

## HR Tips for Successful, Compliant & Cost Effective Background Screening

### Keep Up with E-Verify Requirements

The federal contractor rule went into effect on September 8, 2009. If you have employees working directly or indirectly under a federal contract, these requirements will likely affect you. Additionally, this also affects employees working under existing contracts.

Your state may well have specific requirements. There are 18 states that already have passed legislation requiring the use of E-Verify to varying degrees and I'm monitoring 25 state bills that would introduce new requirements for employers.

### Questions you should be asking:

- ❖ Should I be screening employees through E-Verify prior to making a hiring decision? **(the answer is no)**
- ❖ Which employees are subject to E-Verify requirements? **(requirements may vary)**
- ❖ What are my state specific requirements in addition to the federal law? **(if you aren't sure, I have this information for you)**
- ❖ Are just federal contractors affected **(no)**

I am receiving numerous questions from clients regarding E-Verify requirements. I am happy to answer questions and monitor legislation for your organization. We also offer a suite of electronic I-9 Compliance solutions to support compliance and consistency.

### *Who is Michael Allen?*

*I help companies avoid risk and save money by employing intelligent practices to their workforce screening. I am an 13-year industry professional dedicated to promoting best practice standards, compliance and the monitoring of legislation affecting HR personnel. HR Allen Consulting Services expertly manages workplace screening programs. Ask me for a free program evaluation and pricing proposal.*

*We can help you comply with I-9 requirements through an electronic I-9 solution and verify work eligibility through direct access to the E-Verify system. Our solution is complete with English and Spanish forms for non-confirmations and error checking to ensure consistency.*