



**U.S. Citizenship and
Immigration Services**

New Security Enhancement Helps E-Verify Deter Employee Fraud

E-Verify can now lock Social Security numbers that appear to have been used fraudulently

Release Date: Nov. 18, 2013

WASHINGTON- U.S. Citizenship and Immigration Services (USCIS) Director Alejandro Mayorkas today announced an enhancement to the E-Verify program that will help combat identity fraud by identifying and deterring fraudulent use of Social Security numbers (SSNs) for employment eligibility verification.

This enhancement provides a critical safeguard to the E-Verify system by detecting and preventing potential fraudulent use of SSNs to gain work authorization. An employer, for example, may enter information into E-Verify that appears valid – such as a matching name, date of birth, and SSN – but was in fact stolen, borrowed or purchased from another individual. This new safeguard now enables USCIS to lock a SSN that appears to have been misused, protecting it from further potential misuse in E-Verify.

“We are committed to strengthening E-Verify’s ability to combat identity fraud,” said Director Mayorkas. “This new enhancement provides yet another significant safeguard for E-Verify users and could assist employees who have had their Social Security numbers stolen or compromised.”

The new enhancement strengthens the E-Verify program by implementing standards that have proven effective in protecting individual identity. Just like a credit card company will lock a card that appears to have been stolen, USCIS may now lock SSNs in E-Verify that appear to have been used fraudulently. USCIS will use a combination of algorithms, detection reports and analysis to identify patterns of fraudulent SSN use and then lock the number in E-Verify. This will help deter and prevent fraudulent use of SSNs in the E-Verify system.

If an employee attempts to use a locked SSN, E-Verify will generate a “Tentative Nonconfirmation” (TNC). The employee receiving the TNC will have the opportunity to contest the finding at a local Social Security Administration (SSA) field office. If an SSA field officer confirms the employee’s identity correctly matches the SSN, the TNC will be converted to “Employment Authorized” status in E-Verify. Employees who successfully confirm their identities are encouraged to call USCIS so they can learn more about available resources on identity theft and fraud prevention.

E-Verify is a free Web-based service offered by the Department of Homeland Security that allows employers to quickly verify the employment eligibility of new employees. Employer enrollment in E-Verify has more than doubled since January 2009, with more than 470,000 participating employers representing more than 1.4 million hiring sites. Approximately 1,500 new employers enroll each week. In fiscal year (FY) 2013, E-Verify was used to authorize workers in the U.S. more than 25 million times, representing a nearly 20 percent increase from FY 2012.

For more information about USCIS and its programs, please visit www.uscis.gov or follow us on Facebook ([/uscis](https://www.facebook.com/uscis)), Twitter ([@uscis](https://twitter.com/uscis)), YouTube ([/uscis](https://www.youtube.com/uscis)) and the USCIS blog *The Beacon*.

Last Reviewed/Updated: 11/18/2013

Companies can stop illegal immigration in seconds — but this free identity check isn't mandatory

 cis.org/OpedsandArticles/Krikorian-Companies-can-stop-illegal-immigration-in-seconds

E-Verify takes just seconds to determine if a worker is here illegally, so why don't all employers use it?

Marketwatch, November 2, 2016

Whatever you think of Donald Trump's proposal to build a wall on the Mexican border, there's another wall we can complete right now: E-Verify.

That's the name of the free online system that enables employers to check whether the people they hire are telling the truth about who they are. By entering the name, Social Security number, and date of birth of the new hire — something employers already have to collect — they get an answer in seconds about whether the person is an illegal immigrant or not.

This matters because jobs are the main reason foreigners sneak into the United States (or overstay visitor visas). And the large majority of the estimated 11 million illegals work on the books. So the harder it is for an illegal immigrant to get a job, especially an on-the-books job, the less appealing it will be to sneak in or overstay.

It was actually *legal* to employ illegal immigrants until 1986. The big immigration law passed that year contained at its heart a grand bargain: amnesty for illegals already here in exchange for banning the employment of new illegals. But since the only available way to check if your new hires were legal was with easily forged paper documents, crooked employers continued to be able to hire illegals with impunity. And legitimate employers had no real way of telling who was who.

Enter E-Verify, the product of many years of political pressure and technical development. With E-Verify, responsible employers can make sure their workforce is legal. And crooked employers will be easier to identify and punish.

But participation in E-Verify is still only voluntary. If you sign up to use it, you're required to screen all new hires, but you don't have to use it at all if you don't want.

Keeping E-Verify optional made sense at first: A big new system like this requires a long period of testing and experimentation before going national.

But E-Verify is now more than ready for prime time. The share screened by the program has been steadily growing, reaching about half of new hires nationwide last year. During the first three quarters of the fiscal year that ended in September, there were about 47 million hires, according to the Bureau of Labor Statistics; over the same period, the Department of Homeland Security reports about 24 million E-Verify cases.

What would it mean for employers if Congress made E-Verify mandatory for the other half of new hires? For most, not much. My own small business, the Center for Immigration Studies, has used it for years, and the additional effort is trivial. The only employers who would be genuinely inconvenienced by E-Verify are those who want to be able to keep hiring illegal immigrants while claiming not to know they're illegal.

For a look at what an E-Verify mandate would look like, we need only check legislation passed by the House Judiciary Committee in 2015 — the Legal Workforce Act of Rep. Lamar Smith (R-Texas). The bill, backed by the U.S. Chamber of Commerce, would phase in the mandate over several years, starting with the largest employers

(i.e., those best able to handle a new HR process). Farmers would be given the longest lead time, which makes sense given the wider presence of illegal labor in certain sectors of agriculture.

An important part of any mandate would be a safe-harbor provision for employers. So long as they used E-Verify in good faith, they couldn't be fined for any illegals that did slip through the system. And by replacing the complicated paper I-9 system with a simpler online version, even fines for paperwork violations would be less likely.

Employers are already accountable for making sure their workers are legal, but the accountability is a sham. The point of E-Verify is not to punish employers, but to empower them. The vast majority who are responsible would finally know who they're hiring. The only ones facing punishment would be those who persist in hiring illegal immigrants.

In a sense, universal use of E-Verify would be a major step toward making legal status a labor standard. Few employers are tempted to hire children, after all, and that's only partly out of fear of punishment; it has become a social norm, a habit, not to hire kids. But while it's easy to tell if a job applicant is an 11-year-old, employers need E-Verify to tell if he's a legal worker.

Why isn't E-Verify already in use nationwide? Politics. Democrats in Congress have held E-Verify hostage to amnesty; they consider it a bargaining chip. But the source of the public resistance to amnesty is the belief — the certainty — that it would simply be a replay of 1986, with the promises of future enforcement dropped as soon as the amnesty was complete.

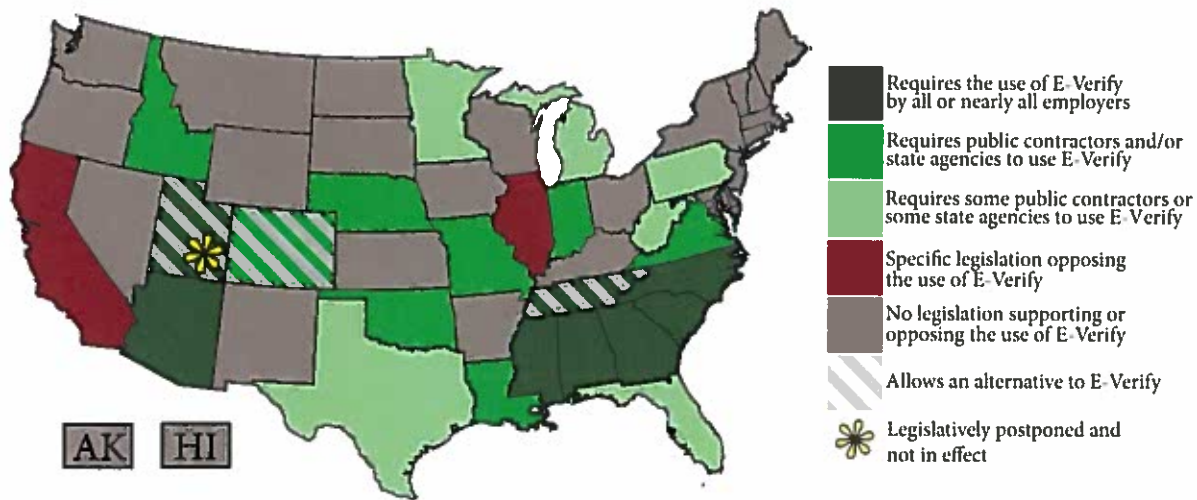
Mandating E-Verify would not only be an important enforcement tool, it would also be an important political step toward resolving our current immigration mess.

E-VERIFY FACT SHEET

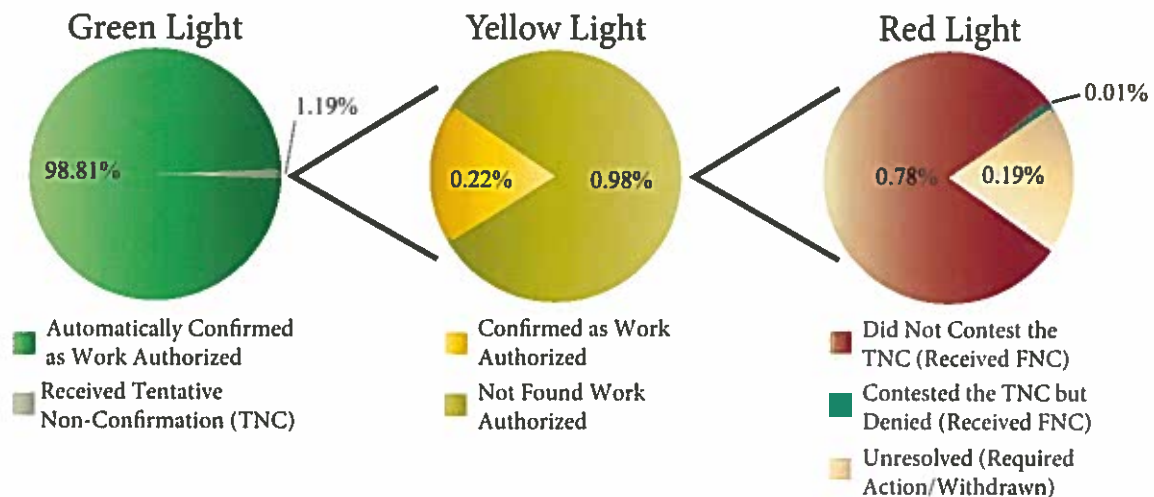


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SUCCESSFUL E-VERIFY IMPLEMENTATION



E-VERIFY PROVEN HIGHLY ACCURATE



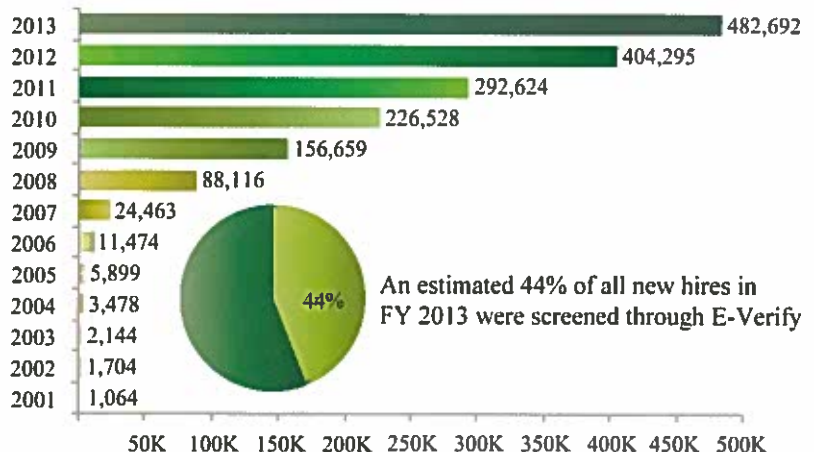
FY 2013 NUMBERS

Confirmed	23,652,649*
Issued TNC	284,856
Confirmed after TNC	51,689
Not Found Authorized	234,364
Uncontested	186,489
Contested	2,394
Unresolved	45,481

ACCURACY

TNC Mismatch Rate (2011)	0.30%
FNC Accuracy Rate (2011)	94%
Est. FNC Errors, FY 2013**	0.047%

ENROLLMENT EXPLODES



*These numbers are estimated by multiplying the percentage given by the total number of cases. **This number was calculated by taking one minus the FNC Accuracy rate and multiplying that by the percentage of FNCs issued (0.78% uncontested + 0.01% contested). Sources: Tracker Corp-E-Verify Legislation Map, Law Logix-E-Verify, CIS-E-Verify at the State Level, USCIS-About E-Verify Program, USCIS/Westat Evaluation of the Accuracy of E-Verify Findings (2012), USCIS-Key Finding of E-Verify User Survey 2013, Bureau of Labor Statistics' Job Openings and Labor Turnover Survey