

Form I-9, Employment Eligibility Verification

This is being provided for informational purposes only, and not as legal advice. As the employer or user of consumer reports, it is your responsibility to ensure compliance with all of the relevant federal, state and local laws governing this area, including, but not limited to, the FCRA. We strongly recommend that prior to use, you consult with your own attorney.

Employers (should) all know that whenever they onboard a new employee, they must complete the Employment Eligibility Verification form ([Form I-9](#)) issued by U.S. Citizenship and Immigration Services ([USCIS](#)) within three (3) business days of hire.

According to the USCIS, the current version of Form I-9 (OMB No. 1615-0047) was set to expire on March 31, 2016. However, the USCIS is, as of the date of this writing, (July 13, 2016), still in the process of considering changes before issuing the new form. Below is a notice from the USCIS regarding what employers should do in the meantime.

USCIS Notice:

“Until further notice, employers **should continue** using [Form I-9, Employment Eligibility Verification](#). This current version of the form continues to be effective even after the Office of Management and Budget control number expiration date of March 31, 2016, has passed. USCIS will provide updated information about the new version of Form I-9 as it becomes available.

Employers must complete Form I-9 for all newly hired employees to verify their identity and authorization to work in the U.S. To learn more about Form I-9 visit [I-9 Central](#).”