# INTEGRITY
### STAFFING SOLUTIONS

# NAVIGATING I-9 COMPLIANCE IN TODAY'S REGULATORY LANDSCAPE

## Let's face it—keeping up with I-9 compliance is no small task.

With rules constantly changing and enforcement ramping up, it's more important than ever for employers to stay on top of these regulations. In this white paper, we're diving into the latest industry trends and regulatory shifts that make I-9 compliance and E-Verify essential.

Plus, we'll share real-world success stories from clients who avoided significant risks by partnering with Integrity Staffing Solutions.

### I-9 Compliance: A Growing Challenge for Employers

Maintaining I-9 compliance has always been a key responsibility for employers, but recent trends and regulatory changes have made this task even more critical. The U.S. Immigration and Customs Enforcement (ICE) has intensified its enforcement efforts, significantly increasing audits and penalties that put your bottom line at serious risk.

### Current I-9 Non-Compliance Penalties[1]:

- First Offense: **$590 to $4,722** per unauthorized worker

- Second Offense: **$4,722 to $11,803** per unauthorized worker

- Subsequent Offenses: **$7,082 to $23,607** per unauthorized worker

Given the steep penalties for non-compliance, ensuring your I-9 processes are airtight is not just a legal obligation—it's essential for safeguarding your business against financial risks and operational disruptions.

[1]**Penalties | USCIS**

# INDUSTRY TRENDS AND REGULATORY CHANGES

## Here's a look at what's happening in the world of I-9 compliance that's making it so critical:

### Increased Enforcement and Audits by ICE

ICE has ramped up audits and investigations, leading to substantial fines and potential criminal charges for non-compliance. Thousands of companies are being audited annually, making it imperative that employers ensure their I-9 processes are in order.

### State-Level Legislation Mandating E-Verify

States like Florida, Georgia, and Arizona now require certain employers to use E-Verify, adding complexity for multi-state employers. Federal contractors are also under increased scrutiny to use E-Verify.

### Focus on Diversity, Equity, and Inclusion (DEI)

Companies must ensure that their I-9 and E-Verify processes are non-discriminatory, avoiding legal challenges related to citizenship status or national origin.

### Focus on Data Security and Privacy

Data protection has become a critical concern with the increased use of electronic I-9 systems. Compliance with GDPR and CCPA regulations is essential to avoid breaches and penalties.

### Transition to Digital and Electronic I-9 Systems

Many companies are moving from paper-based to electronic I-9 systems to reduce errors and improve compliance. The rise in remote work has made digital solutions even more critical for maintaining compliance across dispersed teams.

### Introduction of the New Form I-9

DHS released a **new version of Form I-9** in August 2023, with updates designed to streamline the process and enhance compliance. Employers must use the updated form by a specific deadline to avoid penalties.

### Automation and AI in Compliance

AI and machine learning are revolutionizing I-9 compliance, offering real-time monitoring and reducing human error. These tools help employers stay ahead of deadlines and avoid costly mistakes.

# The Cost of I-9 Non-Compliance

**Non-compliance with I-9 regulations doesn't just lead to fines—it can trigger a cascade of negative effects that can cripple your business.**

Imagine losing key employees, facing operational delays, and seeing your company's reputation crumble—all because of I-9 errors. With different rules in each state, understanding the nuances is crucial not just to avoid fines, but to protect your business from these potentially devastating outcomes.

## How Integrity Staffing Solutions Mitigates Compliance Risks

If you're unsure where to start, you're not alone—many businesses trust us to navigate compliance complexities and protect their operations. At Integrity Staffing Solutions, our expert team stays ahead of industry trends and regulatory changes, enabling us to implement real-time solutions at our client locations.

**Our company sets the standard in compliance by using electronic I-9s, which streamlines the employment authorization process, reduces errors, and ensures secure record-keeping.**

Additionally, we E-Verify every employee. What does this mean for you? It means we go the extra mile to confirm the employment eligibility of every hire, providing our clients with the assurance that their workforce is legally authorized to work in the U.S.

**This rigorous approach not only mitigates risk but also underscores our commitment to maintaining the highest standards in the industry. Don't let your business become the next headline—partner with Integrity Staffing Solutions to ensure your workforce remains fully compliant.**

## Client Success Stories:

### National Cosmetics Company:

When a large luxury beauty brand needed help converting their temporary workforce to permanent positions, they found themselves facing I-9 compliance issues. We stepped in to fill those positions with E-Verified associates, ensuring they were fully compliant. This allowed our client to keep things running smoothly without worrying about penalties.

### The Result:

Partnering with Integrity Staffing allowed our client to successfully onboard 14 new E-Verified employees in a one-week timespan, saving them from potential fines of over $90,000. With Integrity as their ongoing talent provider, they can now convert new temporary hires worry-free in the future.

### Global Logistics Company:

A renowned transportation and supply chain management company was concerned about their previous staffing agencies' verification practices. They turned to us for help ensuring their hiring practices across the U.S. met the varying statewide I-9 compliance regulations. We tapped into our national E-Verified talent pool to quickly onboard 50 new associates across their locations that met all local legal requirements, giving them peace of mind.

### The Result:

This client saw a 100% drop in compliance-related issues, letting them focus on their core business without the fear of regulatory penalties.

# ACT NOW: SECURE YOUR I-9 COMPLIANT WORKFORCE

## As regulations evolve, staying on top of I-9 compliance and E-Verify usage is more essential than ever.

We're here to help you navigate these challenges with industry-leading solutions that not only ensure compliance but also mitigate risks and maintain your business continuity.



## Don't leave your I-9 compliance to chance.

Partner with Integrity Staffing Solutions to guarantee that your workforce fully complies with both state and federal employment laws.

**Call 833-446-1300 today for a complimentary compliance assessment or visit integritystaffing.com to learn more about how we can support your hiring needs.**

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### Appendix: Stay Informed with the Latest Updates

**We've compiled some key resources on I-9 compliance and E-Verify for you to bookmark and stay in the know.**

**E-Verify** | **Employer E-Verify Resources**
A comprehensive resource for understanding the E-Verify program, including how it works, employer responsibilities, and enrollment procedures.

**Department of Homeland Security (DHS)** | **DHS Form I-9 Resources**
A go-to source for the latest Form I-9 versions, instructions, and important updates on the verification process.

**Society for Human Resource Management (SHRM)** | **SHRM I-9 Compliance Guide**
SHRM offers a practical toolkit for HR professionals to navigate I-9 compliance, complete with checklists and best practices.

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Integrity Staffing Solutions is a full-service staffing agency and ranks in the top 2% of agencies across the country for quality service based on ClearlyRated's "Best of Staffing" client survey. To learn more about Integrity or for help with your hiring needs, visit **integritystaffing.com** or call **833-446-1300.**