in Continuance](#)

Review Lesson 3

**LESSON COMPLETED**

**Lesson 4: Complete the Verification Process**

[Complete the Verification Process](#)  
[Final Case Results](#)  
[Close Case](#)  
[Case Alerts](#)

Review Lesson 4

**LESSON COMPLETED**

**Lesson 5: General User Account Administration**

[General User Account Administration](#)  
[Overview of User Roles](#)  
[Create a Password](#)  
[Navigation Menu](#)  
[Manage My Clients](#)  
[Reports](#)

Review Lesson 5

**TEST PASSED**

**Knowledge Test**

The Knowledge Test is required to begin using E-Verify.

Review Previous Answers Retake Test

## Welcome to the E-Verify Tutorial

This tutorial is designed for General User E-Verify Employer Agents of Federal Contractors that participate in E-Verify.

In this section, you can review any of the completed tutorial lessons or retake the knowledge test that was required to start using E-Verify. This tutorial covers the topics outlined below.

### Lesson 1: Introduction

- Introduction
  - E-Verify Background and Overview
  - Federal Contractor and E-Verify Employer Agent Overview
  - Privacy Statement and Guidelines
  - Rules and Responsibilities
  - Civil Rights and Civil Liberties
  - Form I-9 and E-Verify
  - Verification Process Overview
- {Review Lesson 1}

### Lesson 2: Initial Verification

- Initial Verification
  - E-Verify Home Page
  - Enter Form I-9 Information
  - Initial Verification Results
- {Review Lesson 2}

### Lesson 3: Interim Case Results

- Interim Case Results
  - Interim Case Results - Overview
  - DHS and/or SSA Tentative Nonconfirmation (Mismatch)
  - E-Verify Needs More Time
  - DHS and/or SSA Case in Continuance
- {Review Lesson 3}

	<p><b>Lesson 4: Complete the Verification Process</b>          Complete the Verification Process          Final Case Results          Close Case          Case Alerts          {Review Lesson 4}</p> <p><b>Lesson 5: General User Account</b>          General User Account Administration          Overview of User Roles          Create a Password          Navigation Menu          Manage Clients          Manage Company          Reports          {Review Lesson 5}</p> <p>Each user must successfully complete the online E Verify tutorial before they can create or manage cases.</p>	
<div data-bbox="120 820 483 1107"> <p><b>LESSON COMPLETED</b></p> <p><b>Lesson 1: Introduction</b></p> <p><a href="#">Introduction</a></p> <p><a href="#">Background and Overview</a></p> <p><a href="#">Privacy Statement and Guidelines</a></p> <p><a href="#">Rules and Responsibilities</a></p> <p><a href="#">Civil Rights and Civil Liberties</a></p> <p><a href="#">Form I-9 and E-Verify</a></p> <p><a href="#">Verification Process Overview</a></p> <p><a href="#">Review Lesson 1</a></p> </div>	<p><b>Lesson 1: Introduction</b></p> <p>Introduction          E-Verify Background and Overview          Federal Contractor and E-Verify Employer Agent Overview          Privacy Statement and Guidelines          Rules and Responsibilities          Civil Rights and Civil Liberties          Form I-9 and E-Verify          Verification Process Overview          {Review Lesson 1}</p>	

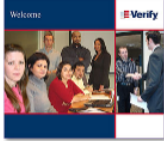
E-Verify Home Cases Clients Reports Resources General User

**Tutorial**

### Introduction

Welcome to Lesson 1 of the General User Tutorial for E-Verify Employer Agents of Federal Contractors. In this lesson, you will learn about the E-Verify topics listed below:

- Background and Overview
- Privacy Statement and Guidelines
- Rules and Responsibilities
- Civil Rights and Civil Liberties
- Federal Contractor Requirements
- Form I-9 and E-Verify
- Verification Process Overview



[Next](#) [Exit Lesson](#) Lesson 1 Page 1 of 31

### Introduction

Welcome to Lesson 1 of the General User Tutorial for E-Verify Employer Agents of Federal Contractors. In this lesson, you will learn about the E-Verify topics listed below:

- E-Verify Background and Overview
- Federal Contractor and E-Verify Employer Agent Overview
- Privacy Statement and Guidelines
- Rules and Responsibilities
- Civil Rights and Civil Liberties
- Form I-9 and E-Verify
- Verification Process Overview




E-Verify Home Cases Clients Reports Resources Employer Agent User

**Tutorial**

### Learning Objectives

Upon completing this lesson, you should be able to:

- Describe the background and overview of E-Verify
- Carry out and comply with rules, responsibilities and guidelines for protecting privacy and personal information
- Recognize Civil Rights and Civil Liberties
- Recognize Form I-9 procedures and how they relate to E-Verify
- Recognize the verification process and case results



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### Learning Objectives

Upon completing this lesson, you should be able to:

- Describe the background and overview of E-Verify, Federal Contractor and E-Verify Employer Agent
- Carry out and comply with rules, responsibilities, and guidelines for protecting privacy and personal information
- Recognize Civil Rights and Civil Liberties
- Recognize Form I-9 procedures and how they relate to E-Verify
- Recognize the verification process and case results




**E-Verify** Home Cases Clients Reports Resources ▾ Employer Agent User ▾

**Tutorial**

### Background and Overview

In 1996, Congress passed the Illegal Immigration Reform and Immigrant Responsibility Act (IIRIRA), which required the Social Security Administration (SSA) and U.S. Citizenship and Immigration Services (USCIS), formerly the Immigration and Naturalization Service (INS), to initiate an employment verification pilot program.



Under the U.S. Department of Homeland Security (DHS), USCIS operates the E-Verify program, previously referred to as the Basic Pilot Program. E-Verify implements the legal requirements of IIRIRA by allowing any U.S. employer to electronically verify the employment eligibility of its newly hired employees.

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## E-Verify Background

In 1996, Congress passed the Illegal Immigration Reform and Immigrant Responsibility Act (IIRIRA), which required the Department of Homeland Security (DHS) and Social Security Administration (SSA) to develop an employment confirmation process now known as E-Verify.



**E-Verify** Home Cases Clients Reports Resources

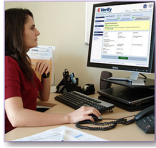
Employer Agent User

**Tutorial**

**Overview**

E-Verify is a voluntary program for most employers, but mandatory for some, such as employers with federal contracts or subcontracts that contain the Federal Acquisition Regulation (FAR) E-Verify clause.

E-Verify is an internet-based system operated by the U.S. Department of Homeland Security (DHS) in partnership with the Social Security Administration (SSA) that allows participating employers to electronically verify the employment eligibility of their newly hired employee and/or employee assigned to a federal contract.



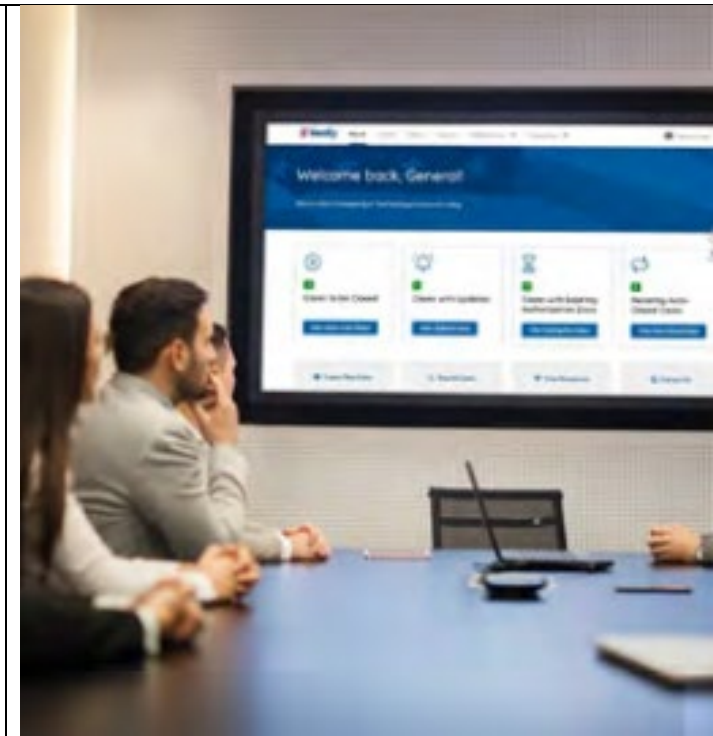
Back Next Exit Lesson

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**E-Verify Overview**

E-Verify is an internet-based system that electronically verifies the employment eligibility of newly hired employees to work in the United States.

E-Verify is a voluntary program. Employers with federal contracts or subcontracts that contain the Federal Acquisition Regulation (FAR) E-Verify clause are required to enroll in and use E-Verify as a condition of federal contracting. Employers with employees in states with legislation that requires participation in E-Verify, for example, as a condition of business licensing, may also be required to participate in E-Verify. In addition, an employer may be required to participate in E-Verify pursuant to a court order.



**E-Verify Overview - E-Verify Employer Agent (EEA)**

E-Verify employer agent means any person, company, or other entity that provides the service of using E-Verify to confirm employment eligibility of employees of third-party employers (or clients).

Clients are required to complete Form I-9, Employment Eligibility Verification, for all new employees and must follow the guidelines set forth in the MOU for Employers Using an E-Verify Employer Agent (or client MOU).


**E-Verify** Home Cases Clients Reports Resources Employer Agent User

**Tutorial**

### How It Works

E-Verify works by comparing the information entered on an employee's Form I-9, Employment Eligibility Verification, with SSA and DHS records to verify employment eligibility.

At this time, an employer can verify the employment eligibility of only one person at a time within E-Verify. All new, temporary, seasonal and rehired employees must be entered into E-Verify individually.



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## How E-Verify Works

E-Verify works by electronically comparing the information from an employee's Form I-9, Employment Eligibility Verification, with official government records that E-Verify can access to verify the identity and employment eligibility of each newly hired employee and/or employee assigned to a covered federal contract.




**E-Verify** Home Cases Clients Reports Resources Employer Agent User

**Tutorial**

### Privacy Statement and Guidelines

The use of E-Verify requires the collection of personally identifiable information. It is essential to protect the privacy of employees that submit information to be processed through E-Verify.

It is your responsibility to ensure that all personal information collected is safeguarded and used only for the purposes outlined in the Memorandum of Understanding (MOU) between E-Verify and the employer/user.



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## Privacy Statement and Guidelines

E-Verify use requires the collection of personally identifiable information (PII). Employers must protect the privacy of employees who submit information to be processed through E-Verify and ensure that all personal information collected is safeguarded and used only for the purposes outlined in the memorandum of understanding (MOU).

E-Verify protects PII in accordance with a National Archives and Records Administration (NARA) records retention and disposal schedule (N 1-566-08-7) by annually disposing of E-Verify records that are over 10 years old. This minimizes security and privacy risks associated with U.S. government retention of PII.



Failure to properly protect employee information can result in identity theft or fraud and can cause considerable inconvenience, harm, or embarrassment to the employees or employer affected.

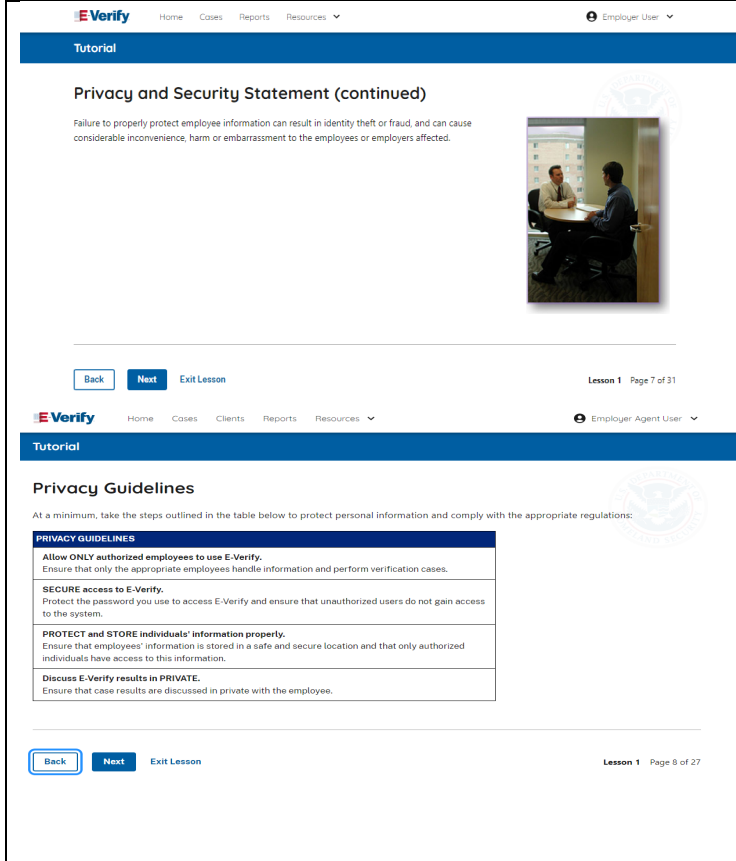
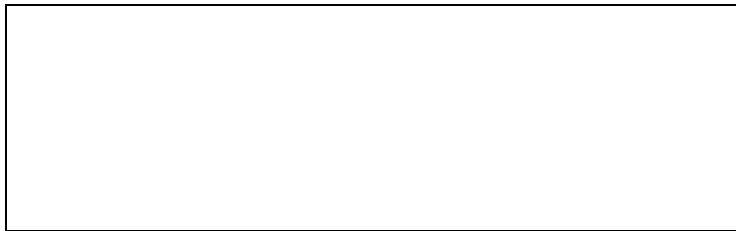
### Privacy Guidelines

#### Privacy Guidelines Overview

- Allow only authorized users to use E-Verify. Ensure that only authorized users handle information and create cases.
- Secure access to E-Verify. Protect passwords used to access E-Verify and ensure that unauthorized persons do not access E-Verify.
- Protect and store employee information properly. Ensure that employee information is stored in a safe and secure location and that only authorized users have access to this information.
- Discuss E-Verify results in private. Ensure that all case results, including mismatches and Final Nonconfirmations are discussed in private with the employee.

#### REMINDER

You must ensure that all PII is safeguarded.



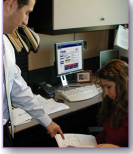
**E-Verify** Home Cases Clients Reports Resources Employer Agent User

**Tutorial**

### Rules and Responsibilities

All E-Verify users are bound by the guidelines set forth in the MOU and the rules and responsibilities outlined in the 'E-Verify User Manual for E-Verify Employer Agents' and this tutorial.

The next screens outline the specific rules and responsibilities required of everyone that uses E-Verify.



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## Rules and Responsibilities

All E-Verify users are bound by the guidelines set forth in the E-Verify MOU and the rules and responsibilities outlined in the E-Verify User Manual, Supplemental Guide For E-Verify Employer Agents and this tutorial.

The next screens outline the specific rules and responsibilities required of everyone that uses E-Verify.

**NOTE:** Additional information on each rule and responsibility is provided throughout this tutorial.



**E-Verify** Home Cases Clients Reports Resources Employer Agent User

**Tutorial**

### Rules and Responsibilities (continued)

E-Verify employer agents participating in E-Verify **MUST:**

- Follow E-Verify procedures for each newly hired employee while enrolled/participating in E-Verify.
- Notify each job applicant of E-Verify participation.
- Clearly display the 'Notice of E-Verify Participation' and 'Right to Work' posters in all languages supplied by DHS.
- Complete Form I-9, Employment Eligibility Verification, for each newly hired employee before creating a case in E-Verify.
- Ensure that all Form I-9 List B identify documents have a photo.

**NOTE:** Additional information on each rule and responsibility is provided throughout this tutorial.

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**Tutorial**

### Rules and Responsibilities (continued)

E-Verify employer agents participating in E-Verify **MUST:**

- Create a case for each newly hired employee no later than the third business day after he or she starts work for pay.
- Ensure that clients obtain a Social Security number (SSN) from Form I-9 for each newly hired employee.
- Provide each employee with notice of and the opportunity to contest a Tentative Nonconfirmation (TNC).
- Not terminate the employee during the E-Verify verification process because he or she receives a TNC.
- Ensure that all personally identifiable information is safeguarded.

**NOTE:** Additional information on each rule and responsibility is provided throughout this tutorial.

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## Rules and Responsibilities – E-Verify Employers Must

E-Verify Employer Agents participating in E-Verify **MUST:**

- ✓ Follow E-Verify procedures for each employee for whom an E-Verify case is created.
- ✓ Notify each job applicant of E-Verify participation by clearly displaying the Notice of E-Verify Participation and the Right to Work posters in English and Spanish. You may also display the posters in other languages provided by DHS.
- ✓ Complete Form I-9 for each newly hired employee before creating a case in E-Verify.
- ✓ Obtain a Social Security number from each newly hired employee on Form I-9.

- ✓ Ensure that Form I-9 List B identity documents have a photo.
- ✓ Create a case for each newly hired employee no later than the third business day after he or she starts work for pay. Enter the employee's email address in E-Verify if it was provided on Form I-9.
- ✓ Provide each employee with notice of and the opportunity to take action on a mismatch by downloading the Further Action Notice and providing it to the employee before referring the case.
- ✓ Ensure that all PII is safeguarded.
- ✓

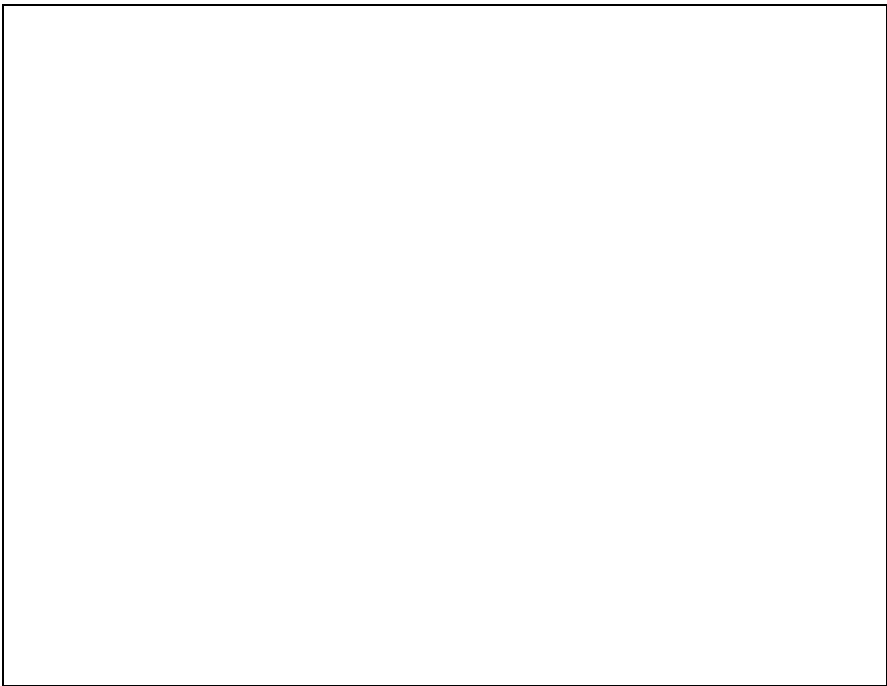
**IMPORTANT:** For more information, review the E-Verify Supplemental Guide for Federal Contractors located in View Essential Resources.

**NOTE:** Additional information on each rule and responsibility is provided throughout this tutorial.

### Rules and Responsibilities - Notice to Employees of E-Verify Participation

You **MUST** notify **ALL** employees of your participation in E-Verify. To do this, you must provide your clients the following posters in English and Spanish provided by DHS:

- Notice of E-Verify Participation; and
- Right to Work.
- Ensure all locations display the posters (in both English and Spanish) in a prominent place that is clearly visible to all current and prospective employees, electronically or in hard copy.
- Replace the participation posters when updates are provided by DHS to ensure employees, applicants, and the public to have the most recent and complete information regarding E-Verify.
- E-Verify recommends providing a copy of these posters with job application materials, either electronically or in hard copy.



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**Tutorial**


### Notice to Employees of E-Verify Participation

You **MUST** notify **ALL** employees of your participation in E-Verify. To do this, you must provide your clients a copy of the following in all languages provided by DHS:

- "Notice of E-Verify Participation"; and,
- "Right to Work" posters.

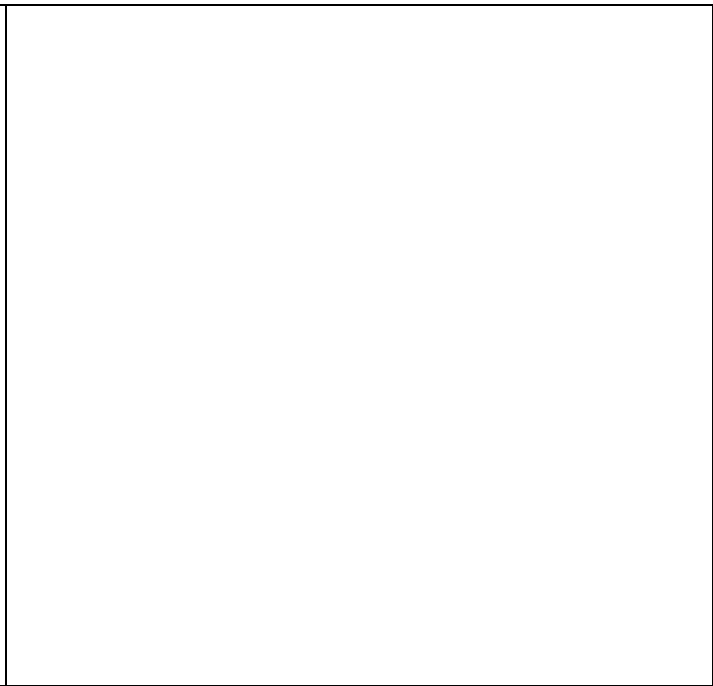
Your clients must clearly display both notices. Both notices are found in "View Essential Resources."

**IMPORTANT:** If your clients cannot display either notice, they should print and distribute them to every job applicant.



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## Rules and Responsibilities (continued)

E-Verify employer agents participating in E-Verify **MUST NOT**:

- Use E-Verify to pre-screen an applicant for employment.
- Check the employment eligibility of an employee hired before the company signed the E-Verify MOU.
- Take adverse action against an employee based upon a case result unless E-Verify issues a final nonconfirmation.
- Specify or request which Form I-9 documentation a newly hired employee must use.
- Use E-Verify to discriminate against ANY job applicant or new hire on the basis of his or her national origin, citizenship or immigration status.
- Selectively verify the employment eligibility of a newly hired employee.
- Share any user ID and/or password.

**NOTE:** Additional information on each rule and responsibility is provided throughout this tutorial.

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## Rules and Responsibilities – E-Verify Employer Must Not:

E-Verify Employer Agents participating in E-Verify **Must Not**:

- Use E-Verify to pre-screen an applicant for employment.
- Specify or request which Form I-9 documentation an employee must use, except to specify that any Form I-9 List B document the employee chooses to present must contain a photo.
- Use E-Verify to discriminate against any job applicant or employee on the basis of their national origin, citizenship, or immigration status.
- Create an E-Verify case for an employee who was hired before the employer signed the E-Verify MOU, except in certain instances such as employees of federal contractors with the FAR E-Verify clause.
- Terminate, suspend, delay training, withhold or lower pay, or take any other adverse action against an employee because of the mismatch, until the mismatch becomes a Final Nonconfirmation.
- Share user ID or password.

**NOTE:** Additional information on each rule and responsibility is provided throughout this tutorial.


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## Civil Rights and Civil Liberties

It is important to protect the rights of employees. The next screens discuss the following:

- Employee Protection
- Responsibility to Avoid Discrimination
- Deter Discrimination in Your Workplace
- Adverse Actions



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## Civil Rights and Civil Liberties

Employee rights must be protected. The next screens discuss the following:

- Employee Protection
- Responsibility to Avoid Discrimination
- Deter Discrimination in Your Workplace
- Adverse Actions



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## Employee Protection

It is your responsibility to treat employees equitably when using E-Verify.

You MUST:

- Create a case in E-Verify only **AFTER** the applicant has accepted an offer of employment and Form I-9 is complete.
- Give notice to employees regarding your participation in E-Verify and employee rights.
- Take steps to ensure the privacy of employees by protecting their personal information and to secure the password you use to access E-Verify.
- Discuss work eligibility issues with people directly concerned with the information and limit these conversations to the relevant case details.
- Ensure employees who receive a Tentative Nonconfirmation (TNC) case result are provided with the printed Further Action Notice.

You must NOT:

- Create a case in E-Verify before a job offer has been accepted and Form I-9 is complete. This is considered pre-screening.
- Use E-Verify to screen job applicants or to re-verify employment eligibility.
- Use E-Verify selectively.

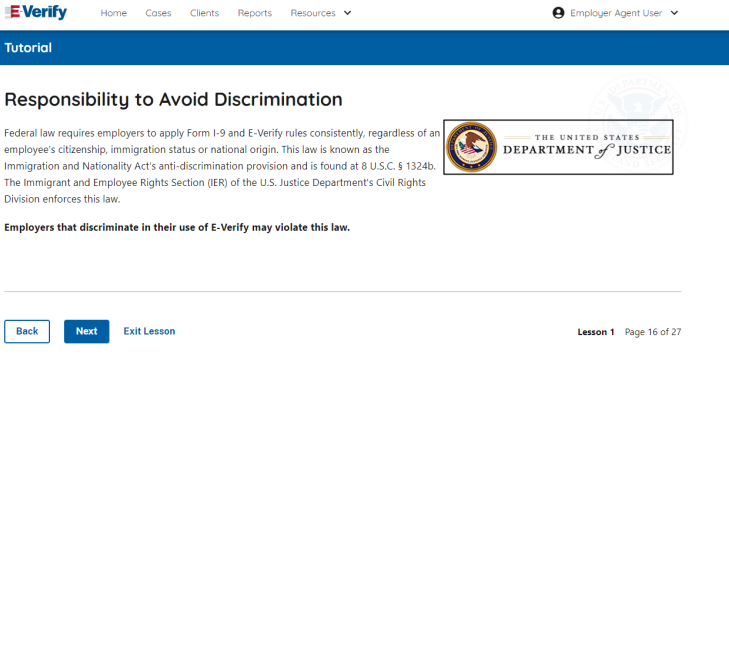

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## Civil Rights and Civil Liberties - Employee Protection

It is your responsibility to treat employees equitably when using E-Verify. **You MUST:**

- Create a case in E-Verify only **AFTER** the applicant has accepted an offer of employment and Form I-9 is complete.
- Ensure your clients give notice to employees regarding your participation in E-Verify and employee rights.
- Create a case for a newly hired employee only after your client has completed Form I-9.
- Take steps to ensure the privacy of employees by protecting their personal information and to secure the password you use to access E-Verify.
- Discuss work eligibility issues with people directly concerned with the information and limit these conversations to the relevant case details.
- Ensure employees who receive a mismatch are provided with the printed Further Action Notice.



	<p><b>You must NOT:</b></p> <ul style="list-style-type: none"> <li>• Create a case in E-Verify before a job offer has been accepted and Form I-9 is complete. This is considered pre-screening.</li> <li>• Use E-Verify to screen job applicants or to re-verify employment eligibility.</li> <li>• Use E-Verify selectively to discriminate against applicants or employees.</li> </ul>	
 <p>The screenshot shows the E-Verify user interface. At the top, there is a navigation bar with 'E-Verify' logo and links for Home, Cases, Clients, Reports, and Resources. Below this is a 'Tutorial' header. The main content area is titled 'Responsibility to Avoid Discrimination' and includes text explaining that federal law requires employers to apply Form I-9 and E-Verify rules consistently, regardless of an employee's citizenship, immigration status, or national origin. It references 8 U.S.C. § 1324b and the Immigration and Nationality Act's anti-discrimination provision. A small logo for the U.S. Department of Justice is visible. At the bottom of the page, there are navigation buttons for 'Back', 'Next', and 'Exit Lesson', along with a page indicator 'Lesson 1 Page 16 of 27'.</p>	<p><b>Protecting Civil Rights and Civil Liberties: The Department of Justice’s Immigrant and Employee Rights Section (IER)</b></p> <p>Federal law requires employers to apply Form I-9 and E-Verify rules consistently, regardless of an employee’s citizenship, immigration status or national origin. This law is known as the Immigration and Nationality Act’s anti-discrimination provision and is found at 8 U.S.C. § 1324b. The Immigrant and Employee Rights Section (IER) of the U.S. Justice Department’s Civil Rights Division enforces this law.</p> <p><b>Employers that discriminate in their use of E-Verify may violate this law.</b></p> <p>For more information on how to avoid discrimination, contact IER Worker Hotline at 800-255-7688 (TTY: 800-237-2515) or visit <a href="http://justice.gov/ier">justice.gov/ier</a>.</p>	 <p>The seal of the Department of Justice, Immigrant and Employee Rights Section (IER). It features a central eagle with wings spread, perched on a shield with red and white stripes. The eagle is surrounded by a circular border with the text 'DEPARTMENT OF JUSTICE' at the top and 'QUI PRO DOMINA JUSTITIA SEQUITUR' at the bottom. The seal is set against a blue background with gold stars.</p>
<p>No image</p>	<p><b>Civil Rights and Civil Liberties – US Equal Employment Opportunity Commission (EEOC)</b></p> <p>You may not discriminate against employees because of race, color, religion, sex (including pregnancy, gender identify, and sexual orientation), national origin, age (40 or older), disability or genetic information.</p> <p><b>Employers that discriminate in their use of E-Verify may be in violation of this law.</b></p>	

For more information on how to avoid discrimination, contact EEOC at 800-669-4000 (TTY: 844-234-5122) or visit [eeoc.gov](http://eeoc.gov).

The screenshot shows the E-Verify website's tutorial for employers. The page title is "Deter Discrimination in Your Workplace". It instructs employers to display the DOJ Right to Work poster to prospective employees and new hires. It also lists several federal anti-discrimination requirements that employers must follow, such as not treating applicants differently based on citizenship or appearance, and not asking for unnecessary documents. At the bottom, there are navigation buttons for "Back", "Next", and "Exit Lesson", and a page indicator "Lesson 1 Page 17 of 27".

**Civil Rights and Civil Liberties - Deter Unlawful Discrimination in Your Workplace**

Display the DHS E-Verify Participation and DOJ Right to Work posters so prospective employees and new hires will see them.

In addition, make sure you comply with federal anti-discrimination requirements. For example:

Do not treat applicants or employees differently based on their citizenship or immigration status, or based on their appearance, language, accent, or other national origin indicator.

Do not ask an employee to show a specific document to prove their citizenship or immigration status for the Form I-9 process or for the E-Verify process.

Do not request additional or different documents than are required to verify employment eligibility and identity, reject reasonably genuine-looking documents or specify certain documents over others.

Do not use E-Verify selectively or to prescreen certain candidates based on employees' or applicants' citizenship, immigration status, or national origin.

Do not, based on an employee's citizenship status or national origin, take adverse action against an employee because of a mismatch or because their case is pending with DHS or SSA.

IF YOU HAVE THE RIGHT TO WORK



DO NOT LET ANYONE TAKE IT AWAY

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### Adverse Actions

E-Verify prohibits you from taking adverse actions against employees based on the employee's decision to contest a Tentative Nonconfirmation (TNC) or because the employee's case is pending with DHS or SSA. Adverse actions include: terminating, suspending, withholding pay or training, delaying a start date or otherwise limiting his or her employment.

To avoid improper adverse actions, treat employees that choose to contest a case result as you would treat any other employee.

If you take adverse actions against job applicants or employees, you could face legal action, including civil penalties and back pay awards, and your participation in E-Verify may be terminated.



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### Civil Rights and Civil Liberties – Adverse Actions

Employers must not terminate, suspend, delay training, withhold or lower pay, or take any other adverse action against an employee because of the mismatch, until the mismatch becomes a Final Nonconfirmation.

If the employee chooses not to take action on the mismatch, the employer may terminate employment with no civil or criminal liability as noted in Responsibilities of the Employer, Article II, Section A paragraph 13 of the MOU. The case can be treated as a Final Nonconfirmation, and the employer should close the case in E-Verify.

**To avoid improper adverse actions, treat employees that choose to contest a mismatch result as you would treat any other employee.**



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### Federal Contractor Requirements

There are specific requirements for federal contractors who are required to use E-Verify. These requirements include:

- Enrollment in E-Verify
- Use of E-Verify for all federal contractors
- Use of E-Verify for all federal contractors



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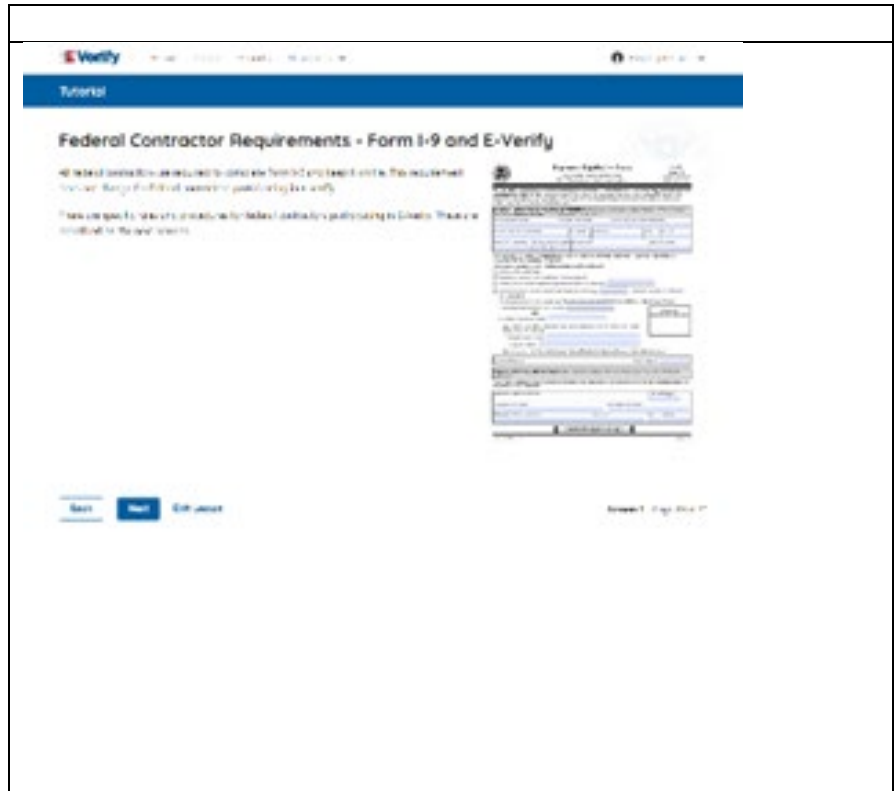
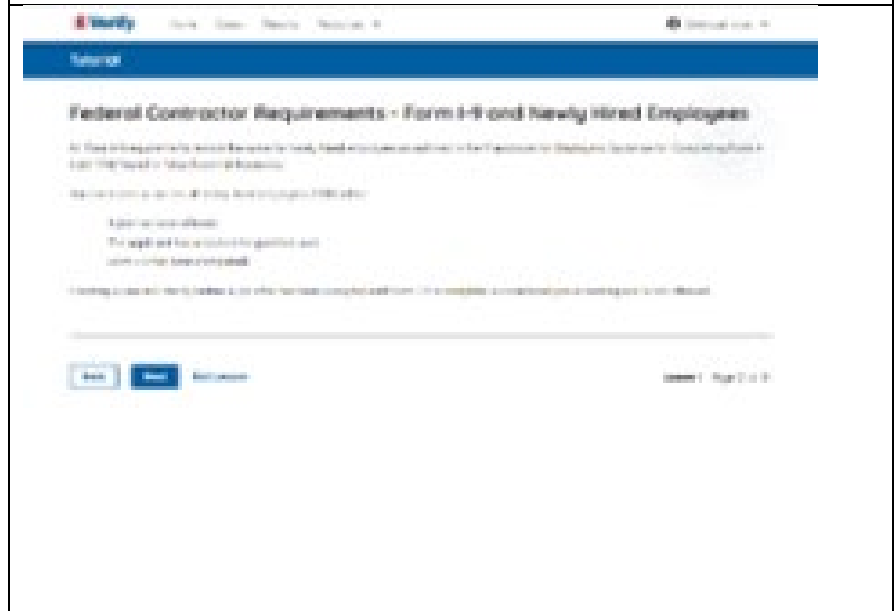
### E-Verify and Federal Contractor Requirements

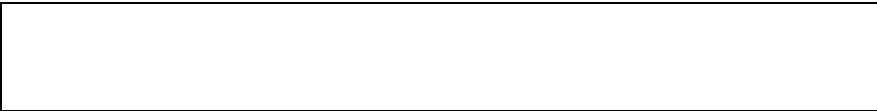
All E-Verify users are bound by the guidelines set forth in the E-Verify MOU and the rules and responsibilities outlined in the E-Verify User Manual for Employers and this tutorial.

Federal contractors with the FAR E-Verify clause have specific guidelines for:

- Exemptions and exceptions
- Timeframes for enrollment and use
- Contractors Already Enrolled in E-Verify
- Subcontractors & others.

For detailed information on the guidelines and time periods, click View Essential Resources and review the [E-Verify Supplemental Guide for Federal Contractors](#).

 <p>The screenshot shows a tutorial page on the E-Verify website. The title is "Federal Contractor Requirements - Form I-9 and E-Verify". The page contains introductory text and a thumbnail image of a Form I-9 document. Navigation buttons for "Back", "Next", and "Exit page" are visible at the bottom.</p>	<p><b>Federal Contractor Requirements – Form I-9 and E-Verify</b></p> <p>All employers in the United States are required to complete Form I-9, Employment Eligibility Verification, no later than the third business day after their employees start work for pay and keep a record of Form I-9 on file. This requirement does <b>NOT</b> change for federal contractors enrolled in E-Verify.</p> <p>There are specific rules and procedures for federal contractors participating in E-Verify. These are described on the next screens.</p> <p><b>NOTE:</b> To view or download Form I-9, click <a href="#">Form I-9</a>. For more information on Form I-9 procedures, review the <a href="#">Handbook for Employers: Guidance for Completing Form I-9 (M-274)</a> which is also located in View Essential Resources.</p>	
 <p>The screenshot shows a tutorial page on the E-Verify website. The title is "Federal Contractor Requirements - Form I-9 and Newly Hired Employees". The page contains introductory text and a thumbnail image of a Form I-9 document. Navigation buttons for "Back", "Next", and "Exit page" are visible at the bottom.</p>	<p><b>Federal Contractor Requirements – Verifying New Employees Using Form I-9</b></p> <p>Newly hired employees must complete Form I-9, regardless of whether they are assigned to a federal contract.</p> <p>Employers must comply with Form I-9, procedures found in the M-274 which is found in the View Essential Resources link on the navigation menu.</p> <p>As a Federal Contractor, you also have additional employment verification requirements for Form I-9 that other employers do not have.</p> <p>For detailed information, click View Essential Resources and review the <a href="#">Supplemental Guide for</a></p>	



[Federal Contractors, 2.1 Verifying New Employees using Form I-9.](#)

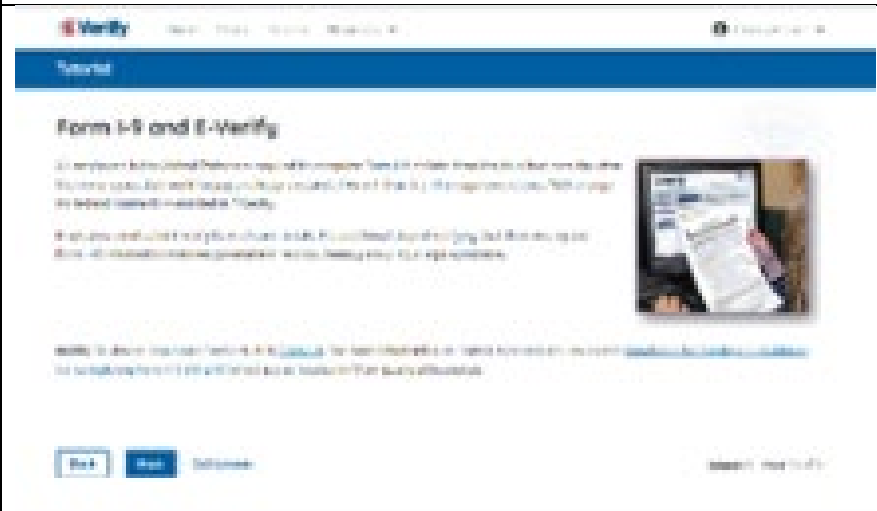
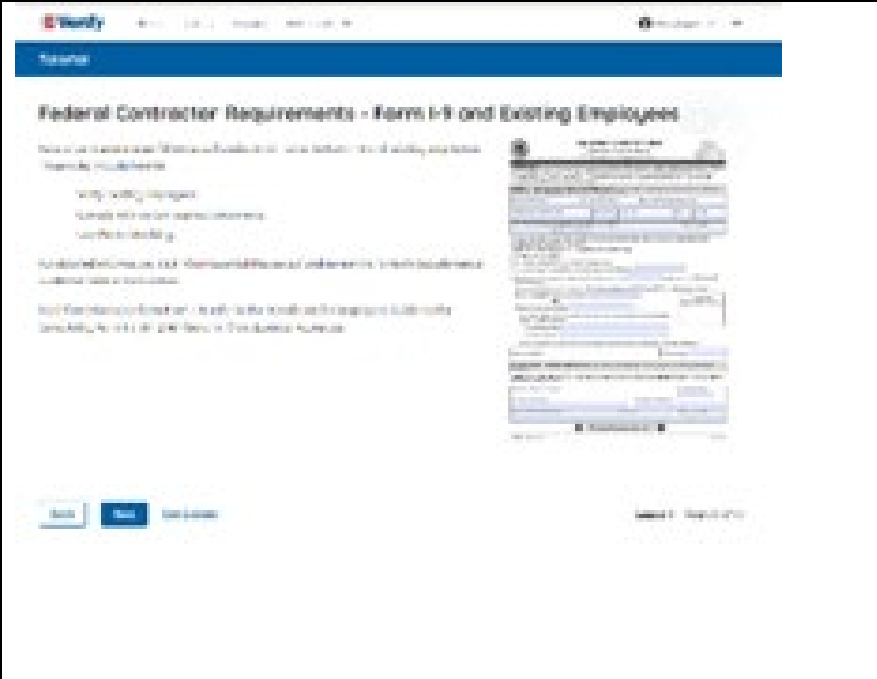
**Federal Contractor Requirements – Verifying Existing Employees using Form I-9**

Federal contractors must follow specific rules which relate to Form I-9 and existing employees.

Employers must comply with Form I-9, procedures found in the M-274 which is found in the View Essential Resources link on the navigation menu.

To comply with the FAR rule, you must verify all new hires and existing employees assigned to a covered contract. You may also choose to verify your entire workforce.

For detailed information, click View Essential Resources and review the [Supplemental Guide for Federal Contractors, 2.2 Verify Existing Employee using Form I-9.](#)

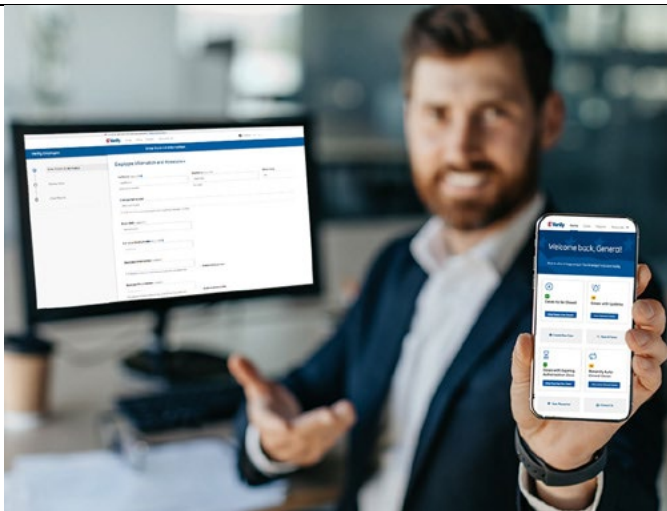


**Federal Contractor Form I-9 and E-Verify**

All employers in the United States are required to complete Form I-9, Employment Eligibility Verification, no later than the third business day after their employees start work for pay and keep a record of Form I-9 on file. This requirement does **NOT** change for employers enrolled in E-Verify.

Employers enrolled in E-Verify have chosen to take the additional step of verifying that their employee’s Form I-9 information matches official government records, thereby ensuring a legal workforce.

**NOTE:** To view or download Form I-9, click [Form I-9](#). For more information on Form I-9 procedures, review the [Handbook for Employers: Guidance for](#)




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**Tutorial**

### Form I-9: Section 1 - Overview

Newly hired employees must complete Section 1 of Form I-9 in its entirety. Providing a Social Security number (SSN) on Form I-9 is usually voluntary but newly hired employees of employers participating in E-Verify are required to provide an SSN on Form I-9. Therefore, all newly hired employees, including seasonal, temporary and rehires, **MUST** have an SSN.



**IMPORTANT:** If an employee does NOT have an SSN, he or she must obtain one from the Social Security Administration (SSA). This delays the 3-day requirement to create a case in E-Verify. Employers must note the reason for this delay on the employee's Form I-9 and during the verification process. You must create a case in E-Verify as soon as the employee has received an assigned SSN from SSA.

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[Completing Form I-9 \(M-274\)](#) which is also located in [View Essential Resources](#).

### Form I-9 and E-Verify – Form I-9, Section 1 – Overview

Newly hired employees must complete Section 1 of Form I-9 in its entirety. Providing a Social Security number (SSN) on Form I-9 is usually voluntary but newly hired employees of employers participating in E-Verify are required to provide an SSN on Form I-9. Therefore, all newly hired employees, including seasonal, temporary, and rehires, **MUST** provide an SSN.

**IMPORTANT:** If an employee does NOT provide an SSN, they must obtain one from the Social Security Administration. This can delay the 3-day requirement to create a case in E-Verify. Employers must note the reason for this delay on the employee's Form I-9 during the verification process. You must create a case in E-Verify as soon as the employee has received their SSN from SSA.


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### Form I-9: Section 2 - Overview

Employers must complete Section 2 of Form I-9 in its entirety. To complete Section 2, you must examine documents that prove the identity and employment eligibility of the newly hired employee.



**IMPORTANT:** You may NOT specify which document(s) from the list of acceptable documents on Form I-9 an employee may choose to present.

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## Form I-9 and E-Verify – Form I-9, Section 2 – Overview

Employers must complete Section 2 of Form I-9 in its entirety. To complete Section 2, you must examine documents that prove the identity and employment eligibility of the newly hired employee.

**Important:** You may **NOT** specify which document(s) from the list of acceptable documents on Form I-9 and employee may choose to present.




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### Form I-9: Section 2 - Overview (continued)

An employer may accept one document from List A, which proves both identity and employment eligibility, or a combination of documents from List B, which proves identity, and List C, which proves employment eligibility.



**IMPORTANT:** Any List B document(s) presented to an employer participating in E-Verify MUST contain a photo. If an employee doesn't have a photo on their List B document, contact E-Verify Customer Support. E-Verify Customer Support is available Monday through Friday, 8:00 a.m. to 5:00 p.m. local time except federal holidays at 888-464-4218.

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## Form I-9 and E-Verify – Form I-9, Section 2 – Documents

An employer may accept one document from List A, which proves both identity and employment eligibility, **or** a combination of documents from List B, which proves identity, and List C, which proves employment eligibility.

**IMPORTANT:** Any List B document(s) presented to an employer participating in E-Verify **MUST** contain a photo.

### Verification Process Overview

The E-Verify employment eligibility verification process begins with a completed Form I-9. The information from Form I-9 is then entered into E-Verify and a case result is provided.

Case results inform you of your client’s employee’s work eligibility. Case results can be initial, interim, or final.

If you determine the information is the case is incorrect, close the case and create a new case with correct information.

Every case must be closed.

**REMINDER:** E-Verify makes employment eligibility determinations by comparing the employee’s Form I-9 information entered in E-Verify to official government records.



### Verification Process - Initial Verification Case Results Overview

After Form I-9 information has been entered into E-Verify, E-Verify promptly provides you an initial case result. An initial case result is the first, and sometimes final, case result provided by E-Verify.

An overview of the initial case results is listed in the table below.

Initial Case Results	Overview
Employment Authorized	The employee's information matched with official records. Case will automatically close. No action needed.





Tentative Nonconfirmation (Mismatch)	Information does not initially match records. Additional action is required.
E-Verify Needs More Time	DHS could not immediately verify the data and needs more time. This case is referred to DHS for further action. No action is required until further notice from E-Verify.

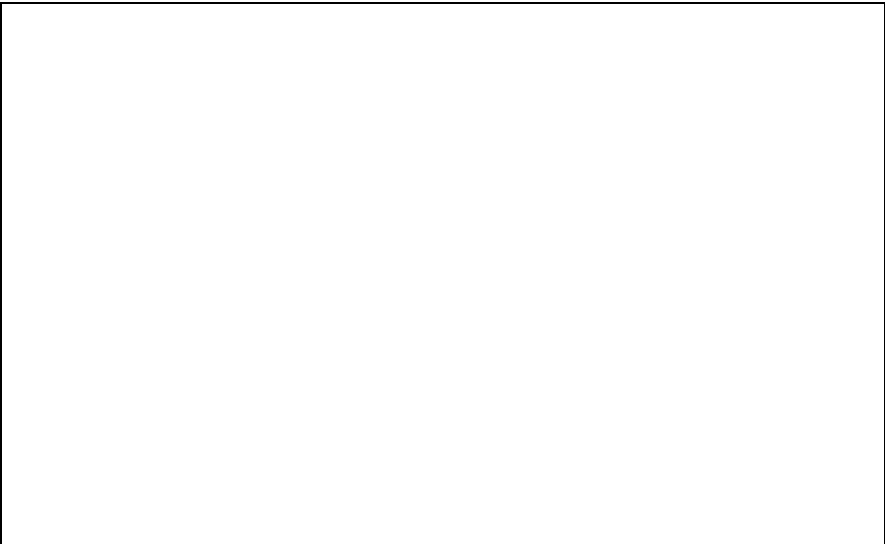
Each case result is unique and may or may not require additional action by you and/or the employee. Additional information on initial case results and next steps are addressed throughout this tutorial.

### Verification Process – Interim Verification Case Results Overview

An interim case result requires additional action before E-Verify can provide you with a final case result.

An overview of the interim case results is listed in the table below.

Interim Case Results	Overview
DHS and/or SSA Tentative Nonconfirmation (Mismatch)	Information did not match official government records. Additional action is required.
E-Verify Needs More Time	DHS could not immediately verify the data and needs more time. This case is referred to DHS for further action. No action is required until further notice from E-Verify.



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#### Interim Case Results - Overview

An interim case result requires additional action before E-Verify can provide you with a final case result. An overview of the interim case results is listed in the table below.

Interim Case Results	Overview
SSA or DHS Tentative Nonconfirmation	Information did not match with SSA or DHS records. Additional action is required.
Review and Update Employee Data	A prompt to review, update and resubmit the employee's Form I-9 information.
DHS Verification in Process	This case is referred to DHS for further verification. No action is required until further notice from E-Verify.
SSA or DHS Case in Continuance	The employee has visited an SSA field office or contacted DHS, but more time is needed to determine a final case result.

Each case result is unique, and may or may not require additional action by you and/or the employee. Additional information on interim case results and next steps are addressed throughout this tutorial.

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U.S. Department of Homeland Security U.S. Citizenship and Immigration Services Accessibility Plus icon Sitemap

**DHS and/or SSA Case in Continuance**

The employee has contacted DHS or visited an SSA field office, but more time is needed to determine a final case result. No action is required until further notice from E-Verify.

Each case result is unique and may or may not require additional action by you and/or the employee. Additional information on interim case results and next steps are addressed throughout this tutorial.

**Final Case Results - Overview**

A final case result means that the case is ready to be closed. You must close every case to complete the E-Verify process.

An overview of the final case results is listed in the table below.

Final Case Results	Overview
Employment Authorized	The employee's information matched with DHS and/or SSA records. It's that easy!
SSA or DHS Final Nonconfirmation	E-Verify cannot verify an employee's employment eligibility after the employee has visited SSA or contacted DHS.
DHS No Show	The employee did not contact DHS within the eight Federal Government working days.
Error: Close Case and Resubmit	This case cannot continue because the expiration date entered for the employee's U.S. Passport, Passport Card or driver's license is incorrect. This case must be resubmitted in E-Verify.

Additional information on final case results and next steps are addressed throughout this tutorial.

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**Verification Process – Final Case Results Overview**

A final case result means that the case is ready to be closed. You must close every case to complete the E-Verify process.

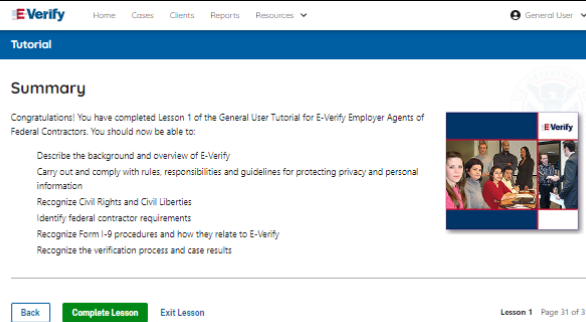
An overview of the final case results is listed in the table below.

Final Case Results	Overview
Employment Authorized	The employee's information matched with official records. Case will automatically close. No action needed.
DHS and/or SSA Final Nonconfirmation	E-Verify cannot verify an employee's employment eligibility after the employee has contacted DHS or visited SSA. You may close the case.
Close Case and Resubmit	This case cannot continue because the expiration date entered for the employee's U.S. Passport, Passport Card or driver's license is incorrect.



Close the case in E-Verify and create a new case.

Each case result is unique and may or may not require additional action by you. Additional information on final case results and next steps are addressed throughout this tutorial.

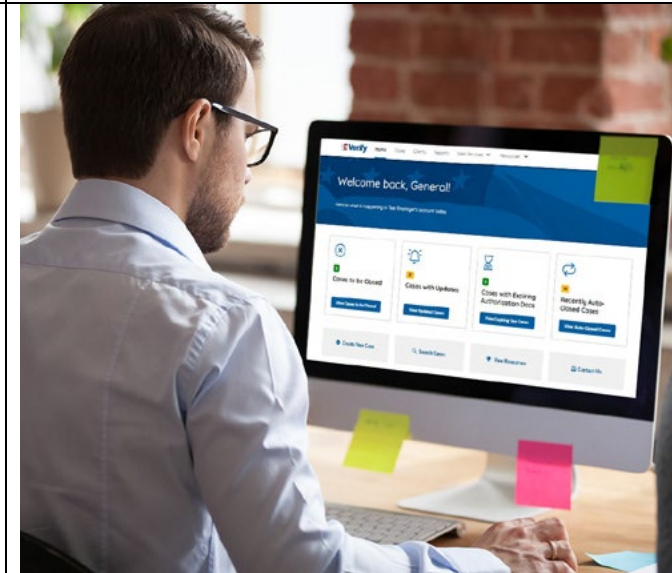


The screenshot shows the E-Verify 'Tutorial' page. At the top, there is a navigation bar with 'Home', 'Cases', 'Clients', 'Reports', and 'Resources'. Below this is a 'Tutorial' header. The main content area is titled 'Summary' and includes a congratulatory message: 'Congratulations! You have completed Lesson 1 of the General User Tutorial for E-Verify Employer Agents of Federal Contractors. You should now be able to:'. A list of learning objectives follows: 'Describe the background and overview of E-Verify', 'Carry out and comply with rules, responsibilities and guidelines for protecting privacy and personal information', 'Recognize Civil Rights and Civil Liberties', 'Identify federal contractor requirements', 'Recognize Form I-9 procedures and how they relate to E-Verify', and 'Recognize the verification process and case results'. A small image of a group of people is visible on the right side of the text. At the bottom, there are three buttons: 'Back', 'Complete Lesson', and 'Exit Lesson'. The page number 'Lesson 1 Page 31 of 31' is displayed in the bottom right corner.

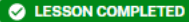
### Summary

Congratulations! You have completed Lesson 1 of the General User Tutorial for E-Verify Employer Agents of Federal Contractors. You should now be able to:

- Describe the E-Verify and Federal Contractor Background
- Describe the E-Verify and E-Verify Employer Agent Overview
- Carry out and comply with rules, responsibilities, and guidelines for protecting privacy and personal information
- Recognize Civil Rights and Civil Liberties
- Identify E-Verify and federal contractor requirements
- Recognize Form I-9 procedures and how they relate to E-Verify
- Recognize the verification process and case results



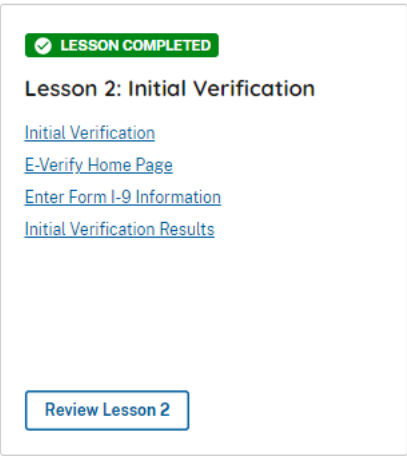
## EEA FC Lesson 2

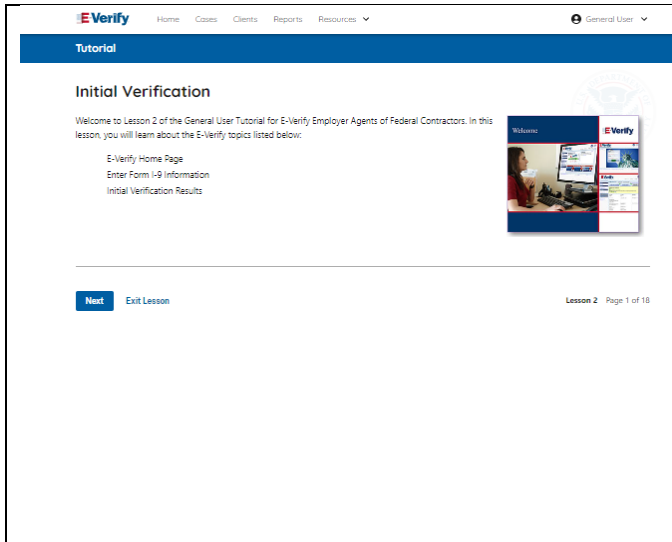
 LESSON COMPLETED

**Lesson 2: Initial Verification**

[Initial Verification](#)  
[E-Verify Home Page](#)  
[Enter Form I-9 Information](#)  
[Initial Verification Results](#)

[Review Lesson 2](#)

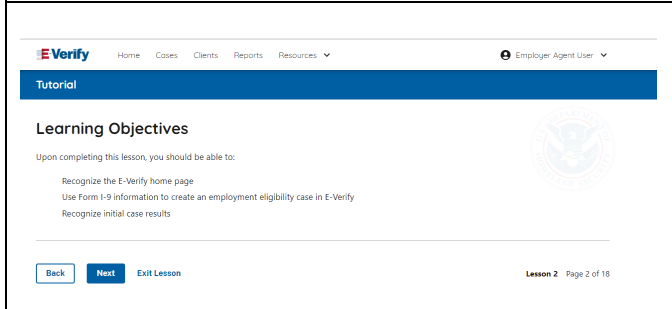
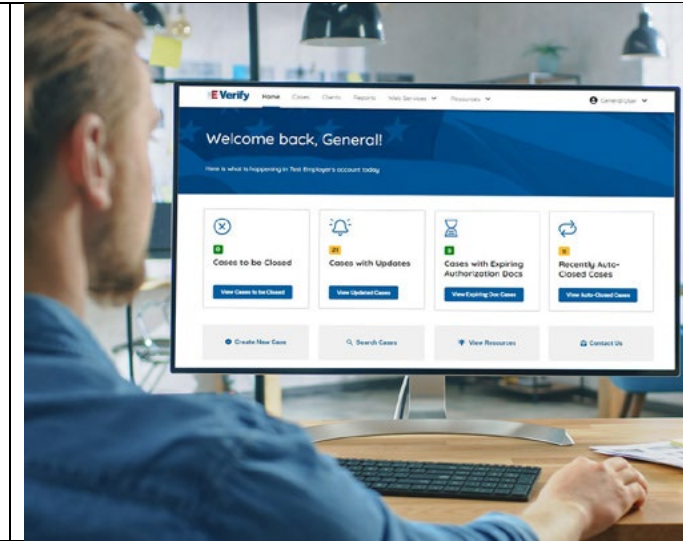
Current	Updated Content	Updated Image
<div><p> LESSON COMPLETED</p><p><b>Lesson 2: Initial Verification</b></p><p><a href="#">Initial Verification</a> <a href="#">E-Verify Home Page</a> <a href="#">Enter Form I-9 Information</a> <a href="#">Initial Verification Results</a></p><p><a href="#">Review Lesson 2</a></p></div>	<p><b>Lesson 2: Initial Verification</b></p> <p>Initial Verification E-Verify Home Page Enter Form I-9 Information Initial Verification Results</p>	



## Initial Verification

Welcome to Lesson 2 of the General User Tutorial for E-Verify Employer Agents of Federal Contractors. In this lesson, you will learn about:

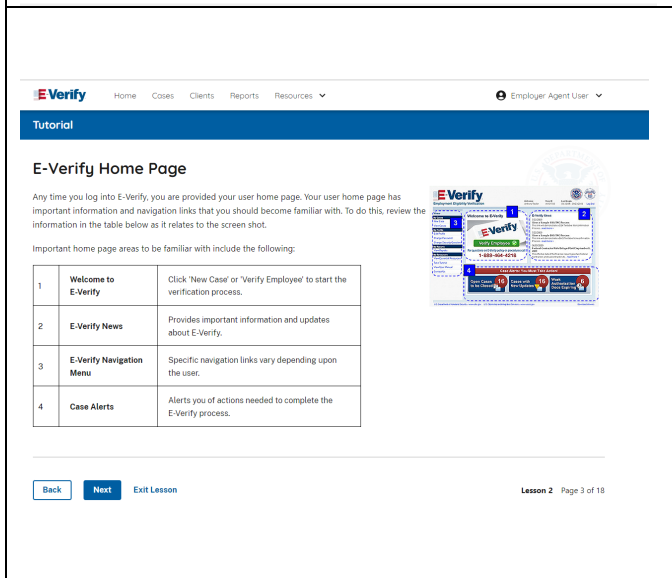
- E-Verify Home Page
- Entering Form I-9 Information
- Initial Verification Results



## Learning Objectives

Upon completing this lesson, you should be able to:

- Recognize the E-Verify home page
- Use Form I-9 information to create a case in E-Verify
- Recognize initial case results



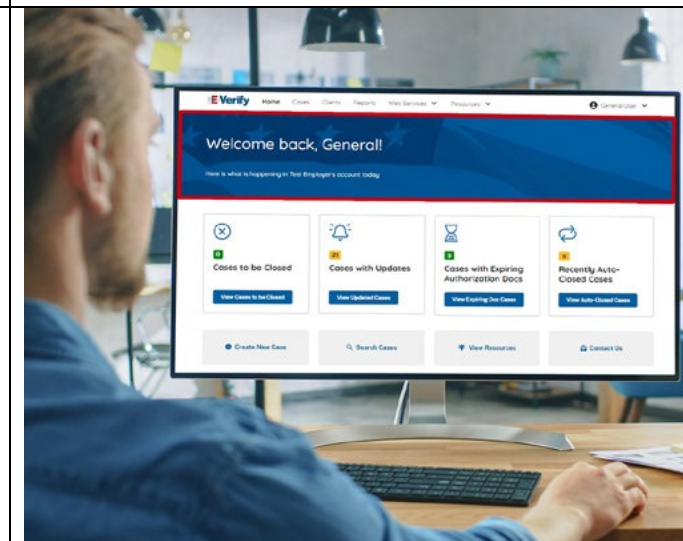
## E-Verify Home Page

Each time you log in to E-Verify you will see a welcome back banner with your name and company listed.

Under the welcome banner are case alert boxes with important information about your cases, including Cases to be Closed, Cases with Updates, Cases with Expiring Authorization Docs and Recently Auto-Closed Cases.

Directly below the case alert boxes are convenient quick links in gray boxes, including Create New Case, Search Cases, View Resources and Contact Us.

Below the quick links is the E-Verify News section that keeps you up to date on the latest and greatest with E-Verify.



The next slides will help you become familiar with the links found on your user home page and provide additional information about each link.

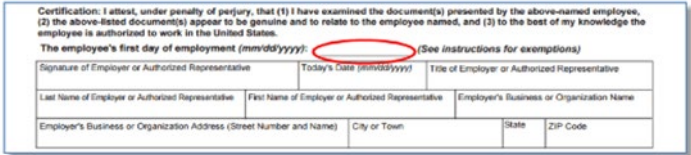
**Navigation buttons above the banner include:**

MENU	FUNCTIONS
Home	<ul style="list-style-type: none"> <li>Employer Agent User Home Page</li> </ul>
Cases	<ul style="list-style-type: none"> <li>Search Cases</li> <li>View All Cases</li> <li>Create New Case</li> </ul>
Clients	<ul style="list-style-type: none"> <li>Search Cases</li> <li>Client Company Terminate Account</li> <li>Add New Company</li> </ul>
Reports	<ul style="list-style-type: none"> <li>Run Reports</li> </ul>
Resources	<ul style="list-style-type: none"> <li>View Essential Resources</li> <li>Take Tutorial</li> <li>View User Manual</li> <li>E-Verify News</li> <li>Contact Us</li> </ul>
Account Options	<ul style="list-style-type: none"> <li>User Profile</li> <li>Change Password</li> <li>Change Security Questions</li> <li>Log Out</li> </ul>

**Create an E-Verify Case**

The earliest you may create a case in E-Verify is after the employee accepts an offer of employment and Form I-9 is complete. After the Form I-9 is complete, your next step is to create a case in E-Verify. An E-Verify case must be created no later than the third business day after the employee starts work for pay.

You can find the employee's first day of employment in Section 2 of Form I-9. The employee's first day of employment is circled below.



If the employee's first day of employment changes after you have created the case in E-Verify, no additional action is required in E-Verify as you cannot change that date once you've created the case. You must, however, make a correction to the date recorded in the certification block of Section 2 of the employee's Form I-9 if the employee's first day of employment changes. Annotate the correction with your initials and the date.

Review the [Handbook for Employers: Instructions for Completing Form I-9 \(M-274\)](#) or [I-9 Central](#) for more information.

**NOTE:** Employees hired on or before Nov. 6, 1986, are not subject to Form I-9 and, therefore, may not have a case created in E-Verify based on this employment.

**Getting Started**

To create a case in E-Verify, take the information that the employee completed on their Form I-9 and enter it into E-Verify.

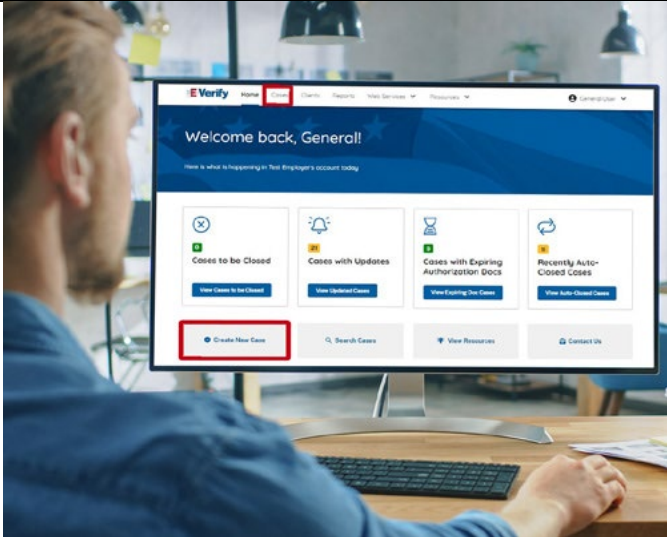
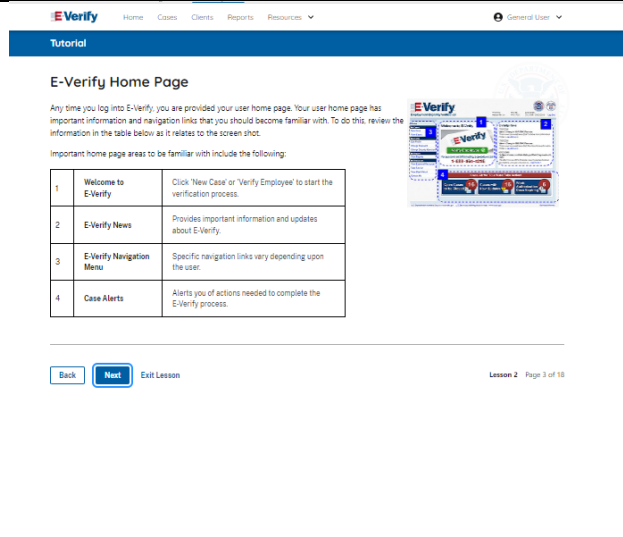
From the E-Verify home page:

Click **Cases** above the banner and **select Create New Case;**

or

Click **Create New Case** quick link in gray box below the case alerts.

**IMPORTANT:** No case can be deleted after it has been created. If a case is created in error, simply close the case. All draft cases will be automatically closed after 180 days.



**E-Verify** Home Cases Clients Reports Resources Employer Agent User

**Tutorial**

### Enter Form I-9 Information

After you have selected 'New Case' or 'Verify Employee,' you have started to create a case in E-Verify.

Use the information on the employee's Form I-9 to complete the steps on each screen, listed for you below:

Select the citizenship status that the employee chose in Section 1 of Form I-9 and click 'Continue.'


Select the information provided in Section 2 of Form I-9 and click 'Continue.'

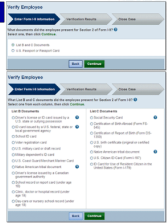
When you select 'List B and C documents,' E-Verify prompts you to select the documents presented by the employee from Section 2 of Form I-9 for both List B and List C. Make the correct selection and click 'Continue.'

When you select 'Driver's license or ID card issued by a U.S. state or outlying possession,' E-Verify will prompt you to select the document name and state. Make the correct selection and click 'Continue.'

Enter all required fields (marked with \*\*) and click 'Continue.'

When the employee provides an email address on Form I-9, you must enter it into E-Verify. E-Verify may send the employee email notifications with information about his or her E-Verify case.

**NOTE:** Additional information is available in the form of helper text. To access this information, simply click any helper text symbol .




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## Enter Form I-9 Information

Enter the employee's information from Section 1 of Form I-9. If you do not enter required information or enter non-standard information E-Verify generates a field error message and you must enter the required information to continue with the case.

In the Enter Form I-9 Information screen:

- Complete the Employee Information and Attestation section;
- If the employee provided an email address on Form I-9, you must enter it into E-Verify. E-Verify may send the employee email notifications with information about their E-Verify case;
- Click **Continue**;
- Choose the appropriate option for citizenship or immigration status;
- Click **List A Document** or **List B & C Document** when asked what documents the employer or authorized representative reviewed and verified;
- Select document(s) types from drop down list;
- Enter Document Number (if applicable);
- Enter Expiration Date (if applicable); and
- Click **Continue**.

**NOTE:** Additional information is available in the form of helper text. To access this information, simply click any helper text symbol .

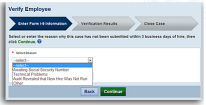


**E-Verify** Home Cases Clients Reports Resources Employer Agent User

**Tutorial**

### Enter Form I-9 Information (continued)

When appropriate, E-Verify prompts you to enter the reason you have not created a case within 3 business days of hire. Select the appropriate response and click 'Continue.'



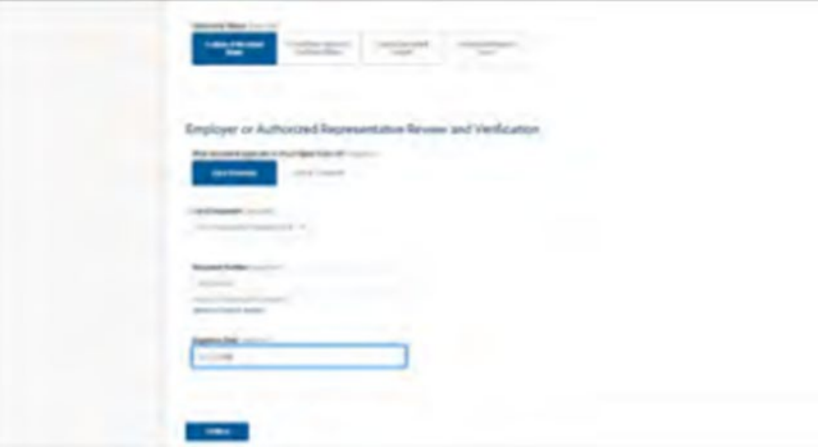
**REMINDER:** The hire date is the first day of employment in exchange for wages or other remuneration as entered into the 'employee's first day of employment' date from the 'Certification' in Section 2 on Form I-9. The E-Verify case may be created before the employee begins work for pay as long as the employee has accepted an offer of employment and Form I-9 is complete. In these situations, the date you should enter into the hire date field in E-Verify is the Section 2 'Certification' date from the employee's Form I-9.

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## Enter Form I-9 Information – Additional Case Details

Under the Additional Case Details section, type the employee's first day of employment recorded in Section 2 of Form I-9 into the Employee's First Day of Employment field. Alternatively, you may click **Today**, **1 Day Ago**, or **2 Days Ago** and the corresponding date automatically populates in the Employee's First Day of Employment field.

If the case is being created 3 or more days past the employee's first day of employment, you must provide a reason for the delay. Select the appropriate reason from the drop-down menu or if other is selected, E-Verify requires you to type the reason in the Reason for Delay text box and click Continue.





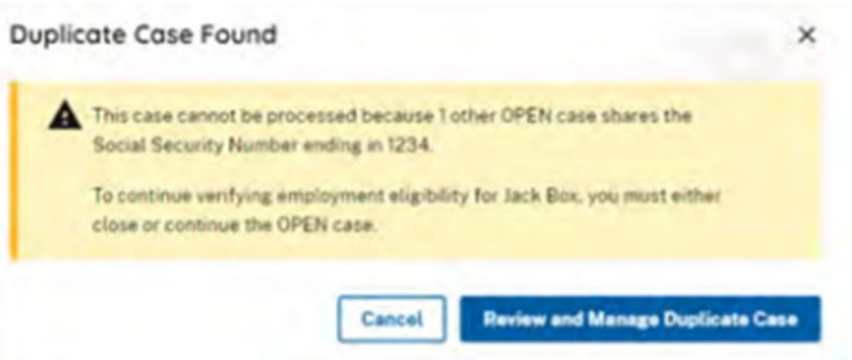
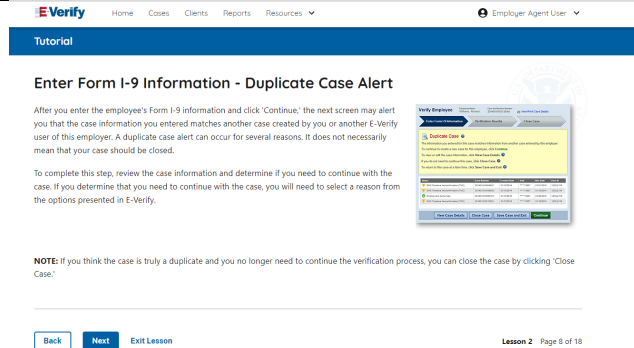
**REMINDER:** The employee's first day of employment is the date the employee begins working in exchange for wages or other remuneration. That date should be entered as the employee's first day of employment date from the certification block in Section 2 on Form I-9. The E-Verify case may be created before the employee begins work for pay as long as the employee has accepted an offer of employment and Form I-9 is complete. In these situations, the date you should enter in the hire date field in E-Verify is the date recorded in the certification portion of Section 2 from the employee's Form I-9.

**Enter Form I-9 Information – Duplicate Case Alert**

After you enter the employee's Form I-9 information and click **Continue**, the next screen may alert you that the case information you entered matches another case created by you or another E-Verify user of this employer. A duplicate case alert can occur for several reasons. It does not necessarily mean that your case should be closed.

If you receive a new duplicate case alert, you must close all open duplicate cases created for this employee before either this or another case can proceed:

- Select **Review and Manage Duplicate Cases** to see a list of all duplicate cases (open and closed).
- To close an individual case, click **Close Case**.
- Select **Cancel** if you wish to completely discontinue with this case that you have started. Nothing will be saved).
- To continue with a previously created open duplicate case, click **Continue Case**.
- If you decide to continue processing a duplicate case listed in this alert, you must select a reason for continuing a duplicate case.



**EVerify** Home Cases Clients Reports Resources Employer Agent User


**Tutorial**

### Enter Form I-9 Information - Check Information

In some cases, after you enter the employee's Form I-9 information and click 'Continue,' the next screen asks you to check the employee's information before E-Verify provides an initial case result.

To complete this step, ensure that the information you entered in E-Verify matches with the employee's Form I-9. The information you entered in E-Verify **MUST** match with the employee's Form I-9.

After this information is verified and/or corrected, click 'Continue.'



**NOTE:** If you think you have made an error or no longer need to continue the verification process, you can close any case by clicking 'Close Case.'

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## Enter Form I-9 Information – Review Case


In some cases, after you enter the employee's Form I-9 information and click **Continue**, the Review Case screen asks you to check the employee's information before E-Verify provides an initial case result.

To complete this step, you must ensure that the information you entered in E-Verify matches the employee's Form I-9.

- You can change information before receiving case results by clicking **Edit Case Details**;
- After this information is verified and/or corrected, click **Submit Case**;
- If you need more time, click **Save and Exit**; or
- If you think you have made an error or no longer need to continue the verification process, you can click **Close Case** and the case will automatically close without being submitted.

**EVerify** Home Cases Clients Reports Resources Employer Agent User

**Verify Employee** Review Case



**Close Case**

Employee Information and Attributes:

- Name
- DOB
- SSN
- US Born (Yes/No)
- US Born (State/Date)
- Employee Photo
- Employee Photo
- Employee Photo
- Employee Photo
- Employee Photo
- Employee Photo

Employee or Authorized Representative Name and Title:

- Employee
- Authorized Representative
- Employee Photo
- Employee Photo
- Employee Photo
- Employee Photo

[Close Case](#)


**EVerify** Home Cases Clients Reports Resources Employer Agent User

**Tutorial**

### Enter Form I-9 Information - Error: Unexpired Document Required

If an expired U.S. Passport, Passport Card or driver's license was entered, E-Verify will display the 'Error: Unexpired Document Required' screen. This means that E-Verify has NOT created a case for this employee; you must obtain an unexpired document for Form I-9 and re-enter the case.

To start a new case, click 'New Case' and enter the employee's unexpired Form I-9 document information.



**IMPORTANT:** An expired document presented for Form I-9 does NOT mean that the employee is not authorized to work in the United States. First, obtain an unexpired document and then re-enter the case in E-Verify. Then, E-Verify will verify the employment eligibility of this employee.

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## Delete OBE


E-Verify Home Cases Clients Reports Resources Employer Agent User

Tutorial

### Enter Form I-9 Information - Photo Matching

In some cases, E-Verify prompts you to compare the photo on an employee's Form I-9 photo document with a photo displayed on the E-Verify screen. This helps you ensure that the document provided matches DHS records.

The photo matching step happens automatically. This may occur when an employee presents a U.S. Passport or Passport Card, Permanent Resident Card (Form I-551) or an Employment Authorization Document (Form I-766) for Form I-9 completion.



**NOTE:** You will need to get a clear copy of the employee's Form I-9 document from your client.

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## Enter Form I-9 Information – E-Verify Photo Matching

In some cases, E-Verify prompts you to compare the photo on an employee's Form I-9 photo document with a photo displayed on the E-Verify screen. This helps you ensure that the document provided matches government official records.

The photo matching step happens automatically when an employee presents a U.S. Passport or Passport Card, Permanent Resident Card (Form I-551, also known as a Green Card), or an Employment Authorization Document (Form I-766) for Form I-9 completion.



E-Verify Home Cases Clients Reports Resources Employer Agent User

Tutorial

### Enter Form I-9 Information - Photo Matching (continued)

Matching photos is easy – simply compare the photo shown in E-Verify to the photo on the employee's Form I-9 photo document, **NOT** to the employee. The two photos should be identical.

Determine if the photos appear reasonably identical, account for minor variances in shading and detail and select:


**Yes:** the photo on the employee's actual document or a copy matches the photo displayed by E-Verify. Clothing, hair style, facing direction and appearance on the card should be identical to the photo displayed by E-Verify.

**OR**

**No:** the photo on the employee's actual document or a copy does not match the photo displayed in E-Verify.

Then, click 'Continue.'

**NOTE:** A watermark has been added to the photo displayed in E-Verify to prevent unauthorized use. The photo on the document presented by the employee will not have a watermark. Absence of a watermark on the document photo does not mean that it is not authentic.



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## Enter Form I-9 Information – E-Verify Photo Matching Overview

Matching photos is easy – simply compare the photo shown in E-Verify to the photo on the employee's Form I-9 photo document, **NOT** to the employee. The two photos should be identical.

Determine if the photos appear reasonably identical, account for minor variances in shading and detail, then select:

**Yes, the photo matches** - The photo on the employee's actual document or a copy matches the photo displayed by E-Verify. Clothing, hair style, facing direction and appearance on the card should be identical to the photo displayed by E-Verify.

**No, this photo does not match** - The photo on the employee's actual document or a copy does not match the photo displayed in E-Verify.

**OR**



**No photo displayed** - No photo was displayed for the E-Verify user to compare with the employee's document provided. You should select this option when E-Verify either displays no photo or it displays an image of something other than a photo of a person, such as an image of a document.

Then, click **Continue to Case Results**.

Review the [E-Verify User Manual, 2.2.2 E-Verify Photo Matching](#) for more information.

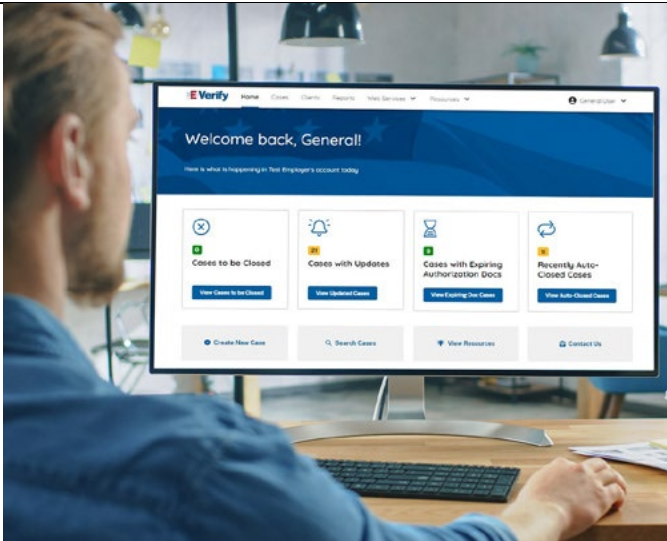
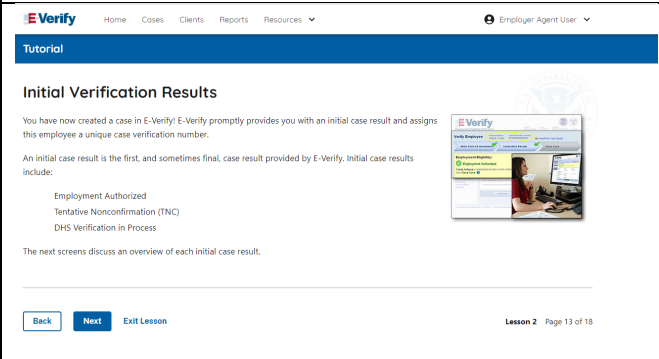
**Verification Process - Initial Verification Case Results Overview**

After Form I-9 information has been entered into E-Verify, E-Verify promptly provides you an initial case result. An initial case result is the first, and sometimes final, case result provided by E-Verify.

An overview of the initial case results is listed in the table below.

Initial Case Results	Overview
Employment Authorized	The employee's information matched with official records. Case will automatically close. No action needed.
Tentative Nonconfirmation (Mismatch)	Information does not initially match official government records. Additional action is required.
E-Verify Needs More Time	DHS could not immediately verify the data and needs more time. This case is referred to DHS for further verification. No action is required until further notice from E-Verify.

Each case result is unique and may or may not require additional action by you and/or the employee. Additional information on initial case results and next steps are addressed throughout this tutorial.



**E-Verify** Home Cases Clients Reports Resources Employer Agent User

**Tutorial**

### Employment Authorized

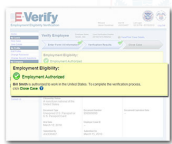
'Employment Authorized' is the most common case result. It means that the employee's information matches with DHS and/or SSA records. It's that easy!

A case result of 'Employment Authorized' is also considered a final case result.

Your next step is to record the case verification number on the employee's Form I-9 and/or print a copy of the case details and file it with the employee's Form I-9.

Then, simply close the case in E-Verify! After you close the case, you have completed the verification process!

Lesson 4 discusses the steps required to close a case.



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## Verification Process – Final Case Results Overview

A final case result means that the case is ready to be closed. You must close every case to complete the E-Verify process.

An overview of the final case results is listed in the table below.

Final Case Results	Overview
<b>Employment Authorized</b>	The employee's information matched with official records. Case will automatically close. No action needed.
<b>DHS or SSA Final Nonconfirmation</b>	E-Verify could not immediately verify an employee's employment eligibility after the employee has contacted DHS or visited SSA. You may close the case.
<b>Close Case and Resubmit</b>	This case cannot continue because the expiration date entered for the employee's U.S. Passport, Passport Card or driver's license is incorrect. Close the case in E-Verify and create a new case.

Each case result is unique and may or may not require additional action by you. Additional information on final case results and next steps are addressed throughout this tutorial.

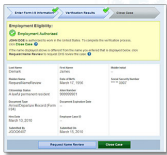
**E-Verify** Home Cases Clients Reports Resources Employer Agent User

**Tutorial**

### Employment Authorized - Request Name Review

In rare situations, E-Verify issues a case result of 'Employment Authorized,' but the name provided on the case result does not match with the name displayed in E-Verify. This happens when the information matches, but there are name variations in DHS records.

Review the employee's information as displayed in E-Verify and compare it with the information displayed in the case result on the same screen. If the name displayed in E-Verify is different from the name displayed in the case result, you must click 'Request Name Review' and submit comments, and DHS will review the case.



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## DELETE OBE

**E-Verify** Home Cases Clients Reports Resources Employer Agent User

**Tutorial**

### Tentative Nonconfirmation (TNC)

A Tentative Nonconfirmation (TNC) means that the employee's information does not initially match with Social Security Administration (SSA) or U.S. Department of Homeland Security (DHS) records.

There are two types of TNCs:

- SSA Tentative Nonconfirmation (SSA TNC)
- DHS Tentative Nonconfirmation (DHS TNC)

A TNC does NOT necessarily mean that the employee is not authorized to work in the United States. This case result is also considered an interim case result because it requires additional action by you and the employee.

The next lesson discusses the steps required for a TNC.

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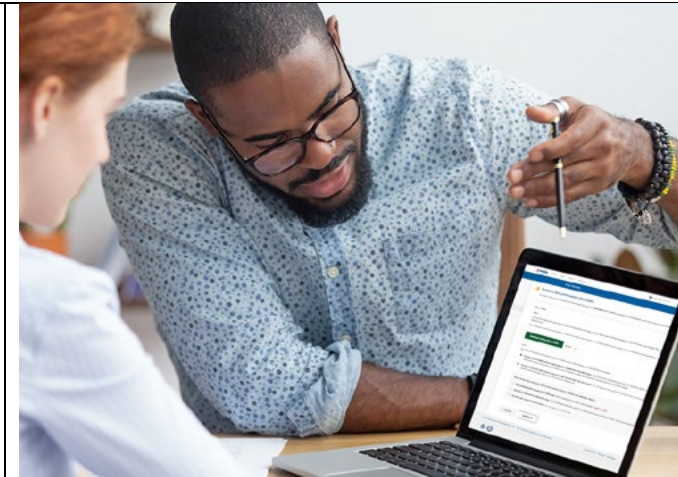
## Tentative Nonconfirmation (Mismatch) – Process Overview

The Tentative Nonconfirmation (mismatch) process can be simple; however, it requires action by you and the employee.

Employers must complete the following steps in E-Verify within 10 federal government working days after issuance of the mismatch result:

- Notify your employee of their mismatch result as soon as possible within the 10 days.
- Download the Further Action Notice.
- Give your employee a copy of the Further Action Notice.
- Review the Further Action Notice with your employee in private and have them confirm whether the information listed is correct.
- If the information is incorrect, select the statement indicating the information was not correct and close the case. After the case is closed, create a new case for your employee with the correct information.
- If the information is correct, tell your employee they have 10 days from issuance of the mismatch to notify you whether they will take action to resolve the mismatch.
- Refer the case if your employee tells you they will take action to resolve the mismatch and refer the case to DHS and/or SSA.
- If your employee does not give you their decision by the end of the 10th federal government working day after E-Verify issued the mismatch, then you close the case.

Review the [E-Verify User Manual, 3.3 Tentative Nonconfirmation \(Mismatch\)](#) for more information.



**E-Verify** Home Cases Clients Reports Resources Employer Agent User

**Tutorial**

### DHS Verification in Process

A case result of 'DHS Verification in Process' means that the employee's information did not initially match DHS records. E-Verify automatically sends this case to DHS for further verification.

'DHS Verification in Process' does not require action. DHS responds within 3 Federal Government working days with an updated case result. You can review the result through Case Alerts on your E-Verify user home page. Your next step is determined by the case result provided.

**NOTE:** DHS Verification in Process' is also considered an interim case result and is provided to you when necessary during the verification process.

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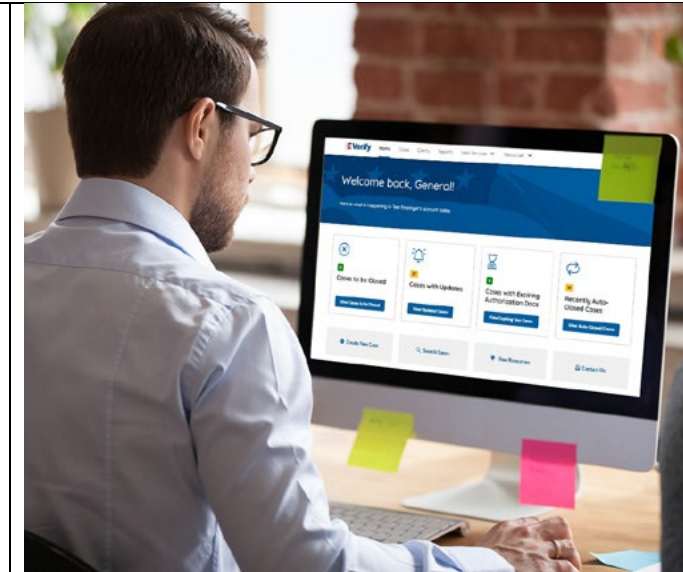
## Delete – now covered on Verification Process - Initial Verification Case Results Overview slide

The screenshot shows the E-Verify tutorial summary page. At the top, there is a navigation bar with the E-Verify logo and links for Home, Cases, Clients, Reports, and Resources. Below this is a blue header with the word "Tutorial". The main content area is titled "Summary" and contains a congratulatory message: "Congratulations! You have completed Lesson 1 of the General User Tutorial for E-Verify Employer Agents of Federal Contractors. You should now be able to:". This is followed by a list of five learning objectives: "Describe the background and overview of E-Verify", "Carry out and comply with rules, responsibilities and guidelines for protecting privacy and personal information", "Recognize Civil Rights and Civil Liberties", "Identify federal contractor requirements", and "Recognize Form I-9 procedures and how they relate to E-Verify". To the right of the text is a small image showing a group of people in a meeting. At the bottom of the page, there are three buttons: "Back", "Complete Lesson", and "Exit Lesson". The footer indicates "Lesson 1 Page 31 of 31".

## Summary

Congratulations! You have completed Lesson 2 of the General User Tutorial for E-Verify Employer Agents of Federal Contractors. You should now be able to:

- Recognize the E-Verify home page
- Use Form I-9 information to create a case in E-Verify
- Recognize initial case results.



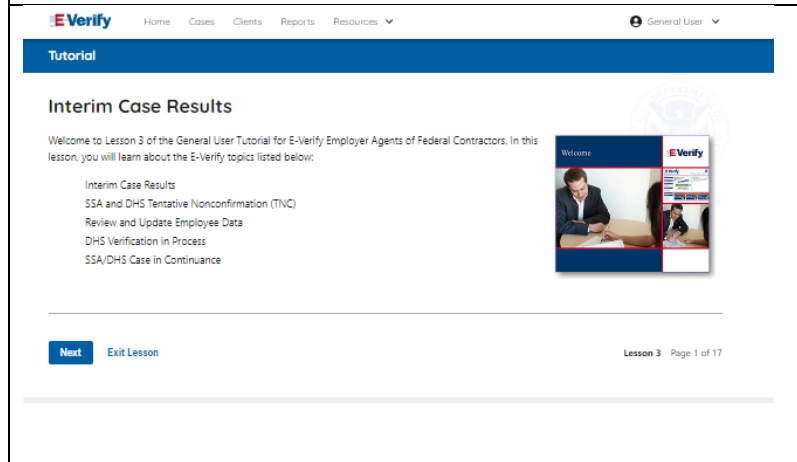
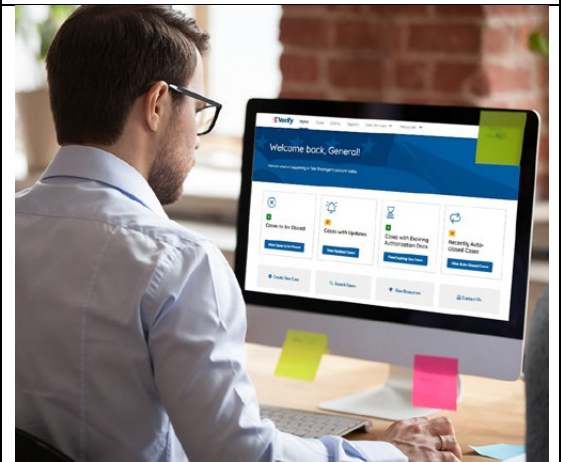
## EEA FC Lesson 3

**LESSON COMPLETED**

**Lesson 3: Interim Case Results**

[Interim Case Results](#)  
[Interim Case Results - Overview](#)  
[SSA and DHS Tentative Nonconfirmation](#)  
[Review and Update Employee Data](#)  
[DHS Verification in Process](#)  
[SSA/DHS Case in Continuance](#)

[Review Lesson 3](#)

Current	Updated Content	
<p><b>LESSON COMPLETED</b></p> <p><b>Lesson 3: Interim Case Results</b></p> <p><a href="#">Interim Case Results</a>  <a href="#">Interim Case Results - Overview</a>  <a href="#">SSA and DHS Tentative Nonconfirmation</a>  <a href="#">Review and Update Employee Data</a>  <a href="#">DHS Verification in Process</a>  <a href="#">SSA/DHS Case in Continuance</a></p> <p><a href="#">Review Lesson 3</a></p>	<p><b>Lesson 3: Interim Case Results</b></p> <p>Interim Case Results            Interim Case Results – Overview            DHS and SSA Tentative Nonconfirmation (Mismatch)            E-Verify Needs More Time            DHS or SSA Case in Continuance</p>	
	<p><b>Interim Case Results</b></p> <p>Welcome to Lesson 3 of the E-Verify General User Tutorial. In this lesson, you will learn about these E-Verify topics:</p> <ul style="list-style-type: none"> <li>• Interim Case Results</li> <li>• DHS and SSA Tentative Nonconfirmation (Mismatch)</li> <li>• E-Verify Needs More Time</li> <li>• DHS or SSA Case in Continuance</li> </ul>	



E-Verify Home Cases Clients Reports Resources Employer Agent User

**Tutorial**

### Learning Objectives

Upon completing this lesson, you should be able to:

- Complete an SSA and DHS Tentative Nonconfirmation
- Recognize interim case results
- Describe E-Verify interim case results: Review and Update Employee Data, DHS Verification in Process and SSA/DHS Case in Continuance

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### Learning Objectives

Upon completing this lesson, you should be able to:

- Complete a DHS and SSA Tentative Nonconfirmation (Mismatch)
- Recognize interim case results
- Describe E-Verify interim case results:
  - E-Verify Needs More Time; and
  - DHS or SSA Case in Continuance
- Complete Photo Matching Process

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**Tutorial**

### Interim Case Results - Overview

An interim case result requires additional action before E-Verify can provide a final case result. All cases must receive a final case result. You must close every case to complete the E-Verify process.

Interim case results include:

- SSA Tentative Nonconfirmation and DHS Tentative Nonconfirmation
- Review and Update Employee Data
- DHS Verification in Process
- SSA Case in Continuance and DHS Case in Continuance

The next screens discuss each case result in detail.

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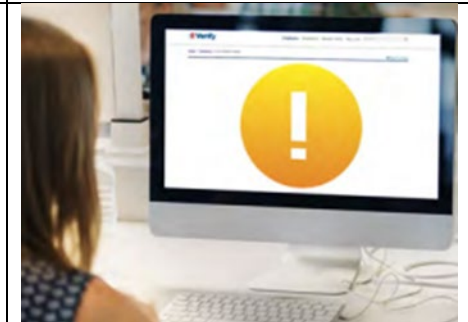
### Verification Process - Interim Verification Case Results Overview

An interim case result requires additional action before E-Verify can provide you with a final case result.

An overview of the interim case results is listed in the table below.

Interim Case Results	Overview
<b>DHS and/or SSA Tentative Nonconfirmation (Mismatch)</b>	Information did not match official government records. Additional action is required.
<b>E-Verify Needs More Time</b>	DHS cannot verify the data and needs more time. This case is referred to DHS for further verification. No action is required until further notice from E-Verify.
<b>DHS or SSA Case in Continuance</b>	The employee has contacted DHS or visited an SSA field office, but more time is needed to determine a final case driver's license result. No action is required until further notice from E-Verify.

Each case result is unique and may or may not require additional action by you and/or the employee. Additional information on interim case results and next steps are addressed throughout this tutorial.



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**Tutorial**

### SSA and DHS Tentative Nonconfirmation

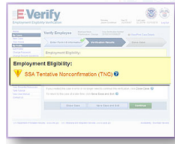
A Social Security Administration (SSA) or U.S. Department of Homeland Security (DHS) TNC means that the employee's information does not match with SSA or DHS records.

A TNC does NOT necessarily mean that the employee is not authorized to work in the United States.

The table below provides possible reasons a TNC may occur.

SSA TNC	<ul style="list-style-type: none"> <li>Citizenship or immigration status was not updated with SSA</li> <li>Name change was not reported to SSA</li> <li>Name, SSN or date of birth is incorrect in SSA records</li> <li>SSA record contains another type of error</li> <li>Information was not entered correctly by the employer</li> </ul>
DHS TNC	<ul style="list-style-type: none"> <li>Name, A-number and/or I-94 number are incorrect in DHS records</li> <li>U.S. Passport, Passport Card or driver's license information could not be verified</li> <li>ID photo document differs from the photo in DHS records</li> <li>Information was not updated in the employee's DHS records</li> <li>Citizenship or immigration status changed</li> <li>Record contains another type of error</li> <li>Information was not entered correctly by the employer</li> </ul>

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## DHS and SSA Mismatch

A Department of Homeland Security and/or Social Security Administration mismatch means that the employee's information does not match with official government records.

A mismatch does **NOT** necessarily mean that the employee is not authorized to work in the United States.

The table below provides some possible reasons a mismatch may occur.

<b>DHS MISMATCH</b>	<ul style="list-style-type: none"> <li>Name, A-number and/or I-94 number are incorrect in DHS records</li> <li>U.S. Passport, Passport Card or driver's license information could not be verified</li> <li>ID photo document differs from the photo in DHS records</li> <li>Information was not updated in the employee's DHS records</li> <li>Citizenship or immigration status changed</li> <li>Record contains another type of error</li> <li>Information was not entered correctly by the employer</li> </ul>
<b>SSA MISMATCH</b>	<ul style="list-style-type: none"> <li>Citizenship or immigration status was not updated with SSA</li> <li>Name change was not reported to SSA</li> <li>Name, SSN or date of birth is incorrect in SSA records</li> <li>SSA record contains another type of error</li> <li>Information was not entered correctly by the employer</li> </ul>



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Tutorial

### Tentative Nonconfirmation (TNC) - Process Overview

The TNC process can be simple; however, it requires action by you, your client and the employee.

First, your client must notify the employee in private of the TNC case result. To do this, you print the Further Action Notice and provide it to your client to review and sign. This Notice provides additional instruction to your client and the employee on next steps.

The next step is driven by the employee's choice to:

CONTEST - take action; or,  
NOT CONTEST - not take action

If the employee chooses to contest, then you refer him or her to either SSA or DHS. The Further Action Notice provides additional instruction to your client and the employee on next steps.

After the employee is notified and referred, E-Verify provides you an updated case result within 10 Federal Government working days.

The next screens walk you through the TNC process in detail.

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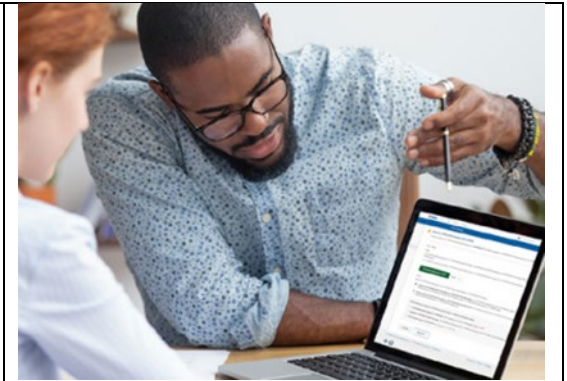
## Mismatch – Process Overview

The mismatch process can be simple; however, it requires action by you, your client, and the employee.

E-Verify employer agent, client and employee must complete the following steps in E-Verify within 10 federal government working days after issuance of the mismatch result:

- First your client must notify your employee of their mismatch result as soon as possible within the 10 federal government working days.
- To do this, print the Further Action Notice and provide it to your client to review and sign. The notice provides additional instruction to your client and the employee on next steps.
- Instruct your client to review the Further Action Notice with the employee in private and have them confirm whether the information listed is correct.
- Your client should let you know if the information is incorrect. If so, close the case and select the statement indicating the information was not correct. After the case is closed, create a new case for your employee with the correct information.
- Instruct your client, if the information is correct, the employee will decide whether to take action on the mismatch.
- Instruct your client to tell the employee they have 10 days from issuance of the mismatch to notify you whether they will take action to resolve the mismatch.
- If your employee does not give you their decision by the end of the 10th federal government working day after E-Verify issued the mismatch, then you close the case.

The next screen walks you through the mismatch process in detail.



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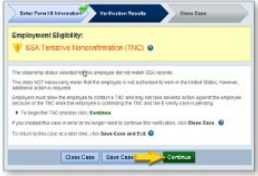
**Tutorial**

### Begin the TNC Process

When E-Verify provides a case result of SSA or DHS Tentative Nonconfirmation (TNC), you start the TNC process when you click 'Continue' from the verification result page.

The next screens take you through the steps listed below:

- Notify Employee of TNC
- Confirm Employee Decision
- Refer Employee or Close Case
- Check for Case Status Updates



**IMPORTANT:** A TNC does NOT necessarily mean that the employee is not authorized to work in the United States. Your client MUST provide the employee the opportunity to contest a TNC. You and/or your client may not take adverse action against an employee because of the TNC or while the employee's case is pending.

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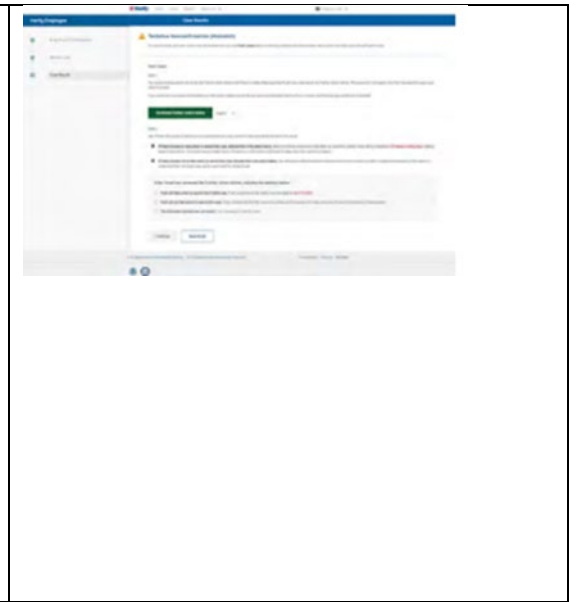
### Mismatch - Begin Mismatch Process

If E-Verify provides a case result of DHS and/or SSA mismatch, you will begin the mismatch process. The next screens take you through the steps listed below:

The next screens take you through the steps listed below:

- Notify Employee of Mismatch
- Confirm Employee Decision
- Refer Employee or Close Case
- Check for Case Status Updates

**IMPORTANT:** A mismatch does **NOT** necessarily mean that the employee is not authorized to work in the United States. You MUST provide the employee the opportunity to take action to resolve the mismatch. Employers may not terminate, suspend, delay training, withhold or lower pay, or take any other adverse action against an employee because of the mismatch, until the mismatch becomes a Final Nonconfirmation.



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**Tutorial**

### Notify the Employee of the TNC - Further Action Notice

The first step is to notify the employee of a TNC as soon as possible.

To notify the employee, follow the steps listed below:

- Select a language to print the Further Action Notice and click 'Print Notice.'
- Send the Further Action Notice to the employer and instruct them to review the Further Action Notice privately with the employee.
- Indicate that the employee has been notified by selecting the check box 'I have notified this employee of the TNC.'



**NOTE:** A sample of the Further Action Notice is available any time you log into E-Verify under 'View Essential Resources,' accessible on your user home page.

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### Mismatch - Notify the Employee of the Mismatch and provide the Further Action Notice

The first step is to notify your client's employee of a of their mismatch result as soon as possible within the 10 days.

To notify the employee, follow these steps:

- Select a language to print the Further Action Notice and click Download Further Action Notice.
- Send the Further Action Notice to your client and instruct them to review the Further Action Notice privately with the employee.

**NOTE:** A sample of the Further Action Notice is available any time you log into E-Verify under View Essential Resources, accessible on your user home screen.




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### Tutorial

#### Confirm Employee Decision

The next step is to confirm the employee's decision to contest or not contest the TNC.

The employee chooses to contest or not contest the case result and acknowledges this decision on the Further Action Notice.



To confirm the employee's decision:

- Instruct the employer to have the employee indicate whether he or she will contest or not contest the TNC on the Further Action Notice.
- Ensure that the employer and the employee sign and date the English version of the Further Action Notice.
- Instruct the employer to give the employee a copy of the signed Further Action Notice in English and attach the original to the employee's Form I-9.

If your employee chooses to not contest the TNC and take no further action, then you can close the case and employment can be terminated with no civil or criminal liability as noted in Article II, Section C – Responsibilities of the Employer (#6) in the Memorandum of Understanding (MOU).

A sample of the Further Action Notice is available in 'View Essential Resources.'

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### Mismatch – Confirm Employee Decision

The next step is to confirm the employee's decision to take action to resolve the mismatch or not take action to resolve the mismatch.

The employee chooses whether they will take action or not to resolve the mismatch and acknowledges this decision on the Further Action Notice.

To confirm the employee's decision:

- Have the employee indicate on the Further Action Notice whether they will take action to resolve the mismatch.
- Ensure that you and the employee sign and date the English version of the Further Action Notice.
- Give the employee a copy of the signed Further Action Notice in English and attach the original to the employee's Form I-9.
- If the employee chooses to take action to resolve the mismatch, make the appropriate selection on the case and click **Continue**.
- Download the Referral Date Confirmation and provide a copy to the employee. The Referral Date Confirmation provides the date by which the employee must call DHS and/or visit SSA. The employee should bring the Further Action Notice when they visit a SSA field office.
- If your employee chooses to not to take action to resolve the mismatch or does not give you their decision by the end of the 10th federal government working day after E-Verify issued the mismatch, then you close the case and may terminate the employee.

A sample of the Further Action Notice is available in View Essential Resources.



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**Tutorial**

### Refer Employee or Close Case

An employee that chooses to contest a TNC must be referred to SSA or DHS.

If the employee chooses to:

- CONTEST:** He or she chooses to take the action to visit an SSA field office or contact DHS within 8 Federal Government working days.
  - Click 'Refer Case.'
  - This starts the 8 Federal Government working days that the employee has to visit an SSA field office or contact DHS.
- NOT CONTEST:** He or she acknowledges that the employer may terminate employment.
  - Click 'Close Case.'



**IMPORTANT:** Employers may NOT take adverse action against an employee because of the TNC while he or she is contesting the TNC and the case is pending.


In some cases, when you refer the case, E-Verify will prompt you to provide a copy of the employee's photo document. This is discussed on the next screen.

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### Mismatch – Refer Employee or Close Case

- Ask the employee if they choose to take action to resolve the error and correct the data mismatch or not and indicate their choice.
  - The employee chooses to take action to resolve this case.
  - The employee chooses not to take action to resolve this case.
- Indicate the employee’s decision below:
  - The employee will take action to resolve this E-Verify case. The employee understand that action must be taken by {date will auto populate}.
  - The employee will not take action to resolve this case. The employee understand that this cannot be undone and choosing not to take action could result in termination of employment.
  - The information entered was not correct. I am choosing to close this case.
- Click **Continue** or **Save & Exit**.

**IMPORTANT:** In some cases, when you refer the case, E-Verify will prompt you to provide a copy of the employee's photo document. This is discussed on the next slides.



### E-Verify Photo Matching Overview

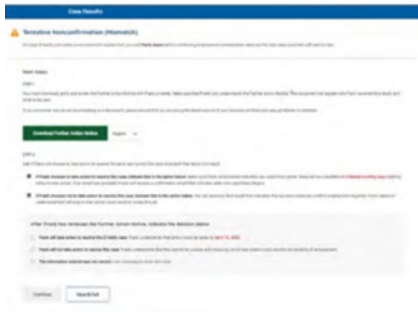
E-Verify photo matching will prompt the E-Verify user to compare the employee’s photo document with a photo displayed during creation of the E-Verify case. This helps ensure that the document the employee provided for Form I-9 matches records available to DHS.

The four List A documents that will trigger photo matching are:

- U.S. passport;
- U.S. passport card;
- Permanent Resident Card (Form I-551);
- Employment Authorization Document (Form I-766).

When the employee presents one of these documents, employers must copy the front and back of the document (or in the case of a U.S. passport, copy the Passport ID screen and the Passport Barcode page) and retain the copies with Form I-9.



	<p><b>E-Verify Photo Matching – Process</b></p> <p>To match photos, compare the photo displayed by E-Verify to the photo on the employee’s actual document or a copy of the employee’s document and determine if the photos are reasonably identical. The photos should be identical with only minor variations in shading and detail based upon the age and wear of the employee’s document and the quality of your computer monitor.</p> <p>Do not compare the photo displayed by E-Verify to the actual employee. Employers should have directly compared the photo on the document to the employee during Form I-9 completion and prior to creating the E-Verify case. <a href="#">Photo Matching - Process Overview</a> provides a summary.</p>	
	<p><b>E-Verify Photo Matching – Review Case</b></p> <p>You will be asked if the photo displayed in E-Verify matches the photo displayed on the employee’s document. You will check the appropriate answer:</p> <ul style="list-style-type: none"> <li>• <b>Yes, this photo matches</b> - The photo on the employee's actual document or copy of the document matches the photo displayed by E-Verify. Clothing, hair style, facing direction and appearance on the card should be identical to the photo displayed by E-Verify;</li> <li>• <b>No, this photo does not match</b> - The photo on the employee's actual document or copy of the document does not match the photo displayed in E-Verify; or</li> <li>• <b>No photo displayed</b> - No photo was displayed for the E-Verify user to compare with the employee’s document provided. This option should be selected when E-Verify either displays no photo or it displays an image of something other than a photo of a person, such as an image of a document.</li> </ul>	

**E-Verify** Home Cases Clients Reports Resources Employer Agent User

**Tutorial**

### Submit Copy of Photo Documents

If you were prompted to match the employee's Form I-9 photo document with the photo displayed in E-Verify, you are automatically asked to send a copy of the employee's Form I-9 photo document to DHS.

First, you must obtain a copy of the employee's Form I-9 photo document.

Then, determine how you will submit a copy of this document to DHS. You may use E-Verify to submit a copy electronically or send a paper copy by selecting one of the following:

Attach and Submit Copy of Employee's Document  
OR  
Mail Paper Copy

Select how you will submit the document and follow the instructions displayed on this screen in E-Verify. Additional details are also available in the 'E-Verify User Manual for E-Verify Employer Agents' located in 'View Essential Resources.'

**IMPORTANT:** Do not send original documents to DHS. DHS will not pay for any shipping costs. Participants are free to use an express shipping carrier of their choice at their own expense.

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## E-Verify Photo Matching – Case Results

- For most documents presented, E-Verify requests an image of both the front and back. If the document is a U.S. passport or passport card, E-Verify will request an image of the Passport ID screen and the Passport Barcode page.
- If you select **No, this photo does not match** or **No photo displayed**, E-Verify prompts you to upload a photo of your employee's document and click **Continue**.
- If you select **Save & Exit**, any uploaded documents will not be saved and must be uploaded again.

Click Continue or SAVE & Exit.

Review the [E-Verify User Manual, 2.2.2 E-Verify Photo Matching](#) for more information.

**E-Verify** Home Cases Clients Reports Resources Employer Agent User

**Tutorial**

### Referred Employee

Once the employee has chosen to contest and you click 'Refer Case,' print the Referral Date Confirmation and provide it to the employer. Instruct the employer to provide the Referral Date Confirmation to the employee.

The Referral Date Confirmation informs the employee that the case is referred and provides the employee the date by which he or she must visit SSA or contact DHS.

**IMPORTANT:** The employee must present a copy of the signed Further Action Notice to SSA if he or she chooses to visit an SSA field office.

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## Mismatch – Referred Employee

Once the client informs you the employee has chosen to take action to resolve the case and you indicate the employee will take action to resolve this case in E-Verify, print the Referral Date Confirmation and send it to the client.

Instruct your client to provide the Referral Date Confirmation to the employee.

The Referral Date Confirmation informs the employee that the case is referred and provides the employee the date by which they must contact DHS and/or visit a SSA field office.

**IMPORTANT:** The employee must present a copy of the signed Further Action Notice to SSA if they choose to visit an SSA field office.

**E-Verify** Home Cases Clients Reports Resources Employer Agent User

**Tutorial**

### Submit Copy of Photo Documents

If you were prompted to match the employee's Form I-9 photo document with the photo displayed in E-Verify, you are automatically asked to send a copy of the employee's Form I-9 photo document to DHS.

First, you must obtain a copy of the employee's Form I-9 photo document.

Then, determine how you will submit a copy of this document to DHS. You may use E-Verify to submit a copy electronically or send a paper copy by selecting one of the following:

Attach and Submit Copy of Employee's Document  
OR  
Mail Paper Copy

Select how you will submit the document and follow the instructions displayed on this screen in E-Verify. Additional details are also available in the 'E-Verify User Manual for E-Verify Employer Agents' located in 'View Essential Resources.'

**IMPORTANT:** Do not send original documents to DHS. DHS will not pay for any shipping costs. Participants are free to use an express shipping carrier of their choice at their own expense.

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**Case Results**

**Tentative Nonconfirmation (Mismatch)**

This case is in a pending state. You must take action to resolve this case. Please see the Further Action Notice for more information.

**Next Steps**

**STEP 1**  
You must download, print, and review the Further Action Notice with your client. Make sure that your client fully understands the Further Action Notice. This document will explain why your case is in a pending state, and what to do next.  
If you encounter any issues downloading your document, please ensure that you are using the latest version of your browser and that your pop-up blocker is disabled.

[Download Further Action Notice](#) English

**STEP 2**  
After your client has reviewed the Further Action Notice, you must contact the SSA field office that led to this result.

If your client chooses to take action to resolve this case, indicate that in the action below. Make sure that your client fully understands that after you submit this action, there will be a deadline of 60 days to resolve this case starting today to take action. If an action was provided, Frank will receive a confirmation email that indicates when this deadline begins.

If your client chooses not to take action to resolve this case, indicate that in the action below. This will receive a final result that indicates that you were unable to confirm employment eligibility. Frank needs to understand that refusing to take action could result in losing the job.

**After Frank has reviewed the Further Action Notice, indicate the decision below:**

Frank will take action to resolve this case. Frank understands that action must be taken by April 13, 2024.

Frank will not take action to resolve this case. Frank understands that this cannot be resolved with shipping and that the case could result in termination of employment.

The information entered was not correct. I am choosing to close this case.

[Continue](#) [Save & Exit](#)



**E-Verify** Home Cases Clients Reports Resources Employer Agent User

**Tutorial**

### TNC Process Summary

Below is a summary of actions required of you, your client and the employee during the TNC process.

**YOUR ACTION**

- Notify employer of TNC case result
- Print Further Action Notice and send to employer
- Instruct employer to review Further Action Notice privately with the employee
- Instruct employer to have employee indicate whether he or she will contest the TNC on the Further Action Notice
- Instruct employer and employee to sign and date Further Action Notice after the employee has indicated choice
- Indicate that the employee has been notified by selecting the check box 'Confirm Employee Notification.'
- Take next action based on employee decision to contest or not contest the TNC

If the employee contests:  
Print the Referral Date Confirmation and provide it to the employer

**THE CLIENT'S ACTION**

- Review the Further Action Notice privately with your employee
- Have your employee indicate whether he or she will contest the TNC on the Further Action Notice
- Instruct employee to sign and date Further Action Notice
- Sign and date the Further Action Notice after your employee has indicated his or her choice
- Provide copy of signed Further Action Notice to employee
- Keep original signed Further Action Notice on file with employee's Form I-9
- Send a copy of the Further Action Notice to the E-Verify employer agent
- If the employee chooses to contest the TNC, provide him or her with the Referral Date Confirmation

**THE EMPLOYEE'S ACTION**

- Decide to contest or not contest and indicate choice on signed Further Action Notice
- Acknowledge receipt of TNC by signing and dating Further Action Notice
- Take next action based on decision to contest or not to contest

If he or she contests:  
Visit SSA field office with a copy of the Further Action Notice or contact DHS within 8 Federal Government working days

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## Mismatch Process Summary

Below is a summary of actions required of you, your client and the employee during the mismatch process.

<p><b>YOUR ACTION</b></p> <ul style="list-style-type: none"> <li>• Notify your employee of their mismatch result as soon as possible within the 10 days in p</li> <li>• Confirm employee's choice to take action to resolve the case or not.</li> <li>• Instruct employee to sign and date Further Action Notice.</li> <li>• Keep original signed Further Action Notice on file with Form I-9.</li> <li>• If employee chooses to take action to resolve the case, refer employee.</li> <li>• Print the Referral Date Confirmation and provide it to the employee.</li> <li>• If prompted, attach and upload a copy of employee's Form I-9 photo document (front and E-Verify.</li> <li>• If your employee does not give you their decision by the end of the 10th federal governm working day after E-Verify issued the mismatch, then you close the case and may termina employee.</li> </ul>
<p><b>THE CLIENT'S ACTION</b></p> <ul style="list-style-type: none"> <li>• Review the Further Action Notice privately with the employee as soon as possible within 1 government working days after E-Verify issued the mismatch case result.</li> <li>• Have the employee indicate whether they will take action to resolve the mismatch on the Action Notice.</li> <li>• Instruct employee to sign and date Further Action Notice.</li> <li>• Sign and date the Further Action Notice after your employee has indicated their choice.</li> <li>• Provide copy of signed Further Action Notice to employee.</li> <li>• Keep original signed Further Action Notice on file with employee's Form I-9</li> <li>• Send a copy of the Further Action Notice to the E-Verify employer agent</li> <li>• If the employee chooses to take action to resolve the mismatch, provide them with the Re Date Confirmation.</li> </ul>
<p><b>THE EMPLOYEE'S ACTION</b></p> <ul style="list-style-type: none"> <li>• Decide to take action or not to resolve their mismatch within 10 days of issuance and indic decision on Further Action Notice.</li> <li>• Acknowledge receipt of mismatch by signing and dating the Further Action Notice.</li> <li>• Take next action based on decision to take action to resolve case or not.</li> <li>• If the employee decides to take action to resolve the mismatch, contact DHS or visit an SS/ office with a copy of the Further Action Notice within 8 federal government working days.</li> </ul>

**E-Verify** Home Cases Clients Reports Resources Employer Agent User

**Tutorial**


### Check for Case Status Updates

Once your client informs the employee that the case is referred, you have completed the TNC process.

Next, E-Verify provides a case result update through Case Alerts on your user home page within 10 Federal Government working days.

Check E-Verify periodically for a change in case result. Your next step is determined by the case result provided.

You or your client may **NOT** ask the employee for additional evidence or confirmation that SSA or DHS resolved his or her case.



**NOTE:** You can search for the case using 'Search Cases' on the left navigation menu.

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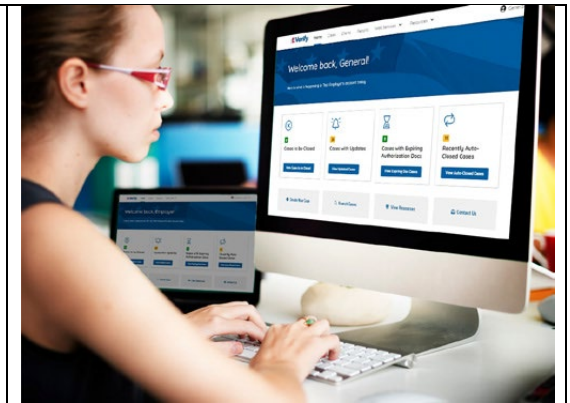
### Mismatch - Check for Case Status Updates

Once your client informs the employee that the case is referred, you have completed the mismatch process.

Check E-Verify periodically for a change in case result. Your next step is determined by the case result provided.

You or your client may **NOT** ask the employee for additional evidence or confirmation that DHS and/or SSA resolved their case.

**NOTE:** You can select Cases to search for your case.



**E-Verify** Home Cases Clients Reports Resources Employer Agent User

**Tutorial**


### Review and Update Employee Data

E-Verify provides a case result of 'Review and Update Employee Data' when SSA finds a discrepancy in the information from an E-Verify referral.

'Review and Update Employee Data' happens because of typographical errors and/or incorrect information provided on Form I-9.

This requires that you or your client review the information the employee completed on Form I-9 with the employee, correct any errors and click 'Continue'.

Check E-Verify periodically for a change in case result. E-Verify informs you of a change of status through Case Alerts on your user home page. Your next step is determined by the case result provided.



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### Delete OBE

**E-Verify** Home Cases Clients Reports Resources Employer Agent User


**Tutorial**

### DHS Verification in Process

A case result of 'DHS Verification in Process' is both an initial and interim case result and does not require action by you. E-Verify automatically sends this case to DHS for further verification.

DHS responds within 3 Federal Government working days with an updated case result through Case Alerts on your E-Verify user home page.

Check E-Verify periodically for a change in case result. Your next step is determined by the case result provided.



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### E-Verify Case Result - E-Verify Needs More Time

A case result of E-Verify Needs More Time is both an initial and interim case result and does not require action by you.

DHS could not immediately verify the data and needs more time. E-Verify automatically sends this case to DHS for further action. No action is required until further notice from E-Verify.

DHS usually responds within 3 federal government working days with an updated case result through Case Alerts on your E-Verify user home screen.

Check E-Verify periodically for a change in case result. Your next step is determined by the case result provided.



**E-Verify** Home Cases Clients Reports Resources Employer Agent User

**Tutorial**

### SSA/DHS Case in Continuance


An SSA or DHS 'Case in Continuance' means that the employee has visited an SSA field office and/or contacted DHS, but more time is needed to determine a final case result.

The reason SSA/DHS needs more time varies with each situation.

E-Verify provides a case result update through Case Alerts on your user home page.

Check E-Verify periodically for a change in case result. Your next step is determined by the case result provided.

**IMPORTANT:** Employers cannot terminate or take adverse action against the employee based on the employee's decision to contest a TNC or because the employee's case is pending with DHS or SSA.



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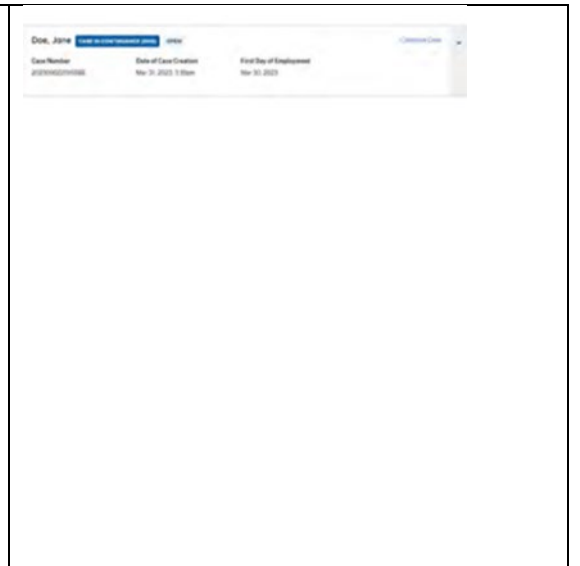
## E-Verify Case Result - DHS and/or SSA In Continuance

A DHS and/or SSA Case in Continuance means that the employee has contacted DHS and/or visited a SSA field office, but more time is needed to determine a final case result.

The reason DHS and/or SSA needs more time varies with each situation. E-Verify provides a case result update through Case Alerts on your user home screen.

Check E-Verify periodically for a change in case result. Your next step is determined by the case result provided.

**IMPORTANT:** You may not terminate, suspend, delay training, withhold or lower pay, or take any other adverse action against an employee because of the mismatch or because the employee's case is pending with DHS and/or SSA, until the mismatch becomes a Final Nonconfirmation.



Case Number	Date of Case Creation	First Day of Employment
20190000000000000000	Mar 31, 2023, 9:00am	Mar 31, 2023


**E-Verify** Home Cases Clients Reports Resources General User

**Tutorial**

### Summary

Congratulations! You have completed Lesson 3 of the General User Tutorial for E-Verify Employer Agents of Federal Contractors. You should now be able to:

- Complete an SSA and DHS Tentative Nonconfirmation
- Recognize interim case results
- Describe E-Verify interim case results: Review and Update Employee Data, DHS Verification in Process and SSA/DHS Case in Continuance

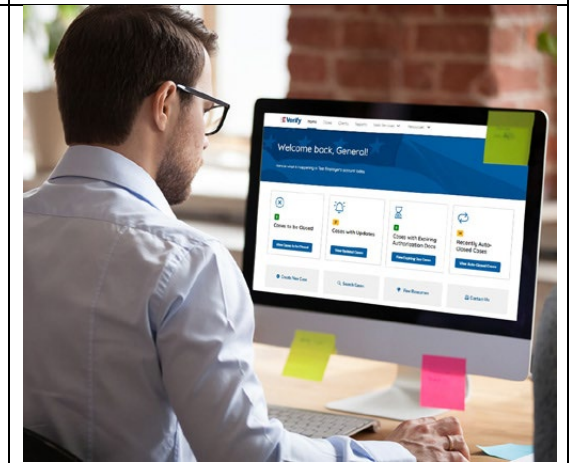


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## Summary

Congratulations! You have completed Lesson 3 of the General User Tutorial for E-Verify Employer Agents of Federal Contractors. You should now be able to:

- Complete an DHS or SSA Tentative Nonconfirmation (Mismatch)
- Recognize interim case results
- Describe E-Verify interim case results:
  - E-Verify Needs More Time; and
  - DHS or SSA Case in Continuance
- Complete Photo Matching Process



EEA FC Lesson 4

**LESSON COMPLETED**

**Lesson 4: Complete the Verification Process**


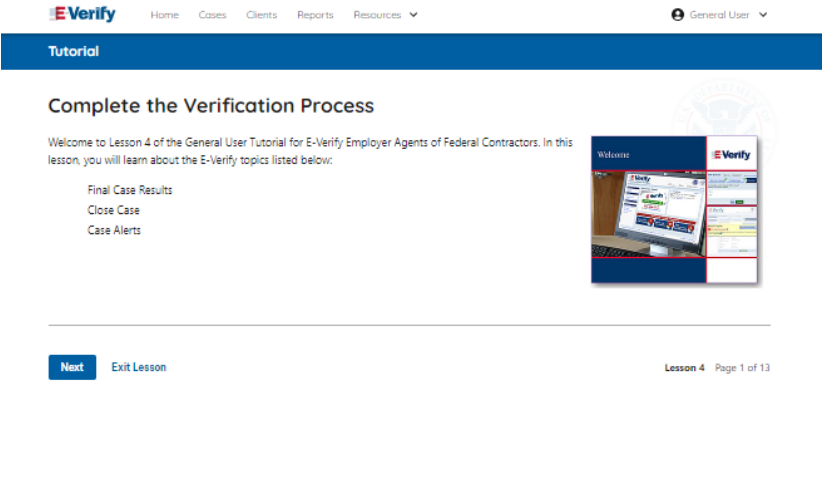
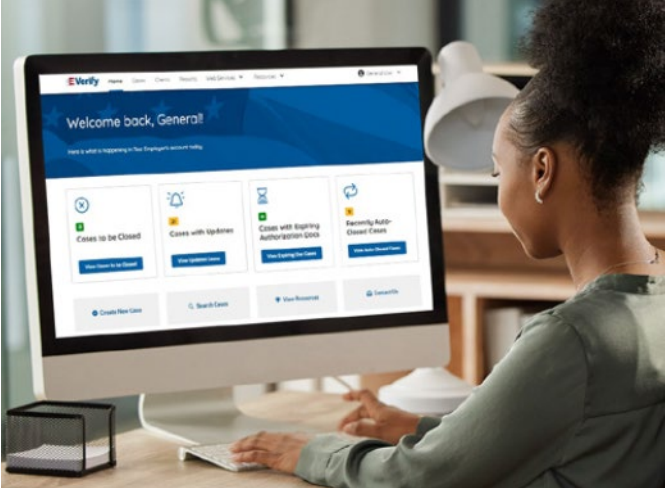
[Complete the Verification Process](#)

[Final Case Results](#)

[Close Case](#)

[Case Alerts](#)

**Review Lesson 4**

Current Update	Updated Content	Updated Images
	<p><b>Lesson 4: Complete the Verification Process</b></p> <ul style="list-style-type: none"> <li>• Complete the Verification Process</li> <li>• Final Case Results</li> <li>• Close Case</li> <li>• Case Alerts</li> </ul>	
	<p><b>Complete the Verification Process</b></p> <p>Welcome to Lesson 4 of the E-Verify General User Tutorial for E-Verify Employer Agents of Federal Contractors. In this lesson, you will learn about the E-Verify topics listed below:</p> <ul style="list-style-type: none"> <li>• Final Case Results</li> <li>• Close Case</li> <li>• Case Alerts</li> </ul>	

E-Verify Home Cases Clients Reports Resources Employer Agent User

**Tutorial**

### Learning Objectives

Upon completing this lesson, you should be able to:

- Recognize final case results
- Complete the verification process
- Identify each Case Alert

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### Learning Objectives

Upon completing this lesson, you should be able to:

- Recognize final case results
- Complete the verification process
- Identify each Case Alert

E-Verify Home Cases Clients Reports Resources Employer Agent User

**Tutorial**

### Final Case Results

A final case result means that the case is ready to be closed. You must close every case to complete the E-Verify process.

Final case results include:

- Employment Authorized
- SSA Final Nonconfirmation
- DHS Final Nonconfirmation
- DHS No Show
- Error: Close Case and Resubmit

The next screens discuss each case result in detail.

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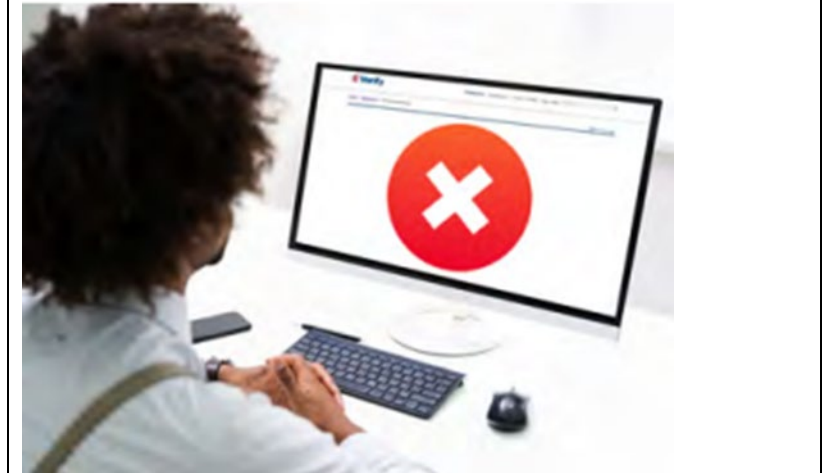
### Final Case Results

A final case result means that the case is ready to be closed. You must close every case to complete the E-Verify process.

Final case results include:

- Employment Authorized
- DHS Final Nonconfirmation
- SSA Final Nonconfirmation
- Close Case and Resubmit

The next screens discuss each case result in detail.



E-Verify Home Cases Clients Reports Resources Employer Agent User

**Tutorial**

### Employment Authorized

'Employment Authorized' is the most common initial case result; it is also a final case result. It means that the employee's information matches with DHS and/or SSA records. It's that easy!

Your next step is to record the case verification number on the employee's Form I-9 and/or print a copy of the case details and file them with the employee's Form I-9.

Then, simply close the case in E-Verify! After you close the case, you have completed the verification process!

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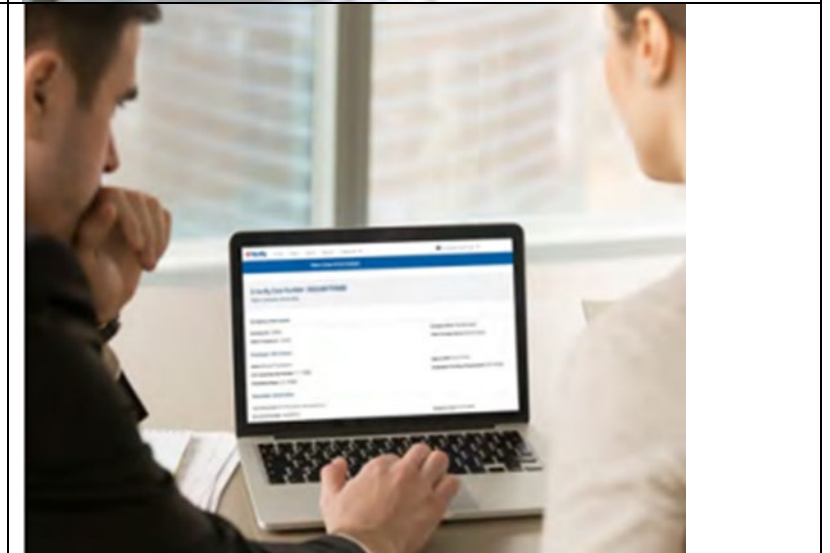
### Final Case Results - Employment Authorized

Employment Authorized is the most common initial case result; it is also a final case result. It means that the employee's information matches with official government records. It's that easy!

Your next step is to record the E-Verify case number on the employee's Form I-9 and/or print a copy of the case details and file them with the employee's Form I-9.

E-Verify automatically closes cases resulting in Employment Authorized.

Lesson 4 discusses the steps required to close a case.



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Tutorial

### SSA/DHS Final Nonconfirmation

An SSA or DHS 'Final Nonconfirmation' case result means that E-Verify cannot verify an employee's employment eligibility after an employee has contacted DHS or SSA. It can also mean that the employee did not visit an SSA field office or contact DHS within 8 Federal Government working days.

Your client may terminate employment based on a case result of SSA or DHS Final Nonconfirmation with no civil or criminal liability as noted in Article II, Section C - Responsibilities of the Employer (#6) in the MOU.

The next step is to close the case in E-Verify. After you close the case, you have completed the verification process.



**REMINDER:** You may not ask the employee for additional evidence or confirmation that SSA or DHS resolved his or her case.

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### Final Case Results - DHS or SSA Final Nonconfirmation

A DHS or SSA Final Nonconfirmation case result means that E-Verify cannot verify an employee's employment eligibility after an employee has contacted DHS or SSA. It can also mean that the employee did not contact DHS or visit an SSA field office within 8 federal government working days.

Your client may terminate employment based on a case result of DHS or SSA Final Nonconfirmation with no civil or criminal liability as noted in Article II, Section C – Responsibilities of Employer (#6) in the MOU.

The next step is to close the case in E-Verify. After you close the case, you have completed the verification process.

**REMINDER:** You may not ask the employee for additional evidence or confirmation that DHS or SSA resolved their case.

E-Verify Home Cases Clients Reports Resources Employer User

Case Results

**Final Nonconfirmation**

Clicking on an icon will lead to a screen that displays information for employees. Please also click on the icon to view more information on the case.

View Case

E-Verify Home Cases Reports Resources Employer User

Tutorial

### Close Case


Closing a case is the last step in the verification process. To close a case, first click 'Close Case' and then follow the steps listed below:

1. Indicate if the employee is still working for your company by selecting 'Yes' or 'No' and click 'Continue.' This question is asked to correctly prompt the statements on the next screen.

2. Select the appropriate statement and click 'Continue.' Select the helper text for additional information on each statement.

3. Record the case verification number on the employee's Form I-9 or print the case details and file with the employee's Form I-9. It is that simple! You have now completed the verification process and the case is closed.

**NOTE:** A case can be closed any time by simply clicking 'Close Case' and following the steps above.



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### Close Case

Closing a case is the last step in the E-Verify process. To close a case, first click **Close Case** and then follow the steps listed below:

- Select the statement indicating whether or not you will continue to employ this individual.
- If you select the option indicating you will continue to employ this individual, you must provide the reason why. Type the reason in the text box provided.
- If you select the option indicating that neither of the above applies and you are closing this case for a different reason, you must select the reason you are closing the case.
- If Other is selected as the reason, you must type the reason in the text box provided.
- After you've typed a reason, click **Close Case**.
- E-Verify displays an alert indicating the case was successfully closed.
- Click **View/Print Case Details** and either record the E-Verify Case Number on the employee's Form I-9 or click **Print Information** to print and attach a copy of the case details to the Form I-9.

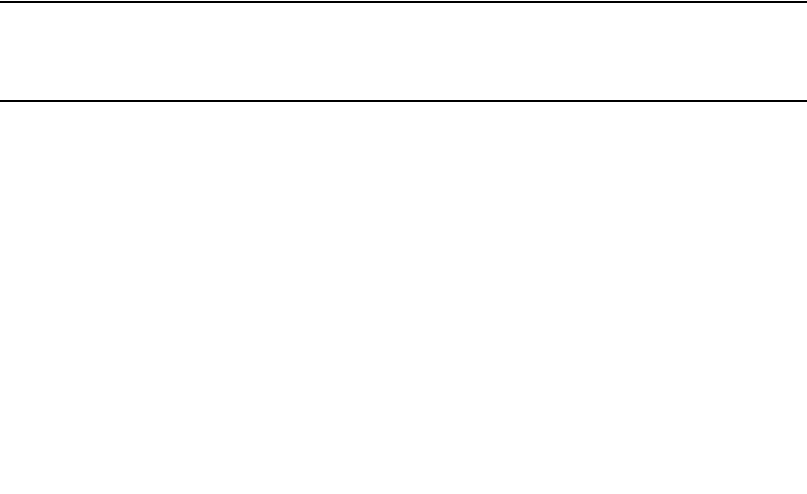
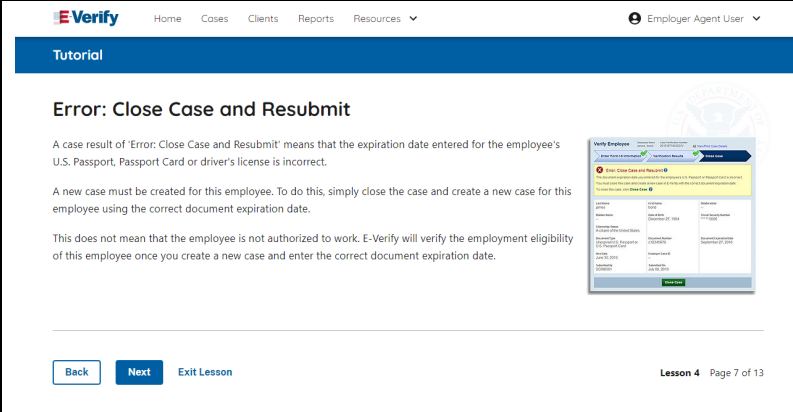
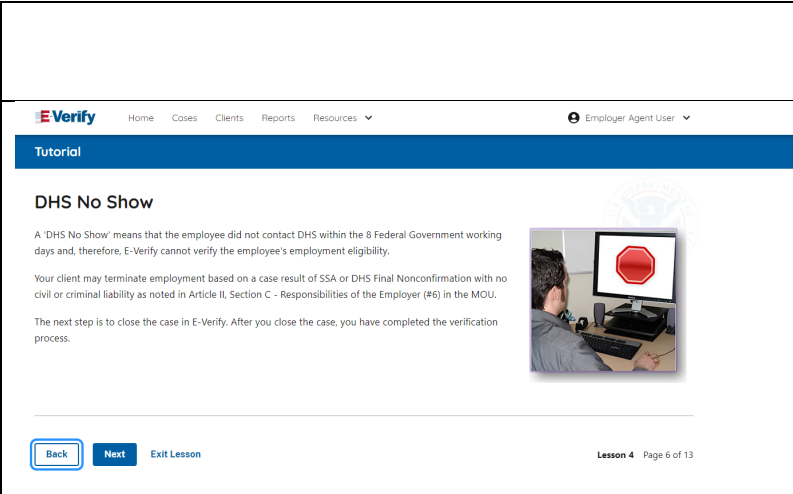
- Click **Create New Case** to create a new case or click **Continue** to be redirected to view all your cases.

**Delete OBE**

**Final Case Result – Close Case and Resubmit**

A new case must be created for this employee. To do this, close the case and create a new case for this employee.

This does not mean that the employee is not authorized to work. E-Verify will verify the employment eligibility of this employee once you create a new case.



E-Verify Home Cases Clients Reports Resources Employer Agent User

**Tutorial**

## Case Alerts


E-Verify Case Alerts are found on your user home page. This feature is designed to bring your attention to cases that need your action.

When you log into E-Verify, Case Alerts may inform you of one of the following:

- Open Cases to be Closed
- Cases with New Updates
- Work Authorization Documents Expiring

Each Case Alert indicates the number of cases that require your attention by a number in a red circle on the alert. Each Case Alert can be accessed by a simple click.

The next screen discusses each Case Alert in detail.



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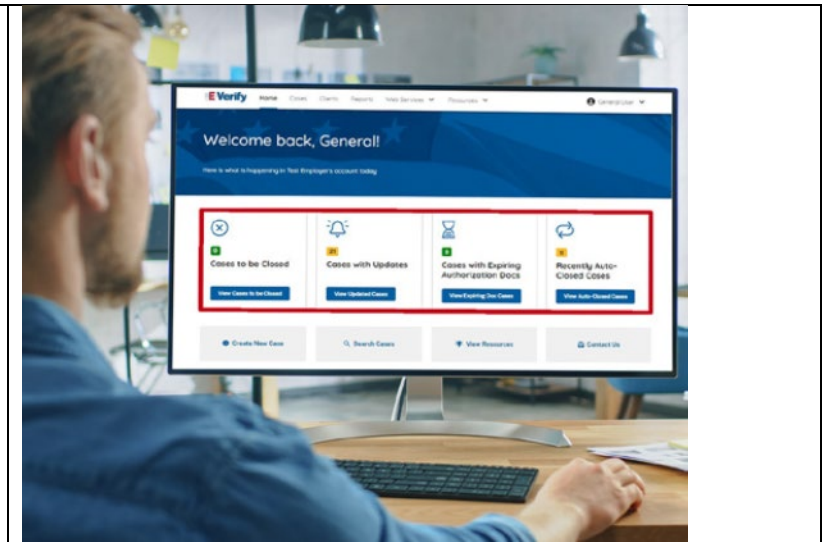
## Case Alerts

Case alert boxes with important information about your cases appear under the welcome banner:

- Cases to be Closed
- Cases with Updates
- Cases with Expiring Authorization Docs
- Recently Auto-Closed Cases

To view the updates, click the blue box in each case alert.

The next screen discusses each case alert in detail.



E-Verify Home Cases Clients Reports Resources Employer Agent User

**Tutorial**

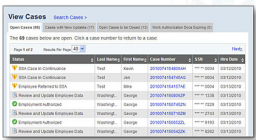
## Case Alerts - Open Cases to be Closed

Any case created in E-Verify and assigned a case verification number must be closed.

The 'Open Cases to be Closed' Case Alert provides quick access to all cases that need to be closed.

Features of this tab include:

- Sort cases by: status, last name, first name, case number or hire date
- A quick link to each case by clicking on the case number
- Option to view up to 100 cases per page



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## Case Alerts - Cases to be Closed

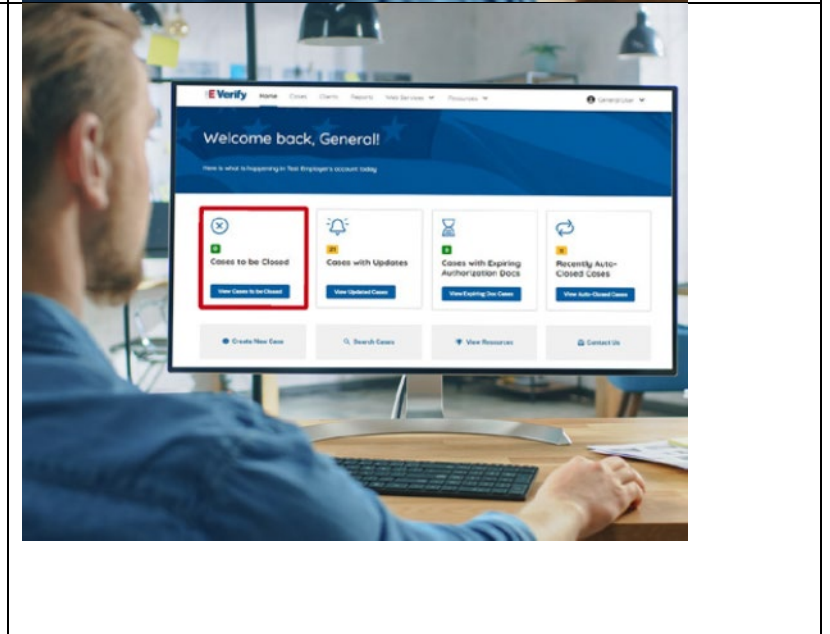
Any case created in E-Verify and assigned an E-Verify case number must be closed.

The Cases to be Closed case alert provides quick access to all cases that need to be closed.

Features of this screen include:

- Search: Employee Name, Case Number, Alien, Social Security, Driver's License, I-94 or Passport Number
- Click **Show Filters** to filter by Case Status, Submission Date (From) and Submission date (To)
- Sort by: Case Number, Case status, Last Name or First Day of Employment
- Option to view up to 50 cases per page

You can also click **Create New Case** from this screen.





E-Verify Home Cases Clients Reports Resources Employer Agent User

Tutorial

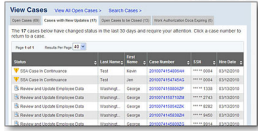
### Case Alerts - Cases with New Updates

The 'Cases with New Updates' Case Alert is a quick link to all cases that have had a change in case result.

All interim cases must receive a final result and be closed. This Case Alert is an easy way to manage these cases.

Features of this tab include:

- Sort cases by: status, last name, first name, case number or hire date
- A quick link to each case by clicking on the case number
- Option to view up to 100 cases per page



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### Case Alerts – Cases With Updates

The Cases With Updates case alerts provides quick access to all open cases that have had a change in case result.

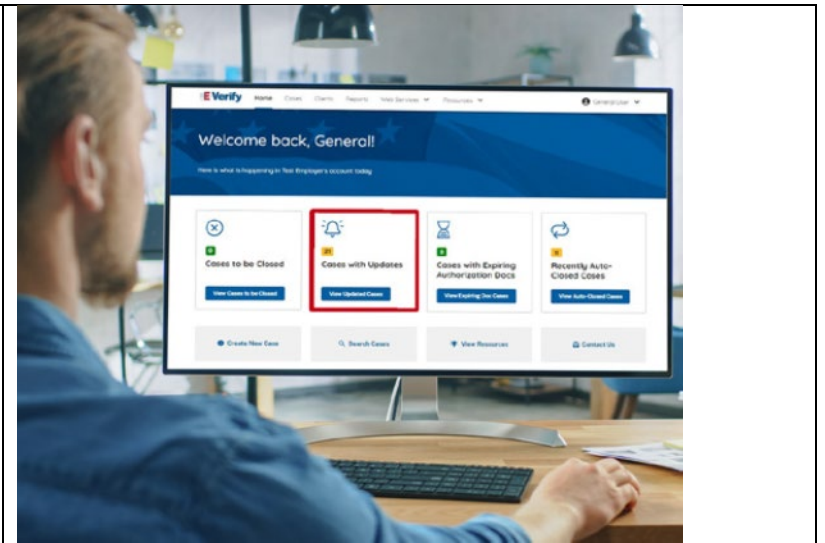
All interim cases must be closed. This case alert is an easy way to manage these cases.

Each case status is highlighted and you can click **Continue Case** button to resume.

Features of this screen include:

- Search: Employee Name, Case Number, Alien, Social Security, Driver's License, I-94 or Passport Number
- Click **Show Filters** to filter by Case Status, Submission Date (From) and Submission date (To)
- Sort by: Case Number, Case status, Last Name or First Day of Employment
- Option to view up to 50 cases per page

You can also click **Create New Case** from this screen.



E-Verify Home Cases Clients Reports Resources Employer Agent User

Tutorial

### Case Alerts - Work Authorization Docs Expiring


The 'Work Authorization Docs Expiring' Case Alert is just a notification that an employee's Employment Authorization Document (Form I-766) or Arrival/Departure Record (Form I-94) is expiring and to remind you to re-verify the employee by updating Section 3 of Form I-9. The employee cannot be re-verified in E-Verify.

This is simply a reminder; no action is required in E-Verify. You can dismiss each alert by selecting 'Dismiss Alert.'

This alert will only appear if the document the employee presented for the original E-Verify case was either an Employment Authorization Document (Form I-766) or an Arrival/Departure Record (Form I-94).

Features of this tab include:

- Sort cases by: last name, first name, case number, hire date, expiration date or days to expiration
- A quick link to each case by clicking on the case number
- Option to view up to 100 cases per page



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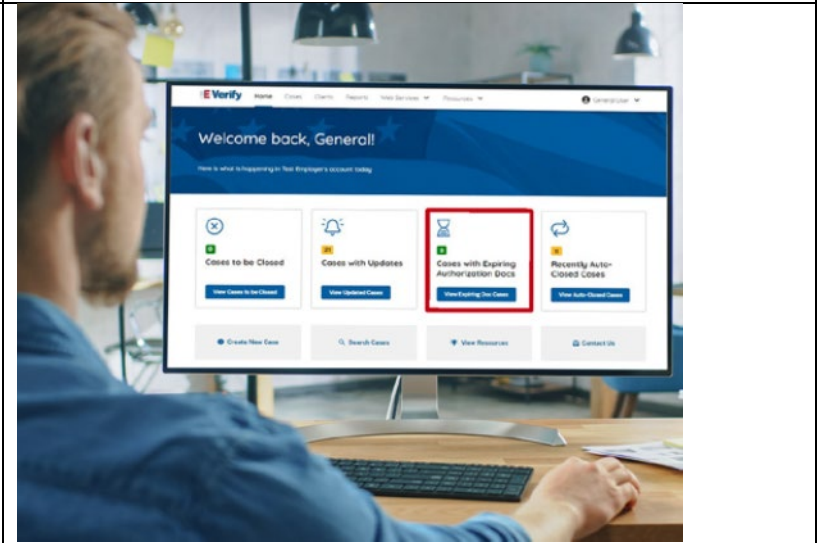
### Case Alerts – Cases With Expiring Autorization Docs

The Cases With Expiring Authorization Docs case alerts is a notification that an employee's Employment Authorization Document (Form I-766) or Arrival/Departure Record (Form I-94) is expiring and to remind you to re-verify the employee by updating Section 3 of Form I-9. The employee cannot be re-verified in E-Verify.

This is simply a reminder; no action is required in E-Verify. You can dismiss each alert by selecting **Dismiss Alert**.

This alert will only appear if the document the employee presented for the original E-Verify case was either an Employment Authorization Document (Form I-766) or an Arrival/Departure Record (Form I-94).

Features of this screen include:



- Search: Employee Name, Case Number, Alien, Social Security, Driver's License, I-94 or Passport Number
- Click **Show Filters** to filter by Case Status, Submission Date (From) and Submission date (To)
- Sort by: Case Number, Case status, Last Name or First Day of Employment
- Option to view up to 50 cases per page.

You can also click **Create New Case** from this screen.

### Case Alert - Recently Auto-Closed Cases

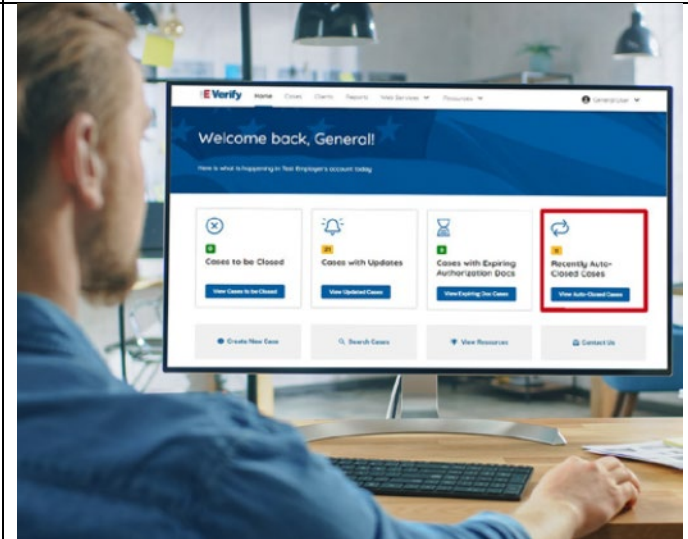
The Recently Auto-Closed Cases case alert provides quick access to all cases that were automatically closed after receiving an Employment Authorized result.

This is notification your case was closed. Be sure to record the case information as required on Form I-9 or print the case details page.

Features of this screen include:

- Search: Employee Name, Case Number, Alien, Social Security, Driver's License, I-94 or Passport Number
- Click **Show Filters** to filter by Case Status, Submission Date (From) and Submission date (To)
- Sort by: Case Number, Case status, Last Name or First Day of Employment
- Option to view up to 50 cases per page

You can also click **Create New Case** from this screen.



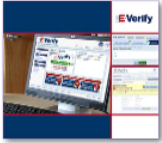
E-Verify Home Cases Clients Reports Resources General User

### Tutorial

#### Summary

Congratulations! You have completed Lesson 4 of the General User Tutorial for E-Verify Employer Agents of Federal Contractors. You should now be able to:

- Recognize final case results
- Complete the verification process
- Identify each Case Alert

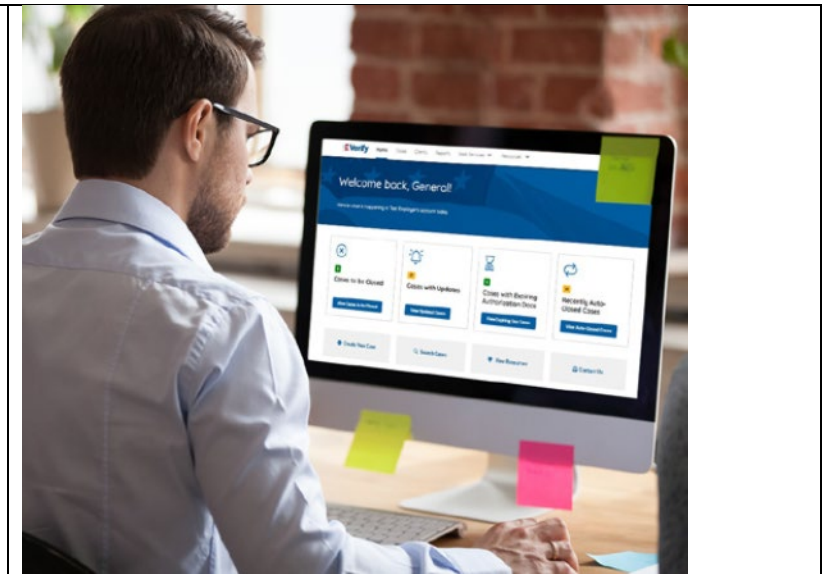


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## Summary

Congratulations! You have completed Lesson 4 of the General User Tutorial for E-Verify Employer Agents of Federal Contractors. You should now be able to:

- Recognize final case results
- Complete the verification process
- Identify each Case Alert



EEV FC Lesson 5

**LESSON COMPLETED**

Lesson 5: General User Account Administration

[General User Account Administration](#)

[Overview of User Roles](#)

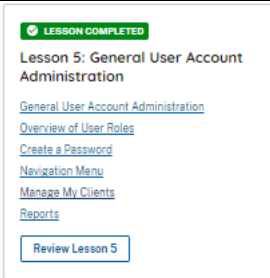
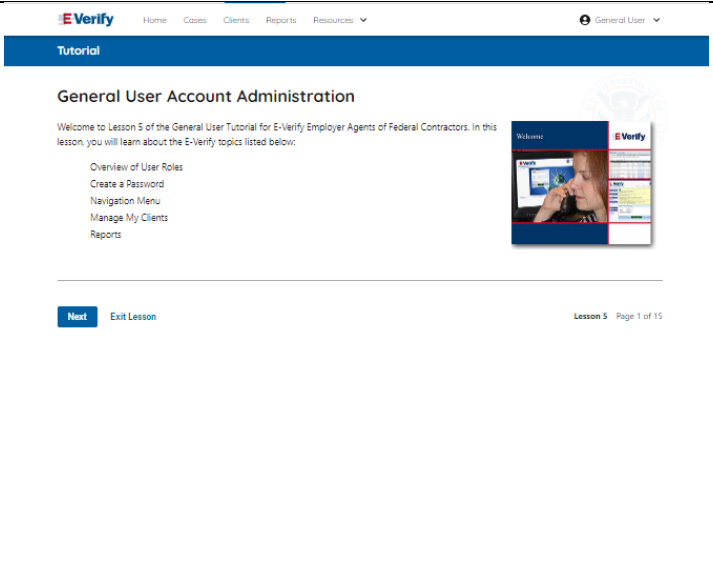
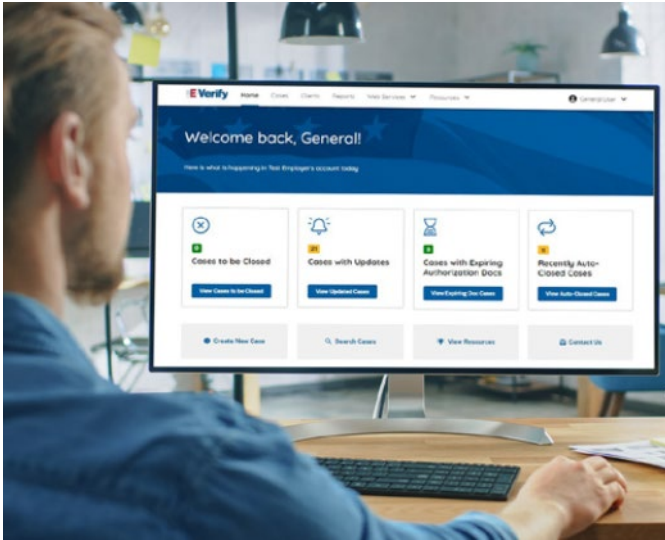
[Create a Password](#)

[Navigation Menu](#)

[Manage My Clients](#)

[Reports](#)

[Review Lesson 5](#)

Current	Update	Image
 <p><b>LESSON COMPLETED</b></p> <p>Lesson 5: General User Account Administration</p> <p><a href="#">General User Account Administration</a></p> <p><a href="#">Overview of User Roles</a></p> <p><a href="#">Create a Password</a></p> <p><a href="#">Navigation Menu</a></p> <p><a href="#">Manage My Clients</a></p> <p><a href="#">Reports</a></p> <p><a href="#">Review Lesson 5</a></p>	<p><b>Lesson 5: General User Account Administrator</b></p> <ul style="list-style-type: none"> <li>• General User Account Administration</li> <li>• Overview of User Roles</li> <li>• Create a Password</li> <li>• Navigation Menu</li> <li>• Manage Clients</li> <li>• Manage Company</li> <li>• Reports</li> </ul>	
 <p><b>E-Verify</b> Home Cases Clients Reports Resources</p> <p>General User</p> <p><b>Tutorial</b></p> <p><b>General User Account Administration</b></p> <p>Welcome to Lesson 5 of the General User Tutorial for E-Verify Employer Agents of Federal Contractors. In this lesson, you will learn about the E-Verify topics listed below:</p> <ul style="list-style-type: none"> <li>• Overview of User Roles</li> <li>• Create a Password</li> <li>• Navigation Menu</li> <li>• Manage My Clients</li> <li>• Reports</li> </ul> <p><a href="#">Next</a> <a href="#">Exit Lesson</a></p> <p>Lesson 5 Page 1 of 15</p>	<p><b>General User Account Administration</b></p> <p>Welcome to Lesson 5 of the General User Tutorial for E-Verify Employer Agents of Federal Contractors. In this lesson, you will learn about the E-Verify topics listed below:</p> <ul style="list-style-type: none"> <li>• Overview of User Roles</li> <li>• Create a Password</li> <li>• Navigation Menu</li> <li>• Manage Clients</li> <li>• Reports</li> </ul>	 <p><b>E-Verify</b> Home Cases Clients Reports My Services My Dashboard</p> <p>Welcome back, General!</p> <p>Here is what is happening in your Employer's account today:</p> <ul style="list-style-type: none"> <li><b>Cases to be Closed</b> (View Cases to be Closed)</li> <li><b>Cases with Updates</b> (View Updated Cases)</li> <li><b>Cases with Expiring Authorization Docs</b> (Extend Expiring Auth Cases)</li> <li><b>Recently Auto-Closed Cases</b> (View Auto-Closed Cases)</li> </ul> <p><a href="#">Create New Case</a> <a href="#">Search Cases</a> <a href="#">View Resources</a> <a href="#">Contact Us</a></p>

**E-Verify** Home Cases Clients Reports Resources General User

**Tutorial**

### Learning Objectives

Upon completing this lesson, you should be able to:

- Identify the role of Program Administrators in support of General Users
- Recognize requirements to create a password
- Use your left navigation menu
- Manage the information in 'My Clients'

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### Learning Objectives

Upon completing this lesson, you should be able to:

- Understand the role of general users in support of your company's users
- Recognize requirements to create a password
- Use your navigation menu
- Manage the information in My Clients and My Company


**E-Verify** Home Cases Clients Reports Resources Employer Agent User

**Tutorial**

### Overview of User Roles

A user role determines the functions and permissions you have when you log into E-Verify. There are 2 user roles:

- General User
- Program Administrator

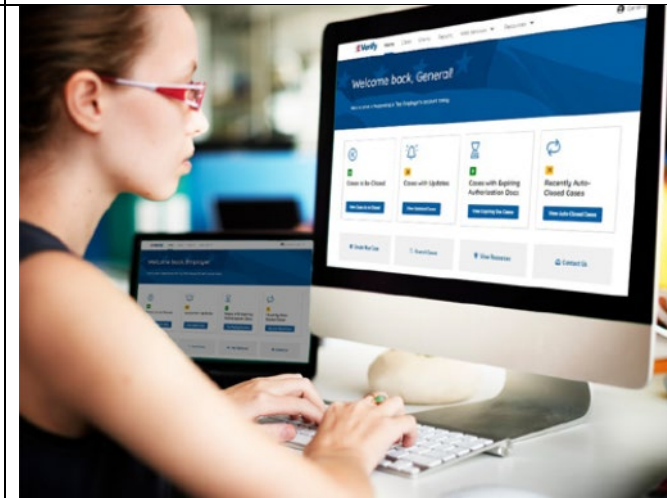


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### Overview of User Roles

A user role determines the functions and permissions you have when you log into E-Verify. There are 2 user roles:

- General User
- Program Administrator



**E-Verify** Home Cases Clients Reports Resources General User

**Tutorial**

### General User

As a General User, it is important to know the following:

- Your Program Administrator can assist you if you have been locked-out of E-Verify due to a password issue. Cases created by you can also be managed by your Program Administrator.
- Your Program Administrator can add new users to be General Users or Program Administrators and can delete user accounts when needed. Only Program Administrators can update your company profile information.

**NOTE:** If you do not know who your Program Administrator is, contact E-Verify Customer Support at 888-454-4218.

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### General User

As a general user, it is important to know the following:

- Your program administrator can assist you if you have been locked-out of E-Verify due to a password issue.
- Cases created by you can also be managed by your program administrator.
- Your program administrator can add new users to be general users or

program administrators and can delete user accounts when needed.

- Only program administrators can update your company profile information.

NOTE: If you do not know who your program administrator is, contact E-Verify Customer Support at 888-464-4218.

**General User - Create a Password**

The first time you log in to E-Verify, you are prompted to change your password.

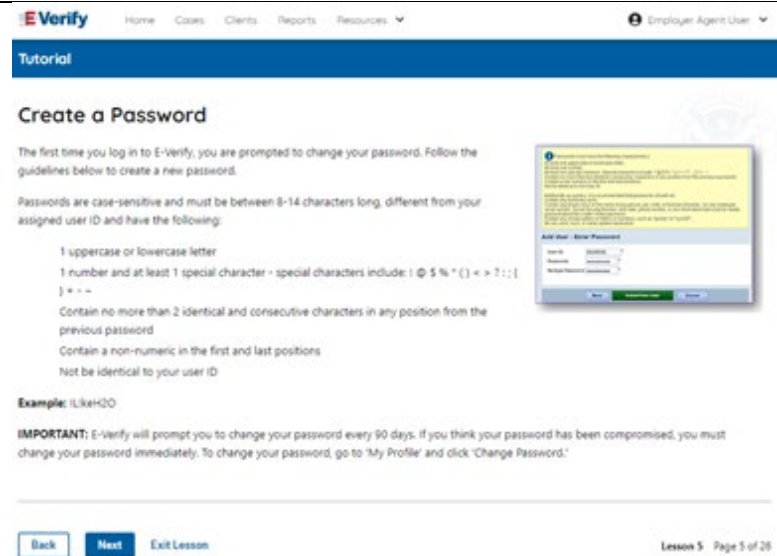
Passwords are case-sensitive, different from the assigned user ID, and have the password requirements below to create a new password.

- At least 1 letter
- At least 1 number, not as the first or last character
- At least 1 special character from the following ! @ \$ % \* ( ) ? ; ; { } + - ~
- Does not contain an invalid special character
- Not identical to the User ID
- Password length between 8 and 14 characters
- No more than two consecutive characters from the prior password.

Example: IL!keH2O

**IMPORTANT:**

- If you think your password has been compromised, you must change your password immediately. To change your password, access the user profile options from the drop-down menu under your username in the top right corner of the account.




E-Verify Home Coas Clients Reports Resources Employer Agent User

Tutorial

### Create a Password (continued)

Password policy also recommends that passwords should not contain a:

- Dictionary word
- Proper noun or the name of any person, pet, child or fictional character, employee serial number, Social Security number, birth date, phone number or any information that could be readily guessed about the creator of the password
- Simple pattern of letters or numbers
- Word, noun or name spelled backwards



**IMPORTANT:** Passwords should NEVER be shared. Every E-Verify user must have a user ID and password.

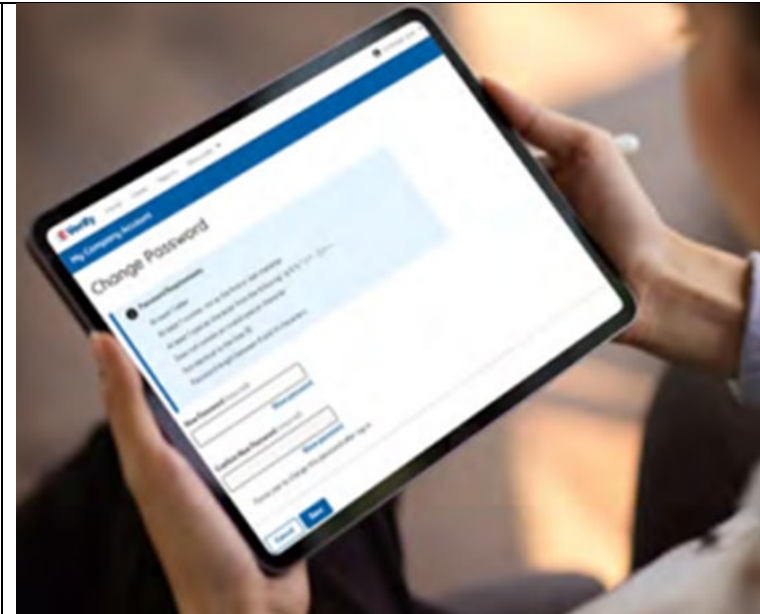
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## General User – Password Hints

### Password should not:

- Contain any dictionary word
- Contain any proper noun or the name of any person, pet, child, or fictional character, nor any employee ID number, Social Security number, birth date, phone number or any information that could be readily guessed about the creator of the password
- Contain any simple pattern of letters or numbers, such as “qwerty” or “xyz123”
- Contain any word, noun or name spelled backwards.

**IMPORTANT:** You should NEVER share your password. Every E-Verify user must have their own unique user ID and password.



E-Verify Home Cases Clients Reports Resources Employer Agent User


Tutorial

### Password Help

If you try to log in with an incorrect password 3 consecutive times, E-Verify will lock you out.

If you are locked out, first try to change your password using the link ["Forgot your password"](#) on the user log in screen.

If you are unable to change your password automatically, contact E-Verify Customer Support at 888-464-4218.



**NOTE:** As a Program Administrator, it is important to know that your General Users contact you to unlock their user password.

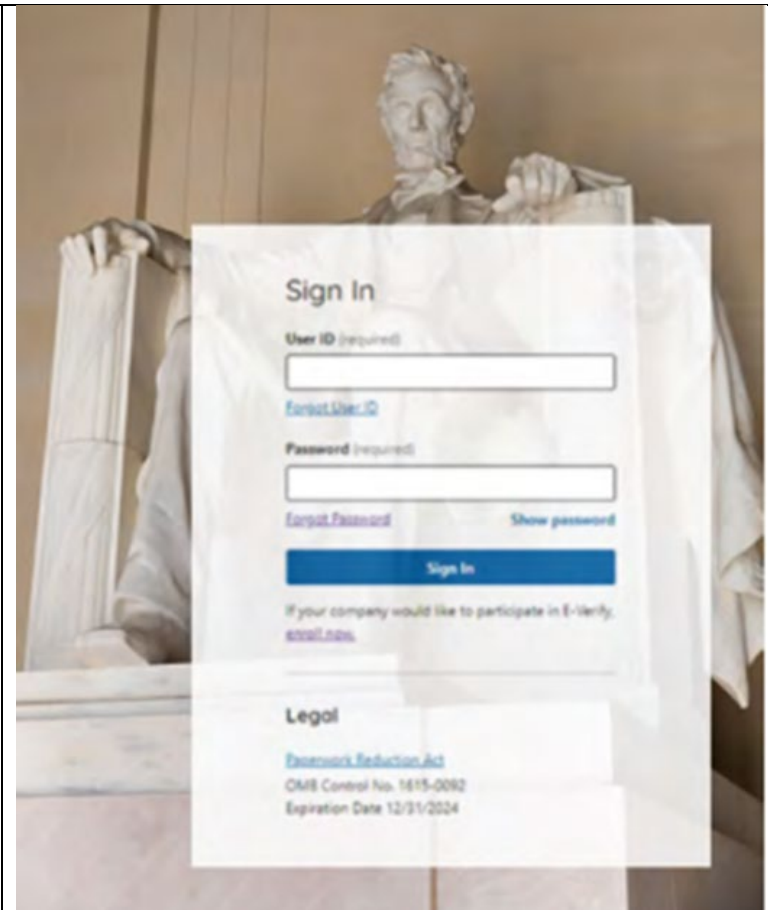
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### General User – Password Help

- If you try to log in with an incorrect password three consecutive times, E-Verify will lock you out.
  - If you are locked out, first try to change your password using the link [Forgot Password](#) on the user log in screen.
  - If you are unable to change your password with [Forgot Password](#) link, contact another program administrator in your company.
- Each user must create password challenge questions.
  - You will need to correctly answer these questions to reset your password if you ever forget it.

### Important:

- E-Verify will prompt you to change your password every 90 days.
- To comply with federal security guidelines, USCIS is required to deactivate any user ID that has not been accessed within the past 270 days. A deactivated user ID will not affect the status of your E-Verify account.





## General User E-Verify Home Page - Navigation Menu

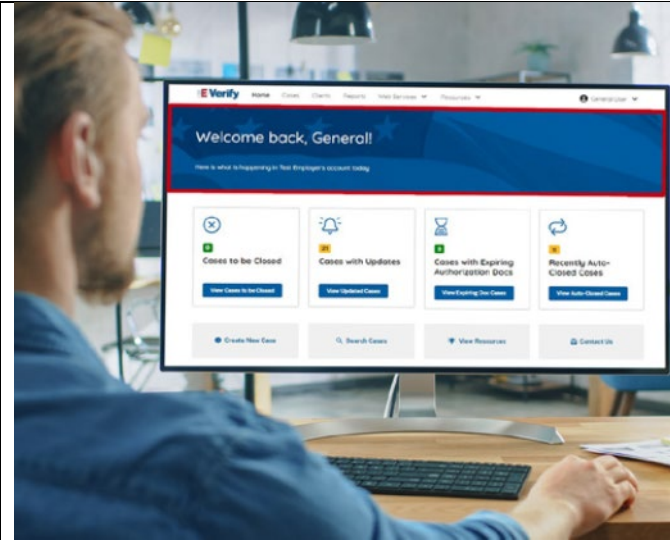
Each time you log in to E-Verify you will see a Welcome Back banner with your name and company, or entity listed.

Case alert boxes with important information about your cases are under the welcome banner, including Cases to be Closed, Cases with Updates, Cases with Expiring Authorization Docs and Recently Auto-Closed Cases.

Convenient quick links in gray boxes are directly below the case alert boxes, including Create New Case, Search Cases, View Resources and Contact Us.

Below the quick links, you will find the E-Verify News section that keeps you up to date on the latest and greatest with E-Verify.

The next slides will help you become familiar with the links found on your user home page.



**E-Verify** Home Cases Clients Reports Resources General User

**Tutorial**

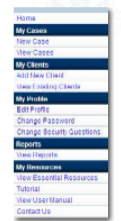
### Navigation Menu

You should become familiar with the links found on your user home page. Outlined below is additional information about each link.

Link Name	Function
My Cases	
<b>New Case</b>	Select to create a new case and start the verification process.
<b>View Cases</b>	Provides various search functions and all Case Alert tabs.
My Clients	
<b>Add New Client</b>	Add clients for which you will create and manage cases in E-Verify.
<b>View Existing Client</b>	Manage your client's profile information, upload E-Verify Employer Agent-Client MOU and terminate client companies.
My Profile	
<b>Edit Profile</b>	Update your user information, including name, address and contact information.
<b>Change Password</b>	Change your user password at any time.
<b>Change Security Questions</b>	Change the security questions to assist you with a password reset.
My Reports	
<b>View Reports</b>	Provides options to create reports.

Continued on the next screen.

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### Navigation Menu – Links Above the Welcome Banner

The links above the welcome banner include:

Link	Function
<b>Home</b>	Employer Agent Home Page
<b>Cases</b>	<ul style="list-style-type: none"> <li>• Search</li> <li>• Create New Cases</li> </ul>
<b>Clients</b>	<ul style="list-style-type: none"> <li>• Search</li> <li>• Terminate Cases</li> <li>• Add New Company</li> </ul>
<b>Reports</b>	<ul style="list-style-type: none"> <li>• Run Quick Audit Report</li> </ul>
<b>Resources</b>	<ul style="list-style-type: none"> <li>• View Essential Resources</li> <li>• Take Tutorial</li> <li>• View User Manual</li> <li>• E-Verify News</li> <li>• Contact Us</li> </ul>
<b>Account Options</b>	<ul style="list-style-type: none"> <li>• Company Account</li> <li>• User Account</li> <li>• Log Out</li> </ul>

**E-Verify** Home Cases Clients Reports Resources General User

**Tutorial**

### E-Verify Employer Agent General User - Navigation Menu (continued)

Outlined below is additional information about each link:

Link Name	Function
My Resources	
<b>View Essential Resources</b>	Provides important information and resources, including: E-Verify Posters Manuals and Guides Further Action Notices Form I-9 Resources Memorandums of Understanding (MOUs) Other Resources
<b>Take Tutorial</b>	Takes you to this user tutorial.
<b>View User Manual</b>	Accesses the E-Verify User Manual.
<b>Contact Us</b>	Provides important contact information.

**NOTE:** You should log out of E-Verify after every use. To log out, simply click "Log Out" from your user home page.

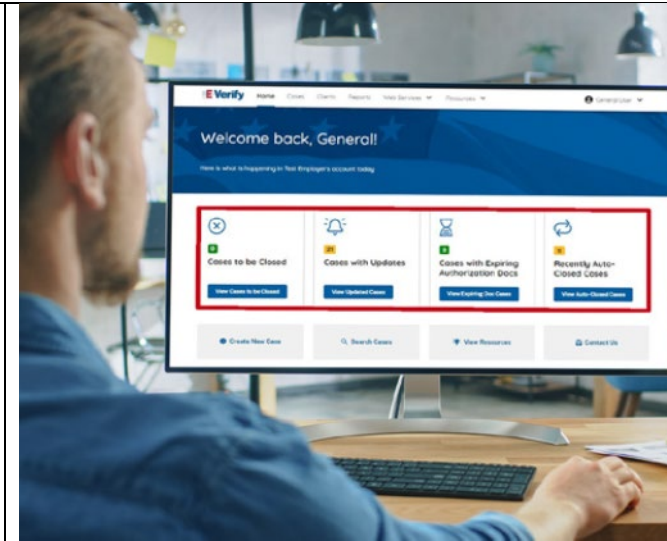
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## Navigation Menu – Case Alert Boxes

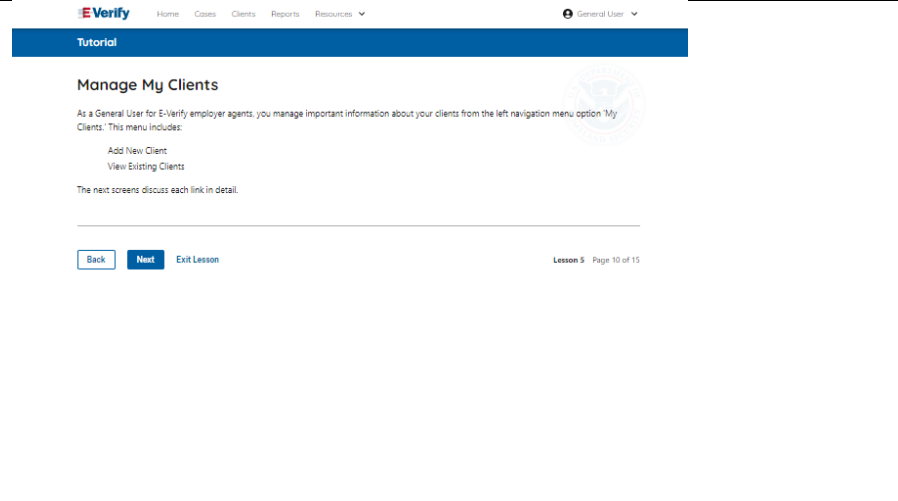
Case alerts boxes are located below the welcome banner:

Link	Function
Case Alert	<ul style="list-style-type: none"> <li>The case alert boxes bring attention to cases that need action or provide important information regarding your cases.</li> </ul>
Cases to be Closed	<ul style="list-style-type: none"> <li>Any case created in E-Verify and assigned an E-Verify case number must be closed.</li> <li>The Cases to be Closed case alert provides quick access to all cases that need to be closed.</li> </ul>
Cases with Updates	<ul style="list-style-type: none"> <li>All open cases that have had a change in case result.</li> <li>All cases must be closed. This case alert is an easy way to manage these cases.</li> <li>Click Continue Case to take action.</li> </ul>
Cases with Expiring Doc	<ul style="list-style-type: none"> <li>This is simply a reminder; no action is required in E-Verify.</li> </ul>



		<ul style="list-style-type: none"> <li>• This alert will only appear if the document the employee presented for the original E-Verify case was either an Employment Authorization Document (Form I-766) or an Arrival/Departure Record (Form I-94).</li> </ul>					
	Recently Auto – Closed Cases	<ul style="list-style-type: none"> <li>• The Recently Auto-Closed cases case alert provides quick access to all cases that were automatically closed after receiving an Employment Authorized result.</li> <li>• This is notification your case was closed. Be sure to record the case information as required on Form I-9 or print the case details page.</li> </ul>					
	<p><b>Navigation Menu – Quick Links and E-Verify News</b></p> <p>Quick Links and E-Verify News are located below the Case Alert boxes:</p> <table border="1" data-bbox="1016 1388 1545 1497"> <thead> <tr> <th data-bbox="1016 1388 1177 1425">Quick Link</th> <th data-bbox="1177 1388 1545 1425">Function</th> </tr> </thead> <tbody> <tr> <td data-bbox="1016 1425 1177 1497"></td> <td data-bbox="1177 1425 1545 1497"></td> </tr> </tbody> </table>		Quick Link	Function			
Quick Link	Function						

Create New Case	<ul style="list-style-type: none"> <li>• Create new E-Verify cases</li> </ul>
Search Cases	<ul style="list-style-type: none"> <li>• Search Cases</li> </ul>
View Resources	<ul style="list-style-type: none"> <li>• Access E-Verify Resources</li> </ul>
Contact Us	<ul style="list-style-type: none"> <li>• Contact E-Verify</li> </ul>
E-Verify News	<ul style="list-style-type: none"> <li>• Stay up to date with the latest E-Verify News</li> </ul>



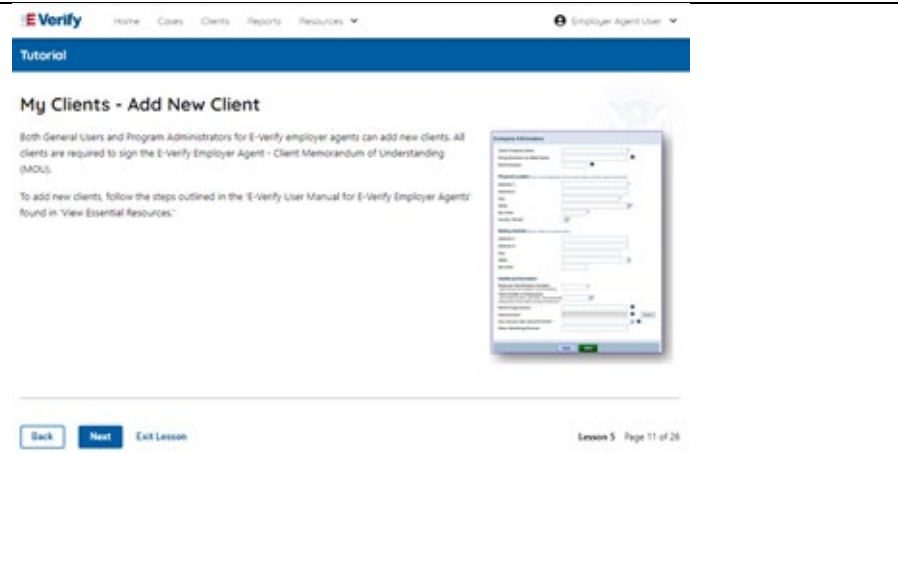
**E-Verify Employer Agents - Manage Clients**

As a general user for E-Verify employer agents, you manage important information about your clients from the navigation menu option Clients.

On the Clients Company screen you can:

- Search and View Existing
- Terminate Companies
- Add New Client

The next screens discuss each link in detail.



**Manage Clients – Add New Client**

Both general users and program administrators for E-Verify employer agents can add new clients.

Click **Client** and select **Add New Company**.

From the Add New Client screen enter:

- Company Category
- DBA
- EIN
- UEI
- DUNS number
- Number of employees
- NAICS code

- Click Save & Continue.

An email is sent to the MOU signing authority that you assigned during enrollment. Your client will need to electronically sign the MOU once the client receives the email. The client has 7 federal business days to view, sign or decline the MOU. If the client accidentally declines the MOU or the link expires, you can resend the request for the client to sign the MOU.

For more information review the E-Verify User Manual for E-Verify Employer Agents found in View Essential Resources.

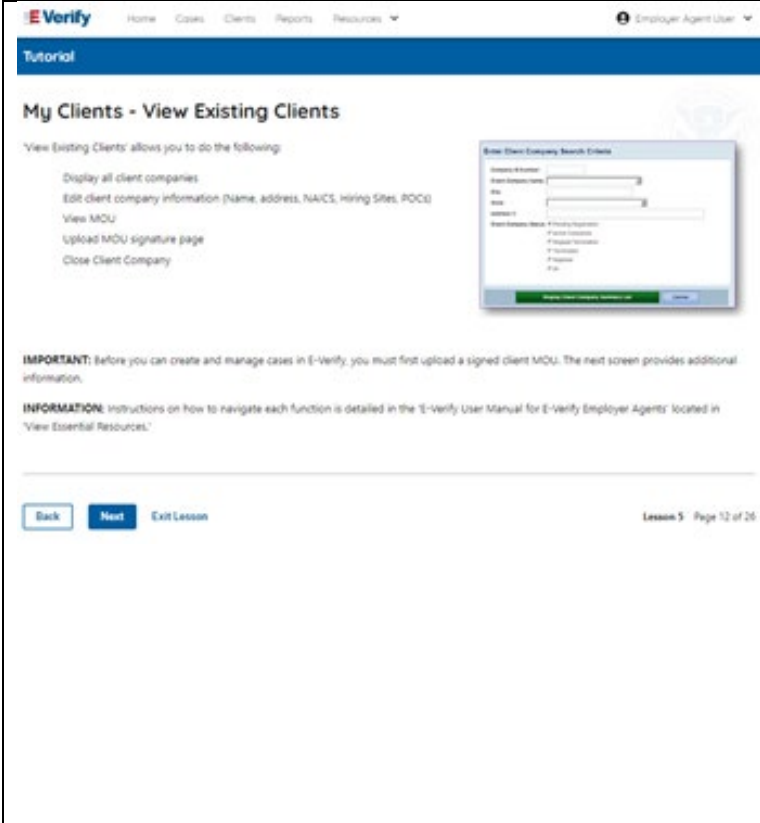
**Manage Clients – Edit Client Information**

The Clients page allows you to do the following:

- Display all client companies
- Edit client company information
- Reject Enrollment
- Resend MOU Email
- View MOU
- Upload MOU signature page
- Close Client Company

**IMPORTANT:**

- Before you can create and manage cases in E-Verify, the MOU must be electronically signed or manually uploaded. The next screen provides additional information.
- Instructions on how to navigate each function is detailed in the E-Verify User Manual for E-Verify Employer Agents located in View Essential Resources.




E-Verify Home Cases Clients Reports Resources Employer Agent User

Tutorial

### View Existing Clients - Upload MOU Signature Page

To complete the process of adding a new client, you must upload your client's signed MOU. To complete this step, follow the steps outlined in the 'E-Verify User Manual for E-Verify Employer Agents' located in 'View Essential Resources.'



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Delete – covered under 'Manage Client – Add New Client'

E-Verify Home Cases Clients Reports Resources General User

Tutorial

### Reports

To create and view reports, follow the steps outlined in the 'E-Verify User Manual for E-Verify Employer Agents' found in 'View Essential Resources.'



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### Reports

On the home page, above the welcome banner, Click **Reports**.

Select the report you want to create from the options available.

A description of the report is provided on the report screen.

For more information review please review the [E-Verify User Manual](#).

E-Verify Home Cases Reports Resources Employer User

Reports

The Quick Audit Report is currently the only report available on the E-Verify Website. To review full case details, please use the case identifiers displayed in the Quick Audit Report to search and filter cases within the 'View Cases' page.

We appreciate your patience as we work to enhance the E-Verify user experience.

### Run Reports

Select a Report Type

#### Quick Audit Report

The Quick Audit Report provides case data about each case that matches the user entered query criteria in Excel format. The case data includes basic company and case identifiers and case resolution information. The case data does not include sensitive employee information such as social security number or document number.

Run Report

#### Historic Records Report

This report provides case data about each received case that is 10 years or older as of December 31, 2022, for those dated on or before December 31, 2002. The case data includes basic company and case identifiers and case resolution information. The case data does not include sensitive employee information such as social security numbers or document numbers.

Run Report

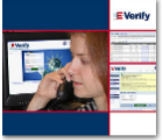
**EVerify** Home Cases Clients Reports Resources General User

### Tutorial

#### Summary

Congratulations! You have completed Lesson 5 of the General User Tutorial for E-Verify Employer Agents of Federal Contractors. You should now be able to:

- Identify the role of Program Administrator in support of General Users
- Recognize requirements to create a password
- Use your left navigation menu



[Back](#) [Complete Lesson](#) [Exit Lesson](#) Lesson 5 Page 15 of 15

Congratulations! You have completed Lesson 5 of the General User Tutorial for E-Verify Employer Agents. You should now be able to:

- Understand the role of general user in support of your company's users
- Recognize requirements to create a password
- Use your navigation menu
- Manage the information in clients and company account information.

