

I-9-018 Extension - Responses to 30-day FRN Public Comment

Public Comments (regulations.gov): [USCIS-2006-0068](#)

30-day FRN Citation (federalregister.gov): [91 FR 53629](#)

Publish Dates: August 19, 2026 – September 18, 2026

Comment ID/Topic	Comment Summary	USCIS Response
	Commenter: Anonymous	
0733	DHS claims an annual out-of-pocket cost burden of \$0, reasoning that verification activities occur naturally within hiring. This factually indefensible calculation ignores commercial electronic I-9 software licensing, secure physical document storage, third-party remote verification fees, and legal audit costs borne by employers.	<p>Response:</p> <p>E-Verify is a free, web-based system run by the U.S. government that allows employers to electronically confirm the legal work eligibility of their newly hired employees. The use of third-party remote verification companies is not required nor is the use of commercial electronic I-9 software. These are voluntary costs for an employer.</p> <p>Further, in the normal course of business and under current law, a company would have secure physical document storage for its Form I-9 documentation; storing Form I-9s in the same manner is not an additional cost.</p> <p>While a company could be audited by ICE at any time to confirm Form I-9 compliance, if the company has properly completed and stored all required Form I-9s, there should be no legal audit costs incurred.</p>