

Avoiding “Knowingly”

Fully Complete I-9 Forms

COMPANY

People and Comments
– No discussions about legal
status 24/7

- Response to government investigations
- ICE investigations
- Response to requests for personnel documents
- Response to inquiries
 - SSA
 - DES
 - Police
 - Citizens
- SSA no-match
- Response to customers or third parties
- New hire packet
- W-9 forms
- Employment policies and handbooks
- Anti-harassment, anti-discrimination policies
- Avoiding national origin discrimination
- Agreements with leased employment agencies
- Contract provisions (delay, immigration compliance)
- Attorney-client privilege