

J. J. Keller™ I-9 Compliance Assessment

➤ *Avoid costly fines and possible criminal charges*

In 2013, the U.S. Immigration and Customs Enforcement agency (ICE) conducted over 3,000 I-9 inspections, collecting more than \$15 million in fines. Since 2009, ICE has dramatically stepped up worksite enforcement and has told employers that it will strictly enforce employment eligibility laws.

Compliance with I-9 requirements is critical to avoiding fines and criminal charges related to employing illegal workers. Protect your company with our new **I-9 Compliance Assessment**. This impartial, confidential, and in-depth review will help keep you in compliance and out of hot water.

A Complete Assessment For Complete Compliance

Our experts, including former Department of Labor investigators, have extensive experience with employment law. They'll take the time to give you a thorough and effective assessment of your I-9 compliance with our 14-step audit process, comprised of:

- A review of employee information, including work eligibility and documentation; your company's compliance with state requirements; recertification/rehire procedures; E-Verify compliance; and Form I-9 retention and storage
- Identification of errors, omissions, or discrepancies (items that are missing, expired, or problematic) and suggested corrective actions
- Notification of suspected discrimination
- Written summary and review of findings.

We'll also help you implement industry best practices and create an I-9 policy or addendum to your hiring policy that ensures you have a documented and effective compliance process.

Who Needs To Comply?

All employers (regardless of company size) must have I-9 forms on file for all of their employees.



J. J. Keller™ I-9 Compliance Assessment (cont.)

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Why Is Compliance Critical?

- Federal audits of employers' Form I-9 practices have increased considerably over the last few years.
- Most employers average at least five errors per I-9 form, and fines range from \$110 to \$1,100 per each violation.
- When mistakes are found during an audit, the result can be fines, penalties, and even criminal sanctions — not to mention damage to your company's reputation.

Why J. J. Keller?

We have over 60 years of experience helping organizations improve compliance. Each month, our team of regulatory experts:

- Researches and monitors federal and state employment law
- Writes and publishes HR whitepapers, newsletters, and manuals
- Answers hundreds of HR compliance questions from customers
- Contributes articles on HR topics to magazines and newspapers.

As industry leaders in compliance, we even design and produce our own line of employment law posters. In addition to the I-9 Compliance Assessment, we also offer a Wage & Hour Compliance Assessment, an FMLA Consulting Service, HR Policy Development, and Temp Agency Audits.

Take a proactive approach to I-9 issues.

Contact us today for a no-obligation discussion.

888.473.4638

JJKellerservices.com



Our expertise.
Your advantage.

