

THE I.C.E. MAN COMETH IT IS JUST A MATTER OF WHEN!

Avoid Costly Mistakes and Ensure You are Form I-9 Compliant



ALERT: I.C.E. Announces Record-Breaking Enforcement Results

INSURE YOU ARE FORM I-9 COMPLIANT

ICE Announces Record-Breaking Enforcement Results: Approximately \$50 million in financial sanctions for worksite enforcement violations were imposed by the federal government in fiscal year (FY) 2010, according to Department of Homeland Security (DHS) Secretary Janet Napolitano and U.S. Immigration and Customs Enforcement (ICE) Director John Morton. The agencies announced record-breaking immigration enforcement results that reflect the aggressive stance taken under the Obama Administration to combat the hiring of unauthorized workers.



Think you're not at risk?

October 2010- Abercrombie & Fitch was fined over **\$1 million** for paperwork violations and errors on their I-9s.

While the government continues to detain and remove unauthorized individuals, ICE has achieved the following in FY 2010 and plans to double enforcement in 2011:

- Conducting more than 2,200 I-9 audits — up from a little more than 1,400 in FY 2009
- Imposition of approximately **\$50 million** in financial sanctions
- Debarment of 97 businesses and 49 individuals in FY 2010, up from 30 businesses and 53 individuals in FY 2009
- Removing 392,000 individuals, including 195,000 convicted criminal foreign nationals

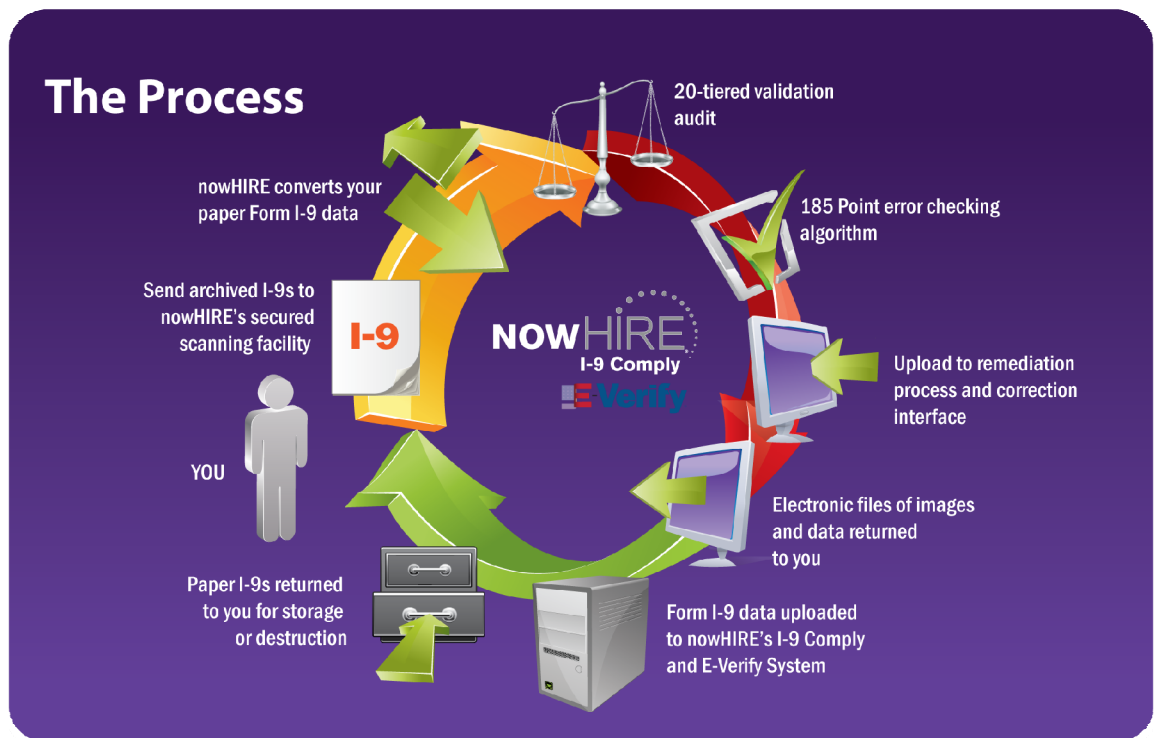
In his presentation of DHS' budget to Congress, Assistant Secretary John Morton stated "In April 2009, ICE marked a clear shift in its strategy in enforcing immigration law, by focusing investigations on employers..." Analysts believe that labor-intensive industries and employers with a high volume of hourly workers are likely targets for an ICE audit.

While ICE states that it conducts I-9 investigations of employers based on credible leads (such as complaints from disgruntled employees, tips from the public or cases having national security or public safety implications), they also reserve the right to initiate audits for other reasons, such as referrals from

other government agencies that have investigated an employer in an unrelated matter or even randomly targeting industries generally known to have high reports of undocumented workers, such as in construction, hospitality, retail and food production. There's no way to guarantee you won't be next!

Simple, Efficient and Cost Effective Steps to Keep You Compliant!

The time to audit and improve your I-9 documentation and compliance has come! And nowHIRE's I-9 conversion and auditing services make the process fast, easy and efficient.



Developed in conjunction with one of Michigan's largest law firms, Clark Hill, nowHIRE has created the **most recommended and number one (#1)** I-9 conversion and auditing tool for your archived I-9s in the market today!

The level of detail, scrutiny, and authentication process steps in our **185-point** error checking algorithm with a **20-tier** validation audit is unmatched in the market today. We have spent years of research to define and develop methodologies and processes to automate and harness the exact legal requirements for each Form I9 since 1986. Our vision was to exploit the specialized knowledge of an army of attorneys and then automate the entire function of converting, correcting and auditing a paper (archived) I-9; in turn, lowering a company's risk and exposure to fines and criminal penalties to nearly zero!

nowHIRE has eliminated the human error element with processing times reduced to seconds and have increased an attorney's accuracy to 99.9% through technology.

Features and Advantages

- **Your forms are processed efficiently and accurately:**
 - Less than a **1%** error rate on processed forms
 - Full conversion of paper I-9s to electronic format
 - Rapid processing and conversion (tens-of-thousands of paper forms completed in weeks)
- **Our built-in audit features help you manage and reduce risk:**
 - **185-point** propriety error-checking algorithm
 - **20-tier** validation audit
 - An exposure and risk evaluation and assessment
- **We provide guidance in critical compliance areas:**
 - Remediation process guidance for correction steps on each converted I-9
 - E-verify® processing for federal contractors
 - I-9 Audit Aide™: up to 20 hours of our assistance if you're ever audited by U.S. Immigration and Customs Enforcement (I.C.E.)
 - I-9 Legal Aide™: up to 10 hours of legal guidance from our immigration attorneys
- **Security and Storage**
 - 10 Pass Snippet Technology- Data entry operators key from "snippets" of the scanned image and will never see the entire I-9. This ensures 99.99% accuracy and unmatched security.
 - 1 year of commercial grade secured storage of your converted I-9s
- **Complimentary upload to the nowHIRE I-9 Comply™ system:**
 - Includes searching, termination tracking, work authorization expiration notification, purging of expiring I-9s and new hire form processing

"The Obama administration will continue to enforce immigration laws to employers through I-9 audits, fines, debarments and other enforcement strategies."
- Secretary Janet Napolitano, the head of DHS.

Still think you're not at risk?

Immigration and Customs Enforcement (ICE) is not forgiving to companies who turn a blind eye to error-ridden I-9 forms. The fines for violations range from \$1,100 to \$16,000 per unauthorized worker and \$110 to \$1,100 for form I-9 errors. ICE's enforcement division reported fines and financial sanctions of approximately \$50 million for worksite enforcement violations in fiscal year (FY) 2010 against more than 2,200 employers throughout the country, and noted that a record breaking 180 employers have been criminally convicted or cited with worksite violations during the calendar year.

Benefits

- ✓ Virtually eliminate your liability and avoid costly fines
- ✓ Highly secure method to keep your sensitive information protected and confidential
- ✓ Minimize your risk and exposure to criminal prosecution.
- ✓ Eliminate stacks of hand-written paper forms and go completely paperless.
- ✓ Electronically archive and index large quantities of Form I-9s for quick and easy storage, search and retrieval.
- ✓ Inventory incomplete or incorrect information and take action.
- ✓ Keep your sensitive information secure and confidential.
- ✓ Automate the work authorization expiration notification process.
- ✓ Continually and automatically purge expiring I-9s, based on federal retention requirements.
- ✓ Conduct a self-imposed, multi-tiered audit of I-9 documentation to help you maintain federal compliance.



Keep in mind that it's not enough for you to create a plan to be in compliance moving forward. ICE wants to make sure you've been compliant historically as well!

Resources

I-9 Handbook for Employers: Instructions for Completing Form I-9 (Employment Eligibility Verification Form). For more information on this issue you can visit the U.S. Citizenship and Immigration Services website to obtain an instruction book to help you fill out the I-9 form correctly. Just visit this address to get your copy of the 69-page handbook: <http://www.uscis.gov/files/form/m-274.pdf>.



I-9 Conversion and Auditing: If you'd like information about how an automated system can help you identify and correct past mistakes on your existing paper (archived) I-9 forms and confidently move forward in compliance, visit <http://nowhire.com/I9comply> or call (800) 724-8546.



New Hire I-9 Compliance & E-verify®: If you'd like information about how an automated system can help you accurately process your new hire form I-9 and confidently move forward in compliance, visit http://www.nowhire.com/NH_Everify_Brochure.pdf or call (800) 724-8546.



How nowHIRE can help: nowHIRE's I-9 Comply software features historical I-9 conversion, validation and auditing services & paperless I-9 and E-Verify compliance, management, verification software. Configure our I-9 compliance and historical I-9 auditing software to your specific hiring needs. Fast, Easy and Efficient! For more information, visit nowHIRE.com/I9comply or call **1-800-724-8546**.

About nowHIRE: Since 1999, nowHIRE has provided talent management products for companies of every size within diverse vertical markets. Our industry-defining solutions feature a fully integrated applicant tracking and talent acquisition system, talent sourcing tools, Web-based recruiting products and talent management software modules, including I-9 compliance and E-Verify. Companies can configure the software to their specific recruiting needs – for hourly, salaried, internal or contingent employees, or any combination thereof.

Visit nowhire.com/HVE or call **1-800-724-8546**.