

SUPPORTING STATEMENT
E-Verify+
OMB Control No.: 1615-0160
COLLECTION INSTRUMENT(S): Form I-9NG

A. Justification.

- 1. Explain the circumstances that make the collection of information necessary. Identify any legal or administrative requirements that necessitate the collection. Attach a copy of the appropriate section of each statute and regulation mandating or authorizing the collection of information.**

Section 274A(d)(4) of the Immigration and Nationality Act (INA), 8 U.S.C. § 1324a(d) (4) authorizes the Secretary of Homeland Security (through authority that has been delegated by the President) to undertake demonstration projects to test potential changes to employment eligibility verification processes before implementing such changes.¹ United States Citizenship and Immigration Services (USCIS) is now developing, implementing, and will operate such a demonstration project to evaluate potential changes to the Form I-9, Employment Eligibility Verification, and E-Verify processes.

In this demonstration project, called “E-Verify+,” USCIS will collect, maintain, and use information from members of the public to include U.S. Persons (U.S. citizens or lawful permanent residents) as well as non-U.S. Persons.

E-Verify+ will integrate the Form I-9 Employment Eligibility Verification process with the E-Verify electronic employment eligibility confirmation process. This integrated process will permit employees to create their own secure account, resolve tentative non-confirmations (also referred to as “mismatches”) in the confirmation process in advance and directly with the government, instead of through their employer, and then receive an electronic verification response that they can use and update with subsequent employers.

The current employment eligibility verification process relies on employer participation to ensure both employees and employers correctly enter information on the Form I-9 and then subsequently transfer that information into the E-Verify system. This employer intervention with employee-related information is less secure and sometimes results in data entry errors with the cases created in E-Verify. These cases can result in E-Verify mismatches that may require additional actions by the employer, the employee, the Social Security Administration (SSA), and USCIS to resolve in order to complete the

¹ In 1986, Congress enacted the Immigration Reform and Control Act (IRCA), Pub. L. 99-603, amending the Immigration and Nationality Act of 1952 (INA) to add a new Section 274A, which makes it unlawful to knowingly hire, recruit, or refer for a fee, or continue to employ, an unauthorized alien, and requiring all employers to examine documents presented by new hires to verify identity and work authorization and to complete and retain employment eligibility verification (I-9) forms. IRCA also included provisions at INA subparagraph 274A(d)(4) that authorize the President to undertake demonstration projects of different changes in the requirements of the employment eligibility verification system. On November 20, 1991, Executive Order 12781 delegated the demonstration project authority to the Attorney General. The authority then transferred to the Secretary of Homeland Security in the Homeland Security Act of 2002, Sec. 441 (Pub. L. 107-296).

employment eligibility verification process. The burden of initiating this resolution process currently falls on employers. If an employer does not correctly follow the steps needed to communicate the mismatch resolution processes to employees, including failing to notify the employee of the mismatch, the employees and the government have difficulty resolving the mismatch, and the employees and employers may not receive timely and appropriate confirmation of their employment eligibility. Employees who are not notified of their mismatch may not have an opportunity to resolve it and can face termination if their E-Verify case results in a final non-confirmation (FNC).

The goal of E-Verify+ is to streamline the employment eligibility verification and confirmation process for employers and employees by:

- Resolving any mismatches and electronically issuing an employment authorized result to individuals who E-Verify finds to be work authorized, which will expedite future E-Verify checks and make an employee's employment eligibility verification easier for future employment.
- Giving employees more direct control over the privacy of their data and a more direct stake in their employment eligibility verification process by creating a secure account for employment eligibility verification. This protects Personally Identifiable Information (PII) and helps improve data accuracy.
- Allowing employees to receive notification of and resolve confirmation mismatches directly with the government without requiring the employer to be an intermediary to print and distribute forms, which is a more secure and private process that can speed up case resolution.
- Removing the employer's primary role in the mismatch resolution process. While employers would be informed about their employee's mismatch, this process removes employers as the intermediary to communicate a mismatch to the employee, as affected employees are instead notified directly and provided the instructions required to resolve the mismatch.

The demonstration project will be built upon the existing USCIS and E-Verify web services capabilities and will be enhanced by two electronic applications for the employee and employer, respectively, each of which will have its own Terms of Service. USCIS will conduct detailed internal assessments of the demonstration project and intends to provide necessary reports and briefings on the project status as required by law.

E-Verify+ will go through a phased delivery approach using the Agile development methodology, focused on iterative development where requirements and solutions evolve through collaboration with the end-users. The product will be deployed into production with a multiple wave approach, where additional employers will be gradually provided access to the product.

2. Indicate how, by whom, and for what purpose the information is to be used. Except for a new collection, indicate the actual use the agency has made of the information received from the current collection.

The E-Verify+ demonstration project will give employees more control over their PII by having them input their data into their own secure account, using the existing myUSCIS online account creation process (i.e., myAccount) (<https://myaccount.uscis.gov/>) which is currently used during the account creation process in myE-Verify (<https://myeverify.uscis.gov/>), as an employee facing portal, instead of relying on potentially less accurate and less secure data inputs entered secondhand by the employer. Employees will have the opportunity to create and manage their own secure E-Verify+ account, which will collect, contain and maintain information about their employment eligibility for use in hiring processes. The Terms of Service for this account and the information fields collected as part of the individual account creation and management process are attached to this Supporting Statement (see addenda with screens shots and terms of service documents).

The E-Verify+ product will use many of the features and processes that are currently used with E-Verify and will be connected to the Verification Information System² (VIS) for the purposes of the confirmation process and for case and record retention. E-Verify+ exists within the same infrastructure, same boundaries, and uses the same underlying structure as the current E-Verify system. The employer will review and agree to an E-Verify+ Terms of Service (attached) and use the existing E-Verify website, but employees will access the product using a portal where they will review and agree to a Terms of Service, establish their E-Verify+ account, and complete the employment eligibility verification and confirmation processes.

There are 10 new processes that will include information collections within E-Verify+:

- E-Verify+ Employee Terms of Service
- E-Verify+ Employer Terms of Service
- E-Verify+ Employer Tutorial
- New Hire Case Initiation
- Account Creation
- Creation of the Electronic Form I-9
- Document Capture
- Electronic Signatures of Form I-9
- Reverification and Rehires
- Verification and Mismatch Process

E-Verify+ Terms of Service

The employer and the employee will be required to review and accept a Terms of Service for enrollment in and use of their respective aspects of the E-Verify+ service.

E-Verify+ Employer Tutorial

² VIS is the technical infrastructure supporting two key programs, E-Verify and the Systematic Alien Verification for Entitlements (SAVE) Program. System of Records Notices describing these records are found at: [System of Records Notices \(SORNs\) | Homeland Security \(dhs.gov\)](#).

The employer will be required to complete a E-Verify+ Employer Tutorial on the E-Verify+ process prior to being able to initiate New Hire Cases using this new procedure. This tutorial will be provided through the current E-Verify system and existing E-Verify website.

New Hire Case Initiation

After the employee has been interviewed (remotely or in-person) and contact information confirmed at the time of interview?, the employer initiates the E-Verify+ process when they enter their newly hired employee's information into E-Verify+. The employer logs into their E-Verify account and will enter the employee's last name, first name, email address, phone number, employee ID (if applicable), and their first date of employment. The system sends a message to the newly hired employee (via email and/or phone) with a unique link and time limit for the employee to proceed with the Employee Account creation process and a unique reference code from their employer.

Account Creation

Once the employee receives and accesses their unique, time limited link from their employer and enters their unique reference code, they may go forward with the account creation process. The employee will begin by agreeing to the Terms of Service and entering the unique code sent by their employer to confirm their email is accurate. The employee will then create their password and establish their two security questions. The employee will then set-up their two-factor authentication (TFA). The employee will complete the account creation process by entering their personal information to include their last name, first name, middle initial, any other names used by the employee, address, date of birth (DOB), Social Security number (SSN), email address, and telephone number.³ The information provided during the account creation process will use the existing myUSCIS online account creation process (i.e., myAccount) (<https://myaccount.uscis.gov/>) which is currently used during the account creation process in myE-Verify (<https://myeverify.uscis.gov/>). Once the E-Verify+ account is established, the employee will not need to enter that data again unless there needs to be an update or change in the account profile. Should the employee require the use of a preparer and/or translator, they will acknowledge as such, and the preparer/translator will provide their last name, first name, middle initial, address and electronically sign the Form I-9.

Creation of the Electronic Form I--9

The electronic rendering of the Form I-9 will occur within the E-Verify+ application. If the employee does not have an E-Verify+ account they will create an account, as described in the Account Creation process above. Once their account is created, the employee will input their citizenship or immigration status, as well as upload their identity and work authorization document(s). If the employee already has an E-Verify+ account (once created as part of the demonstration pilot), they will log into their existing account and they will be directed to enter their unique reference code from their employer. The employee will be prompted to review their previously entered personal

³ Middle initial, other names used, email address, and telephone number are optional fields in the account creation process.

information and identity and work authorization document(s). If no updates or edits are required, the employee will be able to use their previously verified information and sign and submit their Form I-9 to their employer.

The E-Verify+ electronic Form I-9 rendering will differ in process from the current paper or electronic Form I-9 completion activities in that the employee will present documents to the employer for completion of Form I-9 Section 2 by entering and uploading the Section 2 documents into their secure account. E-Verify will confirm those documents and the related information once they are entered into the account. The employer will then complete the Form I-9 Section 2 process by physically examining the documents in relation to the employee, and comparing them to the documents presented for review, and then attesting that the documents appear to be genuine and relate to the individual.⁴ Currently, the employee completes Section 1 and presents documents to the employer for Section 2, which the employer physically examines, and compares with the documents presented during the review and attests to Section 2 before submitting an E-Verify case for electronic confirmation. In this way, employees will now be able to confirm and resolve issues with the documents presented for verification on their own. The differences in the full process are captured within the instructions for the information collection instrument.

Document Capture

Document capture will occur directly within the E-Verify+ application. After entering their biographic information, the employee will be prompted to select their citizenship or immigration status to complete Form I-9 Section 1 “Employee Information and Verification.” Then they will select the document(s) type they plan to submit to their employer for examination, and the relevant document fields relating to the document(s) (document type, document number, expiration date, and in some cases the issuing authority for the document) for electronic confirmation and completion of Form I-9 Section 2 “Employer Review and Verification.” The employee will then be prompted to upload photographed or scanned images of the front and back of their identity and work authorization document(s).

Current Form I-9 policy requires employers to choose whether or not to make and retain copies of the documents presented by the employee for completion of the Form I-9. If the employer makes and retains such copies, the employer must do so for all employees, regardless of national origin or citizenship status, or may violate anti-discrimination laws. If the employer participates in E-Verify and the employee presents a U.S. passport, passport card, Permanent Resident Card (also called a Green Card) or Employment Authorization Card, the employer is currently required to retain a copy of the document with the Form I-9. E-Verify+ will provide the employer with the option as to which

⁴ The employer will be required to complete the Form I-9 within 3 days of the date of hire (“hire” means the beginning of employment in exchange for wages or other remuneration) notwithstanding a pending mismatch or an “employment authorized” result. E-Verify+ will send the Form I-9 to the employer after the employee presents documents for Section 2, at which point the employer may complete the Form I-9 and hire the employee pending resolution of the mismatch by the employee with DHS and/or SSA. Employers are prohibited from taking adverse action against an employee because of a mismatch until E-Verify issues an FNC result.

documents – in addition to the E-Verify documents above – they want to retain, and, as such, will not increase the burden on the employer to print or retain Form I-9 documents, but may reduce that burden with the reduced use of paper documents in the process and the more convenient ways of electronically saving documents as opposed to copying paper documents.

Electronic Signatures for Form I-9

The employer and the employee will electronically sign Form I-9 within the E-Verify+ application. The employee will electronically sign and confirm their attestation by checking a box and clicking a button to Sign and Submit Form I-9, in accordance with the requirements of 8 C.F.R. § 274a.2(h). The Form I-9 information will then be submitted to the employer within the E-Verify+ application. Once the employer conducts their physical examination of the employee's identity and work authorization document(s), the employer will have the opportunity to add any additional information into the Additional Information section and electronically sign Section 2 of Form I-9.

Reverification and Rehires

E-Verify+ will provide the employer with the ability to enter the employee related information that is required for reverification and rehire (currently within Section 3 of the Form I-9). This information will not be reverified systematically but will provide the ability for the employer to have this information entered on the electronic Form I-9 along with an electronic signature. The E-Verify+ Reverification and rehire process will consist of the entry of the last name, first name, middle initial, date of rehire (if applicable), document title, document number, expiration date (if any).

Verification and Mismatch Process

The information the employee enters for completion of Section 1 and Section 2 of the Form I-9 will be used to electronically confirm their identity and employment eligibility. If the employee has not been previously confirmed through E-Verify+, the current E-Verify process will be used to initially confirm the identity and employment eligibility of the employee within E-Verify+. If the employee's employment eligibility is confirmed, E-Verify+ will notify the employee of this result.

However, if the employee has been confirmed previously through E-Verify+, was determined to be employment authorized, and that status is still current after an opportunity to check their information and run an updated check with government systems, then E-Verify+ will confirm the employee's employment eligibility, and transfer that information to the employer, along with a digitized Form I-9 for completion.

If the employee's case results in a mismatch which they choose to take action to resolve, they will be provided with a user-friendly and guided experience through the E-Verify+ application to resolve the mismatch with SSA and/or DHS by uploading additional documentation directly in their E-Verify+ account. Most cases will be automatically referred and resolved through the Status Verification System (SVS)⁵, where USCIS

⁵ Status Verification System (SVS) is used by the Department of Homeland Security Legal Instrument Examiners to resolve cases that could not be resolved during the initial query.

conducts further research to provide additional case details usually within three business days. E-Verify+ will notify the employee of their employment authorized result and give them their next steps. If the employee cannot resolve the mismatch, E-Verify+ will notify the employee and the employer of the FNC result, and the employer will take the same steps to close the case currently required of E-Verify employers.

3. **Describe whether, and to what extent, the collection of information involves the use of automated, electronic, mechanical, or other technological collection techniques or other forms of information technology, e.g., permitting electronic submission of responses, and the basis for the decision for adopting this means of collection. Also describe any consideration of using information technology to reduce burden.**

Account Creation

E-Verify+ employees will use the existing USCIS myAccount process to create a USCIS online account to access E-Verify+ services. This will be a new burden on some of the employees, since employees who do not currently have an online account with USCIS, or a myE-Verify account specifically, will be required to create a new account online. The E-Verify+ account creation process will consist of the entry of the employee's email address, phone number, last name, first name, other names used, address, date of birth (DOB), Social Security number (SSN), password, and two challenge questions. Once the access account is established, the account holder (employee) will not need to enter that data again unless the account lapses or is otherwise terminated.

Creation of the Electronic Form I-9

E-Verify+ will reduce burden on the employer by eliminating the need for manual data entry of the employee's data. Once an offer of employment is made and accepted, the employer will initiate the E-Verify+ case process and send the employee a unique link to create or login to their E-Verify+ account and a unique reference code. Once the employee completes their portion of the Form I-9, the employer will receive a notification and will be prompted to perform a physical examination of the employee's identity and work authorization documents. Once the physical examination is complete, the employer will electronically sign the Form I-9 and print and/or save an electronic copy of the completed Form I-9 with the option to print and/or save associated documents in addition to the E-Verify-required documents discussed above. The E-Verify+ Form I-9 will also bear the E-Verify electronic confirmation case number. USCIS will not retain a copy of the Form I-9 post-completion but will maintain an electronic Form I-9 audit trail as required by electronic Form I-9 regulations, as well as the employee's secure account for later updating and use with subsequent employers.

Technology is used throughout this process to minimize burdens to the extent practicable. In the current employment eligibility verification process, the employee is responsible for manually or electronically completing Section 1 of their Form I-9. This will not change with E-Verify+. The only difference is that the employee will now create an online E-Verify+ account or log into their existing myE-Verify account to enter or confirm their biographic and citizenship/immigration status information. The employee will have the

convenience of storing documents in an electronic account for updating, electronic confirmation and reuse for subsequent hiring events. ..

Electronic Signatures of Form I-9

In the current employment eligibility verification process both the employer and the employee are required to either manually or electronically sign the Form I-9. Moving to full electronic signatures will reduce the document handling burden required with manual signatures.

Verification and Mismatch Process

E-Verify+ uses technology to reduce the burden on employees once they establish their E-Verify+ account, go through the verification and confirmation processes and receive an employment authorized result. The establishment and electronic verification of the employee's E-Verify+ account will allow an employee's employment eligibility status to be electronically updated, confirmed and sent for verification with subsequent employers.

E-Verify+ will notify the employee of a mismatch directly within the E-Verify+ application and will provide instructions to resolve the mismatch. In the current E-Verify process the employee is notified by the employer and given printed Further Action and Referral Date Confirmation notices. E-Verify+ uses technology to reduce burdens by delivering electronic notices conveniently to the employee's secure account after employer verification and notifying the employer electronically.

4. Describe efforts to identify duplication. Show specifically why any similar information already available cannot be used or modified for use for the purposes described in Item 2 above.

The collection of this information is unique to USCIS and is not conducted elsewhere. A review of USCIS' Forms Inventory Report revealed no duplication of effort and there is no other similar information currently available that can be used for these purposes.

5. If the collection of information impacts small businesses or other small entities (Item 5 of OMB Form 83-I), describe any methods used to minimize burden.

Participation in this demonstration project and the information collection in this process is strictly voluntary. Therefore, it does not have any impact on small businesses or other small entities. This program is intended to benefit these small entities by allowing them to quickly verify whether an employee is legally eligible to work, and therefore comply with INA § 274A. As all employers are required to complete and retain a Form I-9 for all newly hired employees, this program decreases the burden on small businesses or other small entities by empowering the employee to electronically fill out their personal information once and update as needed, reducing duplicate data and duplicate data entry, assembling the employee portion of the Form I-9 automatically, and making the digital Form I-9 available to be stored by the employer.

6. Describe the consequence to Federal program or policy activities if the collection is not conducted or is conducted less frequently, as well as any technical or legal obstacles to reducing burden.

If this information collection is not conducted, the E-Verify+ program would not take place. E-Verify participating employers would continue to use the current employment eligibility verification process to include new employees filling out a paper or electronic Form I-9 and entering that data into E-Verify. The employees' PII will continue to be collected and housed in a less secure environment and the opportunity for human error and communication channels will remain high as the current process will remain in place.

7. Explain any special circumstances that would cause an information collection to be conducted in a manner

- **Requiring respondents to report information to the agency more often than quarterly;**
- **Requiring respondents to prepare a written response to a collection of information in fewer than 30 days after receipt of it;**
- **Requiring respondents to submit more than an original and two copies of any document;**
- **Requiring respondents to retain records, other than health, medical, government contract, grant-in-aid, or tax records for more than three years;**
- **In connection with a statistical survey, that is not designed to produce valid and reliable results that can be generalized to the universe of study;**
- **Requiring the use of a statistical data classification that has not been reviewed and approved by OMB;**
- **That includes a pledge of confidentiality that is not supported by authority established in statute or regulation, that is not supported by disclosure and data security policies that are consistent with the pledge, or which unnecessarily impedes sharing of data with other agencies for compatible confidential use; or**
- **Requiring respondents to submit proprietary trade secret, or other confidential information unless the agency can demonstrate that it has instituted procedures to protect the information's confidentiality to the extent permitted by law.**

This collection of information is conducted in a manner consistent with guidelines in 5 CFR 1320.5 (d)(2).

The special circumstances described in this section of the supporting statement are not applicable to this information collection. Once the employer is enrolled in E-Verify+, the employer is required to initiate a case each time a new employee is hired. The employee will receive and access a unique link where they will conduct account creation by entering credentials, followed by entering their own citizenship and document information.

- 8. If applicable, provide a copy and identify the data and page number of publication in the Federal Register of the agency's notice, required by 5 CFR 1320.8(d), soliciting comments on the information collection prior to submission to OMB. Summarize public comments received in response to that notice and describe actions taken by the agency in response to these comments. Specifically address comments received on cost and hour burden.**

On MAY 18, 2026, USCIS published a 60-day notice in the Federal Register at 91 FR 28616. USCIS did receive comments after publishing that notice.

On August 19, 2026, USCIS published a 30-day notice in the Federal Register at 91 FR 53630. USCIS did/ receive a comment after publishing that notice..

- 9. Explain any decision to provide any payment or gift to respondents, other than remuneration of contractors or grantees.**

There is no offer of monetary or material value to respondents for the voluntary submission of information through E-Verify+.

- 10. Describe any assurance of confidentiality provided to respondents and the basis for the assurance in statute, regulation or agency policy.**

There are assurances of confidentiality provided to the respondents for this information collection. The information collected, used, maintained, and stored in myUSCIS Account Experience is covered under the following system of records notices:

- DHS/USCIS/ICE/CBP-001 Alien File, Index, and National File Tracking System of Records⁶ covers documentation and maintenance of an individual's immigration application, petitions, and requests as he or she passes through the U.S. immigration process; September 18, 2017, 82 FR 43556
- DHS/USCIS-007 Benefits Information System⁷ permits USCIS' collection, use, maintenance, dissemination, and storage of paper and electronic benefit request information. This includes case processing and decisional data not included in the A-File SORN. It also covers case specific information that is collected and shared with online account holders; October 10, 2019, 84 FR 54622

⁶ DHS/USCIS/ICE/CBP-001 Alien File, Index, and National File Tracking System of Records, 82 FR 43556 (October 18, 2017).

⁷ DHS/USCIS-007 Benefits Information System, 81 FR 72069 (October 19, 2016).

- DHS/USCIS-010 Asylum Information and Pre-Screening System of Records⁸ covers the information collected during the ingestion of the I-589 and I-881 forms; November 30, 2015, 80 FR 74781
- DHS/ALL-037 E-Authentication Records System of Records⁹ covers information collected to create and authenticate an individual's identity for the purpose of obtaining a credential to electronically access a DHS program or application. August 11, 2014, 79 FR 46857

The following system of records notices associated with this information collection are:

- DHS/USCIS-011 E-Verify Program, June 18, 2019, 84 FR 28326; and
- DHS/ALL-037 E-Authentication Records System of Records, August 11, 2014, 79 FR 46857.

The Employer and Employee Terms of Use for E-Verify+ are attached hereto.

The associated Terms of Use for myAccount is:

- <https://myaccount.uscis.gov/terms#tou>

USCIS assures E-Verify users (employers) in the E-Verify Memorandum of Understanding (MOU) that it will safeguard the information they provide in E-Verify and will limit access to such information to individuals responsible for the verification process, for evaluation of E-Verify, or to such other persons or entities as may be authorized by applicable law. The E-Verify MOU also states, "the Employer understands that its participation in E-Verify is not confidential information and may be disclosed as authorized or required by law and DHS or SSA policy, including but not limited to, Congressional oversight, E-Verify publicity and media inquiries, determinations of compliance with Federal contractual requirements, and responses to inquiries under the Freedom of Information Act (FOIA)."

The system used to support the E-Verify Program operated and maintained according to DHS and privacy requirements. Information about the employee to be verified including the result of the E-Verify query (e.g., Employment Authorized, mismatch) is handled in accordance with the Privacy Act of 1974. The system of records notice associated with this information collection is the:

- E-Verify Program System of Records. Published in the Federal Register on August 18, 2019, at 87 Fed. Reg. 50786.

The associated privacy impact assessment is the E-Verify Program PIA available on the DHS Privacy Office website <http://www.dhs.gov/privacy>. The Immigration and Nationality Act (INA) and Illegal Immigration Reform and Immigrant Responsibility Act of 1996 (IIRIRA) also provide specific privacy protections to workers who complete Form I-9 and have their data entered into the E-Verify program.

⁸ DHS/USCIS-010 Asylum Information and Pre-Screening System of Records, 80 FR 74781 (November 30, 2015).

⁹ DHS/ALL-037 E-Authentication Records System of Records, 79 FR 46857 (August 11, 2014).

The privacy impact assessments associated with this information collection are:

- DHS/USCIS/PIA-030 E-Verify Program PIA, and its most relevant subsequent updates listed below:
 - o DHS/USCIS/PIA-030(h) myE-Verify, which allows USCIS users to create an online account through myAccount before using certain myE-Verify features, such as Self Check, Self-Lock, and Case History. January 24, 2020
 - o DHS/USCIS/PIA-030(e) E-Verify Program, which covers (1) a new interconnection to the National Law Enforcement Telecommunications System (NLETS), (2) the use of the Person Centric Entity Resolution microservice, and (3) migration to a cloud-hosted environment. September 12, 2014
 - o DHS/USCIS/PIA – 030(d) E-Verify Program, which describes E-Verify's collection and verification of the foreign passport country of issuance (COI) through the U.S. Visitor and Immigrant Status Indicator Technology (US-VISIT) program's Arrival and Departure Information System (ADIS); July 27, 2012
 - o DHS/USCIS/PIA-030(b) E-Verify Self Check, covers E-Verify Self Check service, which is voluntary and available to any individual who wants to check his own work authorization status prior to employment and facilitate correction of potential errors in federal databases that provide inputs into the E-Verify process. When an individual uses the E-Verify Self Check service he will be notified that either 1) his information matched the information contained in federal databases and would be deemed work authorized, or 2) his information was not matched to information contained in federal databases which would be considered a "mismatch." September 06, 2013
- DHS/USCIS/PIA-036 Form I-9 Employment Eligibility Verification, describes how the USCIS Verification Division manages the business process in support of the statutory requirement that employers maintain Form I-9, Employment Eligibility Verification, which is completed by their new employees. This form serves to verify employment authorization for all new employees. June 21, 2013

11. Provide additional justification for any questions of a sensitive nature, such as sexual behavior and attitudes, religious beliefs, and other matters that are commonly considered private. This justification should include the reasons why the agency considers the questions necessary, the specific uses to be made of the information, the explanation to be given to persons for whom the information is requested, and any steps to be taken to obtain their consent.

There are no questions of a sensitive nature.

12. Provide estimates of the hour burden of the collection of information. The statement should:

- **Indicate the number of respondents, frequency of response, annual hour burden,**

and an explanation of how the burden was estimated. Unless directed to do so, agencies should not conduct special surveys to obtain information on which to base hour burden estimates. Consultation with a sample (fewer than 10) of potential respondents is desirable. If the hour burden on respondents is expected to vary widely because of differences in activity, size, or complexity, show the range of estimated hour burden, and explain the reasons for the variance. Generally, estimates should not include burden hours for customary and usual business practices.

- If this request for approval covers more than one form, provide separate hour burden estimates for each form and aggregate the hour burdens in Item 13 of OMB Form 83-I.
- Provide estimates of annualized cost to respondents for the hour burdens for collections of information, identifying and using appropriate wage rate categories. The cost of contracting out or paying outside parties for information collection activities should not be included here. Instead, this cost should be included in Item 14.

Type of Respondent	Form Name / Form Number	No. of Respondents	No. of Responses per Respondent	Total Number of Responses	Avg. Burden per Response (in hours)**	Total Annual Burden (in hours)	Avg. Hourly Wage Rate*	Total Annual Respondent Cost
Employers, Recruiters and Referrers for a fee (limited to agricultural associations, agricultural employers, or farm labor contractors), and State Employment Agencies.	Employment Eligibility Verification, Form I-9	189,015	70	13,231,050	0.05	661,553	\$43.45	\$28,744,456
Individuals or Households (Employees)	New User (Account Creation)	11,668,584	1	11,668,584	0.17	1,983,659	\$43.45	\$86,189,996
Individuals or Households (Employees)	Employment Eligibility Verification, Form I-9	13,231,050	1	13,231,050	0.08	1,058,484	\$43.45	\$45,991,130
Record Keepers	Record Keeping and Audits***	13,248,648	1	13,248,648	0.17	2,252,270	\$43.45	\$97,861,138
Total				51,379,332		5,955,966		\$258,786,720

* The above Average Hourly Wage Rate is the [May 2022 Bureau of Labor Statistics](#) average wage for All Occupations \$29.76 times the wage rate benefit multiplier of 1.46 (to account for benefits provided) equaling \$43.45. The selection of “All Occupations” was chosen because respondents to this collection could be expected from any occupation.

** This estimate includes both account creation and verification.

*** Not all Employers are subject to ICE Audits.

13. Provide an estimate of the total annual cost burden to respondents or record keepers resulting from the collection of information. (Do not include the cost of any hour burden shown in Items 12 and 14).

- The cost estimate should be split into two components: (a) a total capital and start-up cost component (annualized over its expected useful life); and (b) a total operation and maintenance and purchase of services component. The estimates should take into account costs associated with generating, maintaining, and disclosing or providing the information. Include descriptions of methods used to estimate major cost factors including system and technology acquisition, expected useful life of capital equipment, the discount rate(s), and the time period over which costs will be incurred. Capital and start-up costs include, among other items, preparations for collecting information such as purchasing computers and software; monitoring, sampling, drilling and testing equipment; and record storage facilities.
- If cost estimates are expected to vary widely, agencies should present ranges of cost burdens and explain the reasons for the variance. The cost of purchasing or contracting out information collection services should be a part of this cost burden estimate. In developing cost burden estimates, agencies may consult with a sample of respondents (fewer than 10), utilize the 60-day pre-OMB submission public comment process and use existing economic or regulatory impact analysis associated with the rulemaking containing the information collection, as appropriate.
- Generally, estimates should not include purchases of equipment or services, or portions thereof, made: (1) prior to October 1, 1995, (2) to achieve regulatory compliance with requirements not associated with the information collection, (3) for reasons other than to provide information or keep records for the government or (4) as part of customary and usual business or private practices.

(a) Capital or Start-Up Costs:

E-Verify+ is a voluntary program and thus imposes no start-up costs.

(b) Operation, Maintenance and Purchase of Service costs:

E-Verify+ is a free, web-based service for employers and employees. Any costs associated with using E-Verify+ is captured in OMB Control No. 1615-0092 (E-Verify Program).

- 14. Provide estimates of annualized cost to the Federal government. Also, provide a description of the method used to estimate cost, which should include quantification of hours, operational expenses (such as equipment, overhead, printing, and support staff), and any other expense that would not have been incurred without this collection of information. Agencies also may aggregate cost estimates from Items 12, 13, and 14 in a single table.**

Costs to the Federal Government to support E-Verify+ is captured in OMB Control No. 1615-0092.

- 15. Explain the reasons for any program changes or adjustments reporting in Items 13 or 14 of the OMB Form 83-I.**

USCIS is requesting an extension of a currently approved collection. USCIS is reporting no change in the estimated annual hour burden and estimated annual cost burden to respondents for this collection of information.

- 16. For collections of information whose results will be published, outline plans for tabulation, and publication. Address any complex analytical techniques that will be used. Provide the time schedule for the entire project, including beginning and ending dates of the collection of information, completion of report, publication dates, and other actions.**

USCIS does not intend to employ the use of statistics or the publication thereof for this collection of data.

- 17. If seeking approval to not display the expiration date for OMB approval of the information collection, explain the reasons that display would be inappropriate.**

USCIS will display the expiration date of OMB approval for this information collection.

- 18. Explain each exception to the certification statement identified in Item 19, "Certification for Paperwork Reduction Act Submission," of OMB 83-I.**

USCIS does not request an exception to the certification of this information collection.

B. Collection of Information Employing Statistical Methods.

There is no statistical methodology involved with this collection.