User Manual

April 25, 2013
Revised April 25, 2013

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Overview

Before using this manual it is recommended that you review the Form I-9, Employment Eligibility Verification form issued by the Department of Homeland Security, U.S. Citizenship and Immigration Services and the Handbook for Employers, Guidance for Completing Form I-9 (Employment Eligibility Verification Form) M-274.

I-9 Management allows a user to perform a variety of functions such as:

- Complete a new Form I-9 using electronic signatures
- Retrieve electronic Forms I-9, supporting documents, and audit trails
- Access reports
- Reverify (complete Section 3) an existing Form I-9 online
- Verify an employee’s eligibility to work in the United States through E-Verify®

I-9 Management contains two sites that will help you eliminate paper, reduce costs, and maintain compliance with immigration laws and regulations governing Form I-9 and E-Verify. The Employee site, also referred to as the CAPTCHA site, allows an employee to independently complete Section 1 of their Form I-9 and sign it electronically. This process creates what I-9 Management refers to as a Pending I-9. (The employee can also complete a Pending I-9 using the Employer site, also referred to as the webManager site.)

The Employee site is designed for employers who:

- Have the employee complete Section 1 of Form I-9 on their own, and/or
- Provide a new hire packet prior to the first day of work, and/or
- Onboard multiple employees at a single orientation meeting, and/or
- Utilize I-9 Management for remote employees to complete Form I-9, and/or
- Integrate I-9 Management with an employer or a third party system.

The Employer site is designed for HR professionals, hiring managers, and administrators. This site allows authorized users to create a Pending I-9, complete Section 2, reverify an employee’s work authorization, and process E-Verify cases. Users can also complete a new Form I-9, view and print Forms I-9, supporting documents, and audit trails to respond to audits, and access reports. The functions available depend on the user’s Role and Location access.

Federal immigration laws make it mandatory for employers to verify the employment eligibility of all workers hired after November 6, 1986. This requirement is fulfilled through the completion and storage of a Form I-9 Employment Eligibility Verification form. Completed Forms I-9 MUST be maintained by the employer for three years after the date of hire or one year after employment ends, whichever is later. An individual may not begin employment unless Form I-9 is completed. Failure to comply with the Immigration Reform and Control Act of 1986, as amended, will subject employers to civil or criminal penalties including fines. For more information see:

- I-9 Central website at: http://www.uscis.gov/I-9Central Because immigration law and employment eligibility verification regulations can change over time, we encourage you to periodically check I-9 Central at www.uscis.gov for updated Form I-9 information.
- E-Verify website at: http://www.dhs.gov/e-verify
- English and Spanish versions of Form I-9 from the U.S. Citizenship and Immigration Services (USCIS) site at www.uscis.gov. To order Forms I-9 or a print copy of the Handbook for Employers (M-274) by telephone, call the USCIS Forms Request Link toll-free at 1-800-870-3676.
I-9 Management allows you to efficiently complete, maintain, and retrieve Forms I-9 electronically for every individual you hire. I-9 Management also helps eliminate liability and maintain compliance with federal regulations to avoid penalties and fines.

**Employee Site**

The use of the Employee or CAPTCHA site is optional. Your employer will decide if this site will be part of your electronic Form I-9 process. *Skip this section if you are not using the Employee site.*

The Employee site is designed to be used by employees for employers who:

- Have the employee complete Section 1 of Form I-9 on their own, and/or
- Provide a new hire packet prior to the first day of work, and/or
- Onboard multiple employees at a single orientation meeting, and/or
- Utilize I-9 Management for remote employees to complete Form I-9, and/or
- Integrate I-9 Management with an employer or a third party system.

Using this site, an employee can independently complete Section 1 of Form I-9 and sign it with an electronic signature. This creates a Pending I-9. The employer MUST complete and electronically sign Section 2 of the Pending I-9 to complete the employee’s Form I-9.

**Access**

To use the Employee site the employee MUST access the site and enter their Employer Name or Code.

1. Go to: [www.hr.upenn.edu/I9](http://www.hr.upenn.edu/I9)
2. Enter your five-digit Employer Code 10476
3. Click Go

The employee is prompted to enter the Employer Code or the employer’s name and click Go. Your Employer Code is assigned by WS and will be provided to you by your Implementation Manager or Client Relationship Manager. Next, the employee is prompted to enter the slanted letters in the picture. This picture is called a CAPTCHA. The CAPTCHA is used to ensure the user is a person and not a hacker’s computer.

**Note:**

The term CAPTCHA (Completely Automated Public Turing Test To Tell Computers and Humans Apart) was coined in 2000 by Luis von Ahn, Manuel Blum, Nicholas Hopper and John Langford of Carnegie Mellon University.

**Completing Section 1**

After successfully logging in, the employee is presented with a page that resembles Section 1 of Form I-9. The employee MUST complete the form without error before continuing to the next step. Some of the fields in Section 1 are required and some are optional. For example, fields such as first and last names, address, date of birth, SSN, and citizenship/immigration status are required. Fields such as middle initial, other names used, apartment number, e-mail address, and telephone number are optional.
The Preparer and/or Translator block is to be completed if someone assists the employee in completing Section 1 of Form I-9.

**Electronic Signatures**
The Employee site captures electronic signatures from the employee as well as the Preparer and/or Translator, if applicable.

**Preparer and/or Translator Electronic Signature**
*Skip this section if the Preparer and/or Translator block is blank.* If the Preparer and/or Translator block is completed, the next step after clicking the **Continue** button is for the Preparer and/or Translator to electronically sign Form I-9. On the electronic signature page, the individual assisting the employee MUST first review the information at the top of the page to make sure it is correct. The individual MUST then sign Form I-9 electronically. The electronic signature is a two step process. First, click the checkbox to indicate the individual has read, understands, and agrees with the perjury statement. Next, click the **Continue** button to electronically sign Form I-9.

**Employee Electronic Signature**
After the Preparer and/or Translator signs Form I-9 or if the Preparer and/or Translator block is blank, the employee electronically signs Form I-9. The employee MUST review the information at the top of the electronic signature page to make sure it is correct. The employee MUST then electronically sign Form I-9. The electronic signature is a simple process. First, click the checkbox to indicate the employee has read, understands, and agrees with the perjury statement. Next, enter the information required, if applicable, and click the **Continue** button to complete the electronic signature. There are a variety of configurable electronic signature methods available in I-9 Management.

**Employee Receipt**
The Thank You page is the employee’s receipt and provides instructions for the employee to correct a mistake on their Form I-9. The electronic Form I-9 rule published by Immigration and Customs Enforcement (ICE) in the Federal Register requires the employer to provide the employee a receipt for the completion of Section 1, if requested by the employee. Completing a new Form I-9 will replace the old one, provided the SSN is the same on both Pending I-9s.

The Thank You page includes a time and date stamp indicating when Section 1 was electronically signed by the employee. The employee’s SSN, if entered, is masked to prevent identity theft if the receipt is printed on a shared printer and picked up by mistake or if the employee misplaces the receipt.
The Thank You page also includes the list of acceptable documents that pertain to the employee based on the citizenship/immigration status the employee attested to in Section 1 of Form I-9. The employee MUST prove their identity and employment eligibility to work in the United States by presenting:

a) One document from List A, OR  
b) One document from List B AND one document from List C.

The employer MUST inspect the employee’s documentation and complete Section 2 to finish Form I-9. Printing the Thank You page serves as a reminder to the employee to bring their documents with them when they begin work. Now, the employee should close the browser or click the **Logout** button.

**Note:**

**Account Login**

The final page is the Account Login page. This page displays if the employee clicks the **Logout** button on the Thank You page. The Account Login page instructs the employee to close the browser to clear activity from the browser’s memory. It also allows the employee to log back in to the Employee site to complete a new Pending I-9.

**Errors**

If errors are made, a message for each error displays at the top of the page. Any field in error is highlighted in green. All errors MUST be corrected before the user is allowed to continue.

**Employer Site**

The Employer or webManager site is a separate site for HR professionals, hiring managers, and administrators. This site allows the user to create a Pending I-9, complete Section 2, reverify an employee’s work authorization, and process E-Verify cases. Authorized users can also complete a new Form I-9, view and print Forms I-9, supporting documents, audit trails to respond to audits, and access reports. The functions available depend on the user’s Role and Location access.

**Access**

To use the Employer site you MUST access the site and enter your Employer Code, Login ID, and Password.
**Employer Code**

1. Go to [https://www.hr.upenn.edu/HR19eXpress](https://www.hr.upenn.edu/HR19eXpress)
2. Enter your pennkey and password

**Main Menu**

The options displayed on the Main Menu page depend on your assigned user Role. You will typically use the Employer site for such functions as creating a Pending I-9, completing Section 2, reverifying an employee’s employment eligibility, accessing Forms I-9, and closing E-Verify cases. Let’s take a look at the options on the Main Menu page and navigational features.

**Quick Search**

The Quick Search box serves two purposes. First, it gives you a real-time view of the number of Forms I-9 that require action or follow-up of some kind. Second, it gives you one-click access to specific categories of Forms I-9. The different categories listed in the Quick Search box are described below.

**Pending**

A Pending I-9 is one with Section 1 completed, but not Section 2. Every time Section 1 of Form I-9 is completed electronically a Pending I-9 is created. The reason for creating a Pending I-9 is that Section 1 and Section 2 have different timing requirements for completion. Section 1 MUST be completed on or before the employee’s first day of work. Section 2 may be completed any time after Section 1 is completed, but MUST be completed no later than 3 business days after the employee’s first day of work. Since signature dates are automatically populated when each section is signed, a Pending I-9 MUST be created to preserve the date the employee actually signed Section 1.

There are two ways to complete Section 1 and create a Pending I-9.

First, all Forms I-9 completed using the Employee site are Pending I-9s because while the employee has completed Section 1, they still need to present documentation for you to complete Section 2.

Second, you can create a Pending I-9 through the Employer site by completing Section 1. Once the employee electronically signs Section 1 a Pending I-9 is created. If the employee is unable to present documentation for you to complete Section 2, you can access the employee’s Pending I-9 and complete Section 2 when the employee presents their documentation to you.

A Pending I-9 is not retained forever. A Pending I-9 is removed in the following situations.

- Section 2 is NOT completed within the retention period defined in your I-9 Management configuration and, if the integration with The Work Number is turned **ON**, the employee does not have a record in The Work Number indicating that they are being paid.
- Section 2 IS completed.

The retention period for a Pending I-9 is a configuration setting that is determined by your employer. A common setting is 30 days or less.

Location entry in Section 1 is also an I-9 Management configuration setting. If the Location is entered in Section 1, the Pending I-9s will be listed by Location. If the Location is not entered in Section 1, the Pending I-9s are assigned to the Default Location and can be seen by all users with access to the Default Location.
Click the **Pending** link in the Quick Search box to display the list of Pending I-9s. Click the employee’s name to complete Section 2 of their Form I-9.

**Reverification Due**

A Form I-9 is categorized as Reverification Due if an alien employee’s employment eligibility is about to expire. When I-9 Management is configured, a Reverification Window for reverification notifications is defined. For example, you may want to be notified that an employee needs to be reverified 90 days before the employee’s employment eligibility expires. When an employee enters the Reverification Window, the employee is listed in the Quick Search box and a notification e-mail is sent, if that feature is turned **ON** in your configuration. Employees listed in this category are specific to your Location access, if you use the Location feature.

Click the **Reverification Due** link in the Quick Search box to display the list of employees with employment eligibility expiring within your Reverification Window. Next, click the employee’s name to access the employee’s Employee Detail page. From there, depending on your internal policies, click the **Section 3** button or the **New I-9** button to complete a reverification for the employee.

**Note:**
The Rehire option (Rehire Date) in Section 3 is turned **OFF** if the employee’s current Location uses E-Verify. You MUST complete a new Form I-9 to rehire an employee in a Location using E-Verify.

**SSN Applied For**

This is a list of Forms I-9 with Section 1 completed using the **SSN Applied For** option. This option should be used if the employee does not have a Social Security number or the employee has applied for a Social Security number and it has not yet been issued. The employee should provide their SSN to you within 90 days. I-9 Management will track these employees for you.

Click the **SSN Applied For** link in the Quick Search box to display a list of employees with a Form I-9 that was completed using the **SSN Applied For** option in Section 1. Next, click the employee’s name to access the employee’s Employee Detail page. From there you can click the **Change SSN** link to enter the employee’s SSN and satisfy the **SSN Applied For** status. Once you have entered the employee’s SSN the employee is removed from this category.

**E-Verify Issues**

E-Verify is a federal government program that verifies the information on an eligible employee’s Form I-9 with the Social Security Administration (SSA) and the Department of Homeland Security (DHS) databases to determine if the employee is eligible for employment in the United States. If you are using E-Verify, the employees listed in this category have an open E-Verify case attached to their current/active Form I-9. This includes EMPLOYMENT AUTHORIZED, DHS NO SHOW, and FINAL NONCONFIRMATION cases that have not been closed.

Click the **E-Verify Issues** link in the Quick Search box to display the list of employees with an open E-Verify case. Next, click the employee’s name to access the employee’s Employee Detail page. From there you have the following options.

- Click the **History...** button to view the history of this E-Verify case.
- Click the **Contest** button to refer the employee to the appropriate government agency to correct the mismatch identified as a Tentative Nonconfirmation (TNC) by E-Verify.
- Click the **Not Contest** button to indicate that the employee does not wish to contact the appropriate government agency to correct the mismatch, which is considered the employee’s admission that they are not authorized to work in the United States and can be terminated.
- Click the **Close Case** button to close the case. Once you have closed the case the employee is removed from this category.

E-Verify issues such as SSA Tentative Nonconfirmation and DHS Tentative Nonconfirmation should be resolved within 10 government work days. The first step in resolving an issue is to inform the employee in private that their Form I-9 data did not match government databases. The employee will likely take one of the following actions.

1. Work with you, SSA, and/or DHS to resolve the data mismatch (Contest), or
2. Confirm that they are not eligible to work (Not Contest), or
3. Leave and not return to work (Close Case).

If the employee wants to correct the mismatch, you MUST refer the employee to SSA or DHS by clicking the **Contest** button in the E-Verify section of the Employee Detail page. Follow the instructions of the E-Verify wizard. You MUST print the Tentative Nonconfirmation Notice and the Referral Letter and give them to the employee. You have completed the process when you receive the message, “You have successfully referred this employee to SSA” or “You have successfully referred this employee to DHS.”

All E-Verify cases MUST be closed. There are two ways to close an E-Verify case.

To close a case for an individual employee, click the **Close Case** button in the E-Verify section on the employee’s Employee Detail page. Be careful to select the proper closure code when closing the case because you cannot change it once the case is closed.

To close cases for multiple employees you can access the **Close Multiple E-Verify Cases** feature from the Main Menu page or the Administration page. Only certain user Roles that have access to the Administration feature may close multiple E-Verify cases at the same time. Not all E-Verify cases can be closed at the same time. Only cases with a status of EMPLOYMENT AUTHORIZED, SSA FNC, DHS FNC, and DHS NO SHOW may be closed using this feature. Other E-Verify cases require follow-up actions by the employer and possibly the employee before the case can be closed. For example, the employee MUST be notified of a TNC and given an opportunity to correct the data mismatch with the appropriate government agency before the case can be closed.

The employee MUST make a decision to contest or not contest the E-Verify case within 10 business days of being notified by the employer or the employer may terminate the employee.

**Close an Individual Employee’s E-Verify Case**
1. Search for the employee or click the **E-Verify Issues** link in the Quick Search box.
2. Click the employee’s name to access the Employee Detail page for the employee.
3. Click the **view case details** link in the banner at the top of the Employee Detail page or scroll down to the E-Verify section and click the **Close Case** button. Be careful to select the proper closure code when closing the case because you cannot change it once the case is closed.

4. Follow the online instructions to close the case.
5. Indicate if the employee is currently employed or if the employee is not currently employed. Then, select the appropriate closure code for the case and click the **Close Case** button.

Close Multiple E-Verify Cases

1. Click the **Close Multiple E-Verify Cases** link on the Main Menu page or the Administration page. Only certain user Roles can access this feature.

2. You MUST identify the list of cases you wish to close by selecting an E-Verify status. You may use the other selections to narrow your case search. This feature will only allow you to close cases with the same status and closure code. Only cases with a status of EMPLOYMENT AUTHORIZED, SSA FNC, DHS FNC, and DHS NO SHOW may be closed using this feature. Other E-Verify cases require follow-up actions by the employer and possibly the employee before the case can be closed.

3. Click the **here** link to see your case closure history. This page will display your history of using this multiple case closure feature. You will only be able to see your own transactions. You will **NOT** be able to see any other user’s transactions. Using this page you can see if the case you submitted to E-Verify have been closed or not. A skipped case is one that someone else closed before you completed the multiple case closure process.

4. Click the checkbox next to an employee’s name to mark the employee’s E-Verify case for closure. You will be able to remove an employee from the list before you submit the cases to E-Verify for closure.
5. Next, specify how to instruct E-Verify to close the cases by indicating if the employee is still employed or not as well as the more detailed closure reason. All cases you selected to close with this feature MUST have the same instructions to E-Verify.
6. The last step is a final review where you will see the E-Verify status for all of the cases you are submitting to E-Verify for closure as well as the closure option you selected for the cases. If you need to remove a case from the list, click the red X next to the employee’s name. You MUST confirm your case closure selections by clicking the checkbox indicating that you have reviewed the cases and are confirming that the cases be closed as indicated. Once you click the checkbox the Close Case button will become active. Click the Close Case button to submit the cases to E-Verify for closure.

7. The final step is that a confirmation page is displayed to let you know that the cases have been submitted to E-Verify for closure.

8. Don’t forget that you can check on the status of the cases you submitted to E-Verify for closure by clicking the Close More Cases button to take you back to the Close Multiple E-Verify Cases page. You can also check on the closure status of the cases you have submitted for closure by clicking the Close Multiple E-Verify Cases link on the Main Menu page or the Administration page to return to the Close Multiple E-Verify Cases page and clicking the here link.

**Missing I-9**

The Missing I-9 feature is available to you if your employer provides data to The Work Number. The Quick Search box displays the number of employees who do not have a Form I-9 on file for the current period of employment. Missing I-9s are identified by comparing an employee’s SSN in The Work Number database with the SSN on the current Form I-9 in I-9 Management. An e-mail message may be configured to be sent out to the employee, the Location, and the employer, if requested.

Click the Missing I-9 link in the Quick Search box to display the list of employees with a payroll record in The Work Number that do not have a matching Form I-9 on file for the current period of employment. Next, click the employee’s name to access the Employee Detail page for the employee. From there you can click the New I-9 button to complete a Form I-9 for the employee.

**Note:**
The employee identified as a Missing I-9 may already have a Form I-9 on file. However, if the hire date in The Work Number is considerably later than the hire date on the employee’s current Form I-9, the employee’s Form I-9 is determined to be missing.

The Missing I-9 feature can also help with gathering a new Form I-9 for rehires. If the difference between the Most Recent Hire Date (this can also be configured to be the Original Hire Date or Adjusted Hire Date) in The Work Number and the hire date on the employee’s current Form I-9 is greater than the configured New Hire Window, then I-9 Management will prompt you to complete a new Form I-9 for the employee.
Conversion Errors

The Conversion Errors feature displays if you have decided to convert your current paper Forms I-9 into I-9 Management. Click the Conversion Errors link in the Quick Search box or select Conversion Errors as the Type of I-9 in your search to display converted Forms I-9 that had indexing data errors detected when the Form I-9 was loaded into I-9 Management. You can edit the data in the database for a converted Form I-9 by entering the correct data or marking the error as acceptable. This removes the Form I-9 from the Conversion Errors category. This process does NOT apply any changes to the PDF of the converted Form I-9.

Navigation

The navigation links at the top of the page are standard throughout the Employer site. These links allow you to view the site's Privacy Policy, access Help, and Logout of the site. The navigation link at the bottom of the page is also standard throughout the site. It allows you to view the Terms and Conditions of use for the site.

The menu on the left side of the page is standard throughout the Employer site. This menu allows you easily navigate the site and jump to any area of the site at any time. The options on this menu may vary based on your user Role, which determines the functions you are authorized to perform on the employees and Forms I-9 that your Location access allows.

Let's take a look at each of the menu options individually and see how they work.

New I-9

You can complete a new Form I-9 online by filling out the form and signing it electronically. There are three sections on Form I-9. Section 1 is for the employee to complete and sign. Section 2 is for the employer to complete and sign. And Section 3 is for the employer to complete and sign to change an employee's name or to reverify an employee's eligibility to work in the United States. Section 3 is covered in the Reverification Due section of this manual.

I-9 Management checks the information entered on Form I-9 to catch errors. This is to help ensure each Form I-9 is completed correctly. You won’t be able to continue to the next step until all errors have been corrected on the current page.

Let’s look at each section of Form I-9.

Section 1

Section 1 is for the employee to enter the information necessary to complete Form I-9.

The first block is for demographic information such as the employee’s name, address, date of birth, and Social Security number as well as optional information such as middle name, other names used, apartment number, e-mail address, and telephone number. There are some specific edits performed on the data entered in this block such as the date of birth to catch errors. One of the I-9 Management configuration options for your implementation is the minimum age for an employee. This may be 16, but it can be different. You will not be allowed to continue if the date of birth does not satisfy your minimum age requirement. There is also a configuration setting for a maximum age. This will typically be 125 (because E-Verify uses this age), but it can be different. You will not be allowed to continue if the date of birth is not within the maximum age requirement.

The second block is to indicate the employee's citizenship/immigration status and is required. The employee MUST click the radio button that corresponds to the citizenship/immigration status the employee will attest to by signing Section 1.

- A citizen of the United States – the employee will click this option if he/she is a citizen of the U.S.
- A noncitizen national of the United States – the employee will click this option if he/she is a national of a U.S. territory (see Form I-9 instructions for details).
- A lawful permanent resident – the employee will click this option if he/she is a lawful permanent resident with a “green card” and enter the employee’s Alien/USCIS number in the box provided.

- An alien authorized to work – the employee will click this option if he/she is an alien. In most cases the employee will be authorized to work in the U.S. until a specified date, but some employees may be authorized to work indefinitely. Enter either the employee’s Alien/USCIS number or I-94 number. If the I-94 number is entered also enter the foreign passport number and Country of Issuance in the areas provided or check the checkbox to indicate the employee obtained the I-94 number from USCIS within the U.S. and/or entered the U.S. without a passport. Also, enter either the employee’s work until date or click the checkbox to indicate that the employee is exempt from the employment eligibility expiration requirement (see From I-9 instructions for details).

The last block is the Preparer and/or Translator block. It is only necessary to complete this block if an individual other than the employee completes Section 1 or assists the employee. If this block is used, the individual assisting the employee is required to enter their information and electronically sign Section 1 of Form I-9.

When all the Section 1 information has been entered, click the Continue button.

I-9 Management does not allow more that one employee to use a Social Security number (SSN). If you try to enter a Form I-9 that contains a SSN already on file, you will be asked if the Form I-9 is for the same employee or a different employee. If the employees are the same, you will be allowed to continue. If the employees are different, you will be returned to Section 1 to correct the SSN. The process is described in greater detail in the Duplicate SSN section of this manual.

**Preparer and/or Translator Electronic Signature**

If the Preparer and/or Translator block was completed, the individual is required to electronically sign Form I-9. The process includes three simple steps.

1. Review the information entered in Section 1 to make sure it is correct.
2. Click the checkbox to agree with the perjury statement.
3. Click the Continue button to complete the electronic signature.

**Employee Electronic Signature**

Next, it is the employee’s turn to electronically sign Section 1. If the Preparer and/or Translator block was left blank, the Preparer and/or Translator electronic signature is skipped and the workflow proceeds directly to the employee’s electronic signature page. The electronic signature process includes a few simple steps.

1. Review the information entered in Section 1 to make sure it is correct.
2. Click the checkbox to agree with the perjury statement.
3. Enter any information required (this depends on your configuration settings).
4. Click the Continue button to complete the electronic signature.
Section 2

Section 2 is where the HR professional, hiring manager, administrator, or employer representative/agent enters the information on the employee’s documentation and electronically signs Form I-9. To complete this section, you MUST select the acceptable document(s) that were presented by the employee to verify identity and employment eligibility. There are three lists of documents. The employee can present one List A document to establish both identity and employment eligibility. Or, the employee can present one document from List B to establish identity and one document from List C to establish employment eligibility. You or your representative/agent MUST personally inspect, in the physical presence of the employee, the employee’s original documentation that establishes the employee’s identity and employment eligibility to work in the United States. Except for a certified copy of a United States birth certificate, or a List C document issued by a state, county, municipal authority, or outlying possession of the United States bearing an official seal, photocopies or numbers representing original documents are not acceptable. (It is also acceptable for the employee to present a receipt instead of the original document. There are follow-up actions the employee and the employer MUST take to update a receipt used to complete Form I-9.)

First, you should enter the employment date. The Auto-fill link is a configurable option that will input the current date if this option is turned ON. Next, you may assign the employee to a Location, if appropriate. If you determine that information in Section 1 is incorrect, you can click the Change Section 1 Information link to allow the employee correct the information and electronically re-sign Section 1.

There may be up to three configurable fields provided in Section 2. These include the Visa Type, FICA eligibility, and an employer defined field to enter other information such as an employee ID. These fields are included in certain reports, but are not searchable or displayed on the Form I-9 PDF.

After inspecting the documentation presented by the employee, you MUST select the appropriate list of documents and then the specific document or combination of documents from the drop-down list. When you are finished, click the Continue button.

Next, you MUST enter information from the documentation presented by the employee. The information you are prompted to enter will match the document(s) you selected on the previous page. Enter the information and click the Continue button.
To help you determine if a document appears to be genuine, you can click the **Sample Document** link to the right. There are samples available for most documents and there may be several examples, especially for state driver’s licenses and state ID cards. When you click the **Sample Document** link a Lightbox opens in the middle of the page to display the sample document(s). The Lightbox will tell you if there are multiple examples of the document and how many there are. Click the **Next** and **Prev** links to view the document examples. Since documents change from time to time there may not be an example of the document the employee presents. This does not mean the document is not valid. When you are finished, click the **Close** link to return to the Section 2 page.

**Employer Electronic Signature**

The last step is for you to electronically sign Section 2. This is done in a similar fashion to the electronic signatures in Section 1, but you may be prompted to enter other information such as your PIN, Password, SSN, Login ID, or initials as an additional security feature. The process includes four simple steps.

1. Review the information entered on the Form I-9 to make sure it is correct.
2. Click the checkbox to agree with the perjury statement.
3. Enter any information required (this depends on your configuration settings).
4. Click the **Continue** button to complete your electronic signature.

**Duplicate SSN**

When you create a Form I-9 with an SSN in Section 1, a check is done when you start to complete Section 2 to determine if the SSN entered in Section 1 matches the SSN for one of your employees on file. This check is done to prevent more than one employee from using the same SSN. If the SSN in Section 1 of the new Form I-9 matches the SSN of one of your existing employees on file, the Duplicate SSN page displays. The Duplicate SSN page may also be referred to as the Same or Different page.

When you receive the Duplicate SSN page, you need to indicate if the two employees are the same person or different people. This is done by checking the **Same** or **Different** buttons. Because an employee’s name can change, the SSN is the only unique employee identifier. I-9 Management will not allow a SSN to be used by more than one employee. As you know, names are not unique (e.g. John Smith), you can have employees and Forms I-9 with the same name. However, you cannot have more than one employee using the same SSN. The **Same** and **Different** buttons are explained below.

- **Same** – Click this button to indicate that the Form I-9 you are completing is for an existing employee already on file with the SSN. The Form I-9 you are completing will be stored with any Forms I-9 already on file for the existing employee. You will be allowed to proceed and complete Section 2 of the Form I-9.
**Different** – Click this button to indicate that the Form I-9 you are completing is *NOT* for an existing employee already on file with the SSN. You will be returned to Section 1 of the Form I-9 to enter the correct SSN in Section 1.

You will not be allowed to continue unless the SSN in Section 1 of the new Form I-9 is unique or the Form I-9 is for one of your existing employees.

It is important to note that by clicking the **Different** button you are indicating that there is a SSN mismatch situation. Resolving this issue may be a simple process (SSN typo) or it may require some research to determine which person is the rightful owner of the SSN. Participating in E-Verify can help eliminate the possibility of having Forms I-9 on file with incorrect SSNs. After you determine which employee rightfully owns the SSN, follow the necessary steps to resolve the SSN mismatch.

**Entering a Form I-9 when the SSN already exists;**

1. **If the Form I-9 is for a SSN already on file**
   a. Click the **Same** button on the Duplicate SSN page
   b. Complete Section 2 for the Form I-9
   c. Electronically sign Section 2 to complete the Form I-9

2. **If the Form I-9 is NOT for the employee already on file**
   a. The SSN in Section 1 of the Form I-9 is incorrect
      i. Click the **Different** button on the Duplicate SSN page
      ii. You will return to Section 1 of the Form I-9
      iii. Have the employee correct the SSN in Section 1
      iv. Have the employee re-sign Section 1
      v. Complete Section 2 of the Form I-9
   b. If the existing employee’s SSN is incorrect, you MUST correct the SSN on the existing employee’s Form I-9 or mark the existing employee’s SSN invalid before you can complete the Form I-9
      i. Click the **Search for Employees** link on the left side menu
      ii. Perform a search to find the existing employee
      iii. Click the employee’s name in the Search Results page to access the employee’s Employee Detail page
      iv. Click the **Change SSN** link and either enter the correct SSN or mark the SSN as invalid
      v. Return to the Pending I-9 with the correct SSN and follow the normal process to complete Section 2

**Note:**

Search for an employee with the SSN. The employee may or may not have a Form I-9 on file. **ONLY THE EMPLOYEE SHOULD CORRECT SECTION 1.**

**Errors**

If errors are made, a message for each error displays at the top of the page. Any field in error is highlighted in green. All errors MUST be corrected before the user is allowed to continue.

**Upload I-9**

The Upload I-9 feature allows you enter the information on a paper Form I-9 and then upload a scanned copy of the paper Form I-9 to enter it into I-9 Management. This feature allows you to convert paper Forms I-9 on your own and add them to I-9 Management. This allows all Forms I-9 to be retained in a centralized database for tracking and reporting purposes. The instructions below explain how to upload a Form I-9 into I-9 Management.
1. To access the Upload I-9 feature, click the **Upload I-9** link on the left navigation bar or click the **Upload I-9** button on the Employee Detail page.

2. After you click the **Upload I-9** link or button you MUST enter the Section 1 information and click the **Continue** button. The required fields are first and last name, date of birth, and citizenship/immigration status.

3. Enter the Section 2 information by selecting the documents entered on the Form I-9 and clicking the **Continue** button.

4. Enter the document information and click the **Continue** button.

5. Click the **Browse** button, select the scanned copy of the Form I-9 to upload, and click the **Upload I-9** button.

6. Confirm the information you entered and the scanned Form I-9 you uploaded are correct before you electronically sign to confirm and complete the upload process. You can view the uploaded image of the Form I-9 by clicking the link at the top of the page. You MUST electronically sign Section 2 and click **Continue** to complete the upload process.
Employee Detail

The Employee Detail page is your view to an employee’s current information on file, Form I-9 and, if used, E-Verify status and history. There are two ways to access the Employee Detail page.

1. Click the **Continue** button to electronically sign Section 2.
2. Search for an employee and click the employee’s name in the Search Results page. This will take you to the Employee Detail page for the employee unless the search result is a Pending I-9. Clicking the employee’s name for a Pending I-9 will take you to the Section 2 page allowing you to complete Section 2 of the Pending I-9.

There are four sections on the page. The employee’s most current information is displayed at the top. If you participate in E-Verify, the next section displays the information for the employee’s most recent E-Verify case. The employee’s I-9 History is the third section. If you use the Comments feature, the forth section allows you to enter or view comments. From the Employee Detail page you can perform a number of functions depending on your user Role.

The full list of functions available on the Employee Detail page includes:

- Complete Section 3 to reverify the employee.
- Create a new Form I-9 for the employee.
- Change this employee’s current Location, if using the Location feature.
- View/print a Form I-9 and supporting documents for the employee.
- Resolve open E-Verify cases for the employee and view E-Verify history.
- View and add comments, if using the Comments feature.
- View and download the Audit Report which is the audit trail for the employee.

**Changing Values**

The Employee Detail page allows you to change certain values for the employee. The values you can change are listed below.

- **Change SSN** – You can edit the employee’s SSN or mark it as invalid. Because I-9 Management only allows one employee to be associated with a SSN it could be necessary to mark an employee’s SSN as invalid to be able to complete a Form I-9 for the true SSN owner. You can also use this function to enter the SSN for a Form I-9 completed using the SSN Applied For option.
- **Change Employment Date** – You can change the employment date on the employee’s current/active Form I-9. DHS asks that the employment date on the Form I-9 match the hire date in your payroll system.
- **Change Termination Date** – You can enter or change the employee’s termination date. This date will be used to determine when the Form I-9 has satisfied retention requirements and can be purged. This feature is designed to provide you with a simple
way to edit the termination date for a specific employee. Since the Termination Date Maintenance feature on the Administration menu requires SSN, this feature is useful if you need to enter or change a termination date for an employee that does not have their SSN (e.g., SSN Applied For) on file.

- Change Location – You can assign the employee to a different Location. Only users with access to the employee’s current Location will be able to perform functions for the employee. Users with access to the employee’s prior Location(s) have view only access for auditing purposes.
- Change FICA Exempt – You can change an employee’s FICA Exempt status.
- Change Visa Type – You can change an employee’s Visa Type.
- Change User Defined Field – You can change an employee’s User Defined Field value.

**Audit Report**

You can access the audit trail for this employee. The audit trail documents the actions taken related to this employee including the completion of Form I-9, reverifications, and other actions. The report is provided in the Comma Separated Value (CSV) format that is compatible with Microsoft Excel and other third party applications.

**Function Buttons**

There are several buttons on the Employee Detail page that allow you to take specific actions.

- Back – This button returns you to the Search Results page.
- Section 3 – This button allows you to complete Section 3 for the employee’s current/active Form I-9. You cannot complete Section 3 for a prior Form I-9.
- New I-9 – This button allows you to complete a new Form I-9 for the employee.
- Upload I-9 – This button allows you to upload a scanned paper Form I-9 for the employee.
- Send to E-Verify – This button allows you to manually submit the employee’s current/active Form I-9 to E-Verify. This button will only be active if the employee’s current/active Form I-9 is ‘data ready’ for E-Verify and has not already been submitted to E-Verify. This function is normally used to submit a Form I-9 to E-Verify if it was completed outside of your New Hire Window configuration or to submit a Form I-9 to E-Verify to comply with the Federal Acquisition Regulation (FAR) E-Verify clause for federal contractors.
- Receipt Update – This button allows you to update a receipt used to complete the employee’s current/active Form I-9. This button will only be active if the employee’s current/active Form I-9 was completed with a receipt and the receipt has not already been updated.

**E-Verify**

The information for the employee’s current E-Verify case is displayed here. If there are actions required to resolve this case, there will be buttons that allows you to take those actions.

**I-9 History**

You can view/print the employee’s documents and take other actions as described below.

**View PDF**

You can view the PDF of a Form I-9 or an attachment by clicking on the document name in the Type column. The PDF will be opened in a separate browser window. The documents are stored in a Documentum image repository so you are NOT able to right click on the document name and save it.

**View History**

You can access the E-Verify History page for a Form I-9 by clicking this link.
**Attach File**

You can only attach supporting documents to a completed Form I-9. The attach document feature is located in the I-9 History section of the Employee Detail page. So, you MUST access the Employee Detail page to attach a scanned supporting document to an employee’s Form I-9. The Employee Detail Page can be accessed by a) electronically signing Section 2 of an employee’s Form I-9 and b) by performing a search for the employee and clicking the employee name in the Search Results page.

1. Once you have accessed the Employee Detail page for the employee, click the **Attach File** link in the I-9 History section of the Employee Detail page.

2. Click the **Browse** button to locate the scanned supporting document you wish to attach to the Form I-9. The document MUST be saved as an electronic image file in one of the supported (TIF, GIF, JPG, PDF) formats.

**Note:**
The document MUST be in one of the following formats:
- TIF, GIF, JPG, PDF

3. After you have located and selected the supporting document, enter the **Document Name** in the field provided.

4. Click the **Save** button to attach the file to the employee’s Form I-9.

5. The file is listed below the Form I-9 in the I-9 History section on the Employee Detail page.

**Edit Data**

You can edit the name of a file that has been attached. You can also edit data of a Form I-9 entered using the Upload I-9 function.

**Delete File**

You can only delete a file entered using the Attach File or a Form I-9 entered using the Upload I-9 function.

**Comments**

You can enter or view a comment if the Comments feature is turned **ON** in your configuration and if you have a user Role that allows you to access the Comments feature.
**My Account**

The My Account section allows you to perform maintenance on your account information for the Employer site. The My Account options allow you to maintain your settings for:

- Phone Number
- Password or PIN
- Personal Security Image
- Security Questions
- ‘Remember My Computer’ Options

**Reports**

To access the report feature you need to have an appropriate user Role. There are Standard Reports that are available to all employers. In addition to the Standard Reports, Compliance Reports are available to employers that provide data to The Work Number. The following is a description of the available reports.

**Standard Reports:**

- **All I-9** – This report includes data for all completed Forms I-9 on file. This report can be automated by contacting your Implementation Manager or your Client Relationship Manager.
- **I-9 Statistics** – Provides a list of all Form I-9 activity during a defined period of time.
- **Employee Search Exports** – Allows you to generate a report using the same Employee Search criteria available in I-9 Management. However, the report includes additional information not displayed in the Search Results page.
- **Export All Invalid SSNs** – This report provides a list of all SSNs marked as invalid via the Invalid SSN Maintenance feature. This feature and report are only available if your employer provides data to The Work Number.
- **E-Verify Case Status Report** – This report provides you with a list of employees who have not been determined to be employment authorized by E-Verify.
- **Conversion Errors** – This report lists Forms I-9 that have uncorrected conversion errors. These errors were detected when the Form I-9 was loaded and are specific to the indexing data. A conversion error is detected when the indexing data is incorrect such as a missing required field or data that is not in the correct format. The report is provided in Comma Separated Value (CSV) format that is compatible with Microsoft Excel and other third party applications.
- **Alien Authorized to work** – This report provides you with a list of all employees with the citizenship/immigration status of Alien Authorized to Work at the time of the report.

**Compliance Reports:**

- **I-9 Compliance Summary** – This report provides a summary of your overall Form I-9 compliance status including a breakdown by Location.
- **Missing I-9** – This report provides a list of employee records on The Work Number that do not have a matching Form I-9 on file.

**Note:**
The report only includes employees with a Form I-9 on file.
• Missing Payroll – This report provides a list of Forms I-9 that do not have a matching employee record in The Work Number.

**Note:**
The matching of employee records in The Work Number and Forms I-9 on file is done by SSN since the employee name is not a unique identifier. Therefore, a Form I-9 that does not contain a SSN cannot be matched to employee records in The Work Number.

### Administration
You MUST have an appropriate user Role to access the Administration features. Many times the Users, Locations, and Groups features will be handled via electronic file feeds from your HR/Payroll system. However, if you have only a few Users, Locations, and Groups you may find it easier to use these online features. Otherwise, you may decide to only use these features when a change needs to be made immediately.

The functions available (based on user Role and employer configuration) include the following.

- **Users** – This feature allows you to search for existing users or add new users to I-9 Management. For existing users, you can view a user’s current level of access, change a user’s Role, grant a user access to a Location, grant a user access to a Group, block or unblock the user’s access, and reset the user’s Password to the default. As for adding users, you can add a new user that is already in your database on The Work Number, or add a new user that is not in your database on The Work Number. For example, you might use this feature to enable a new assistant store manager to use the Employer site prior to a file feed being submitted to The Work Number that contains the new employee’s record. If you do not subscribe to The Work Number employment verification service, all new I-9 Management users will be enabled using this feature or by submitting a file feed to I-9 Management.

- **Locations** – This feature allows you to search for existing Locations, or add new Locations to I-9 Management. When searching for a Location, you can make changes to fields describing the Location. You can also create a new Location in I-9 Management by defining the necessary fields.

- **Groups** – This feature allows you to search for existing Groups, or add a new Group. When searching for a Group, you can make changes to fields describing the Group and change the current locations assigned to an existing Group. You can also create a new Group and select the Location(s) to be included in the Group.

- **Invalid SSN Maintenance** – This feature allows you to mark SSNs migrated from The Work Number to I-9 Management as invalid. This feature is only available if your employer provides data to The Work Number.

- **Termination Date Maintenance** – This feature allows you to upload a file to set or update termination dates for employees on file in I-9 Management.

- **Close Multiple E-Verify Cases** – This feature allows you to close multiple E-Verify cases at the same time. See E-Verify Issues for more information on this feature.
PIN/Password Reset

To reset a user’s PIN/Password you MUST have a user Role that authorizes you to access this feature. The process to reset a user’s PIN/Password is dependent upon your I-9 Management configuration settings.

Administration Section Enabled

Employers with the Administration section turned **ON** for User, Location, and Group features have the ability to reset a user PIN/Password via the **User** link in the Administration menu. To reset a user’s PIN to the following.

1. Click the **User** link in the Administration menu on the Main Menu.

2. Click the **Search for I-9 Users** tab, enter your search criteria, and click the **Search** button.

3. Click the user’s name on the Search Results page.

4. The User Information page displays the user’s basic information including the **Reset Password to Default** link that allows you to:
   - Reset the user’s PIN/Password to the default value, OR
   - Unlock the users account.

Administration Section Disabled, PIN Reset Enabled

If your I-9 Management configuration has the Administration section turned **OFF** for User, Location, and Group features, but has the PIN/Password reset option turned **ON**, you can access the feature by clicking the **PIN Reset** link.

Note:
The User-Group-Location User Manual contains detailed information about the online Administration features in I-9 Management. Refer to this manual for more information on the features available and how to use them. You may request this manual by contacting your Implementation Manager or Client Relationship Manager.
1. Click the PIN Reset link on the Administration menu.
2. Enter the search criteria to find the user and click the Search button.

**Note:**
The search criteria options and field labels are configurable and determined by your I-9 Management configuration settings.

3. The User Information page displays the user’s basic information including the PIN Reset link that allows you to either:
   - Reset the user’s PIN/Password to the default value, OR
   - Unlock the user’s account.
   Click the Reset link to reset the user’s PIN to the default setting. Click the Unlock link to unlock the user’s account.
4. A banner message will display on the screen when the Reset or Unlock action has been successfully completed.

**Invalid SSN Maintenance**
This file-based feature allows you to mark an employee’s SSNs as invalid or reset it to a valid status in I-9 Management. If an employee’s SSN is marked as invalid it is **NOT** counted as a Missing I-9 or listed in the Missing I-9 report.

The need to mark an employee’s SSN as invalid can arise from a variety of situations such as incorrect data in The Work Number, a dummy SSN is used in The Work Number as a placeholder until the payroll system is updated with the employee’s SSN, and when the employee is not the true owner of the SSN. SSNs that are included on a Form I-9 cannot be marked as invalid using this feature. You can use the Change SSN feature on the Employee Detail page to change an SSN included on a Form I-9 or mark it as invalid.

The **Invalid SSN Maintenance** feature is only available if your employer provides data to The Work Number. In addition, only users with a Role of Employer Super User can use this feature.

To access this feature click the **Invalid SSN Maintenance** link in the Administration section of the Main Menu page or the Administration menu.

You can upload a Comma Separated Value (CSV) file of one or more SSNs along with an indicator to mark each SSN as valid or invalid. You can create the CSV file in a text editor (e.g., Notepad) or third party application such as Microsoft Excel.

1. Create the CSV file.
   a. The file **MUST** be a plain text file with the SSN and the valid/invalid status.
   b. Do **NOT** include a header row in the file.
   c. Sample file:
      333333337,VALID
      333333336,INVALID
      783008976,INVALID
2. Click the Browse button and select the file to upload.
3. Click the Process File button.
4. The results of the process are presented on the page.
When you search for an employee, the Search Results page with display ‘I’ in the Type column if the employee’s SSN is marked as invalid. The Type of I-9 drop-down does NOT include an option to search employees with their SSN marked as invalid.

Employees with SSNs marked as invalid will ONLY be returned on the Search Results page when the Type of I-9 is All. The Search for Employees page requires you to enter at least one other search criteria (e.g., SSN or Name) when the Type of I-9 is All.

The New I-9 button is disabled on the Employee Detail page when the employee’s SSN is marked as invalid.

A new report is available through the Report Provider that lists all SSNs marked as invalid.

You can use the Export all invalid SSNs in CSV format report in the I-9 Compliance Reports folder in Report Provider to identify employees with SSNs marked as invalid. The report contains the following information:

- SSN
- Location
- Employee First Name
- Employee Last Name
- Date the SSN was marked invalid
- Name of user that marked the SSN invalid

**Note:**
The Missing I-9 report does NOT include employees with SSNs marked invalid.

**Termination Date Maintenance**

This file-based feature allows you to enter or update one or more employee’s termination date in I-9 Management.
The need to enter or update an employee’s termination date arise from a variety of situations such as incorrect data in The Work Number, an employee who terminated without a record in The Work Number, and for clients who do not yet use The Work Number for all their employees. You can also use the Change Termination Date feature on the Employee Detail page to change an SSN included on a Form I-9 or mark it as invalid. The Change Termination Date feature is option is designed to provide you with a simple way to edit the termination date for a specific employee. Since the upload option requires SSN, this option is useful when adding a termination date for an employee that does not have an SSN (e.g., SSN Applied For). Prior to this enhancement it was a challenge for you to mark an employee that does not have a SSN as terminated.

The Termination Date Maintenance feature is only available to users with a Role of Employer Super User.

To access this feature click the Termination Date Maintenance link in the Administration section of the Main Menu page or the Administration menu.

You can upload a Comma Separated Value (CSV) file of one or more SSNs along with a termination date. You can create the CSV file in a text editor (e.g., Notepad) or third party application such as Microsoft Excel.

1. Create the CSV file.
   a. The file MUST be a plain text file with the SSN and the termination date.
   b. Do NOT include a header row in the file.
   c. Sample file:
      
      333333337,02/01/2013
      333333336,01/15/2012
      000000000,03/01/2011

2. Click the Browse button and select the file to upload.
3. Click the Process File button.
4. The results of the process are presented on the page.
Help

Access to the Help feature is only available after you login to I-9 Management. Help is provided for educational purposes and to assist you in completing Forms I-9 that comply with applicable laws and regulations.

Help includes the following:

- Demos – Instructional videos in Adobe Flash format help show you how to perform basic I-9 Management functions.
- I-9 Instructions – View/print a PDF of the Form I-9 instructions in English and Spanish.
- Identity and Work Authorization Documents – You can access sample pictures and explanations of most documents that are acceptable to prove an employee’s identity and work authorization.
- Documents and Regulations – View/print PDFs of the Form I-9 regulations.
- Frequently Asked Questions – Answers to many questions about Form I-9 and I-9 Management.
- Government Resources – Other government resources for more Form I-9 information.
- E-Verify® Documents – PDF versions of the E-Verify posters that employers are required to post for all potential employees to see.

Search For Employees

The Search For Employees feature serves several purposes. First, use this feature to find a specific employee and access the employee’s Employee Detail page. Second, the Search Results page identifies employees with Forms I-9 that need attention. The Type field on the Search Results page is color coded. A red letter indicates a problem and a bold red letter indicates an urgent problem. You can also export the Search Results as a Comma Separated Value (CSV) format file that is compatible with Microsoft Excel and other third party applications. This will allow you to manipulate the data to create custom reports. The export function is a configuration option.

There are a variety of criteria you can use to complete a search. If you are using the Location feature and you only have authorization for one Location, the criteria will default to your Location. You MUST enter at least one specific criterion. For example, the default shows (All) as the criteria for both Location and Type of I-9. Searching for all types of Forms I-9 in all Locations with no other criteria is not permitted. If you provide data to The Work Number, you also have the ability to indicate whether you would like the Search Results page to include active employees, terminated employees, or both.

First Name

You can search using only the employee’s first name. However, be aware that this search may take a long time and that the results may not be exactly what you are looking for. The reason
for this is that this search uses the Oracle Soundex feature, which assumes you do not know how to spell the name and returns names it thinks ‘sounds like’ the name you are looking for. This search is not recommended to be used by itself.

**Last Name**

You can search using only the employee’s last name. However, be aware that this search may take a long time and that the results may not be exactly what you are looking for. The reason for this is that this search uses the Oracle Soundex feature, which assumes you do not know how to spell the name and returns names it thinks ‘sounds like’ the name you are looking for. This search is not recommended to be used by itself.

**SSN**

You can search for an employee by entering the employee’s SSN. This is the fastest way to find an employee. This is the recommended search option for finding an employee.

**Type of I-9**

The search field labeled Type of I-9 allows you to narrow your search to return results that include only Forms I-9 with the status selected. While the statuses of Pending, E-Verify Issues, Reverification Due, and Missing include only Forms I-9 with those specific statuses, the Completed and All categories actually include Forms I-9 in multiple status categories. This is because it is possible for a Form I-9 to satisfy more than one status. For example, a Reverification Due Form I-9 and an E-Verify Issues Form I-9 are also a Completed Form I-9. Below is a description of the Completed and All category contents.

- **Completed** – This status includes Forms I-9 that have both Section 1 and Section 2 signed. This includes Forms I-9 with a status of E-Verify Issues and Reverification Due because these Forms I-9 are also Completed. Therefore, E-Verify Issues and Reverification Due Forms I-9 will appear in the results when Completed is selected as the Type of I-9.
- **All** – The results returned depend on the other search criteria selected.
  1. If you specify a First Name, Last Name, or SSN in your search criteria and you select All as the Type of I-9, the results returned will include any Forms I-9 that satisfy the search criteria (e.g., name and SSN) entered. The search results will include all Pending, Missing, Reverification Due, Completed, and E-Verify Issues Forms I-9 that satisfy the search criteria. The purpose for this search is to find an employee’s Form I-9 when you know who the employee is, but you do not know the status of the employee’s Form I-9.
  2. If you do NOT specify a First Name, Last Name, or SSN in your search criteria and you select All as the Type of I-9, the search results will NOT include Pending I-9s. The search results will include all other possible Form I-9 types.

**Group**

You can narrow your search by selecting a Group. The search will only be performed on employees within the Group. If you select a Group and a Location, the search will be performed on the employees within the Location.

**Location**

You can narrow your search by selecting a Location. The search will only be performed on employees within the Location. If you select a Location and a Group, the search will be performed on the employees within the Location.
**Date Range**

You can narrow your search to only employees with an employment date (hire date) within the range you specify. If you exclude one of the dates, the search will start or stop at the date you have specified.

**Include**

There are three additional options available to filter your search.

- **Active Employees** – This filter is only available if your employer provides data to The Work Number. Clicking this checkbox will include active employees (i.e., employees with no termination date) in the search results.
- **Terminated Employees** – This filter is only available if your employer provides data to The Work Number. Clicking this checkbox will include terminated employees (i.e., employees with a termination date) in the search results.
- **Current Location Only** – This filter will only return the employee’s current Location. If not checked, the search results will include the employee’s current Location (bolded) and all prior Locations.