

There has been some confusion regarding E-Verify, what it is, who needs to have a number and how they obtain the number. As designed, E-Verify is an Internet-based system operated by the Department of Homeland Security (DHS) in partnership with the Social Security Administration (SSA) that allows employers to electronically verify the employment eligibility of newly hired employees. E-Verify is currently the best means available for employers to electronically verify the employment eligibility of their newly hired employees. E-Verify virtually eliminates Social Security mismatch letters, improves the accuracy of wage and tax reporting, protects jobs for authorized U.S. workers, and helps U.S. employers maintain a legal workforce. While E-Verify is voluntary on the federal level, the State of Georgia is among a growing number of states that require public employers to enroll in E-Verify as a condition of receiving or renewing a business license. The signature affidavits may reference 'contractor', but it actually includes any business, whether it's a small family-owned pizza shop or a multi-national corporation. From the perspective of a supplier doing business with a public entity in the state of Georgia, an E-Verify number is required for any supplier providing labor or services in excess of \$2,499.99. The City of Griffin requires a Supplier Affidavit for all suppliers, but only those providing labor or services in excess of \$2,499.99 are required to have an E-Verify number on the affidavit.

Some of the most frequently asked questions regarding E-Verify are:

Q : Why should I consider participating in E-Verify?

By Executive Order, the State of Georgia has mandated that government entities comply with the E-Verify by obtaining affidavits from those that provide labor or services in excess of \$2,499.99. While the process may be inconvenient for the parties involved, it is the law.

Q : How do I register for participation in E-Verify?

You can register for E-Verify at <https://e-verify.uscis.gov/enroll/>, which provides instructions for completing the registration process. At the end of the registration process, you will be required to sign a Memorandum of Understanding (MOU) that provides the terms of agreement between you the employer, the SSA, and USCIS. An employee who has signatory authority for the employer can sign the MOU. If you are a small business, you may not be required to file anything with USCIS, but you still may be required to have the number to do business with public (government) agencies in Georgia.

Q : After an employer registers, how does the program work?

Using an automated system, the program involves verification checks of SSA and DHS databases. The E-Verify MOU, User Manual and Tutorial contain instructions and other related materials on E-Verify procedures and requirements. Once the user has completed the tutorial, a user-ID will be sent to them and he or she may begin using the system to verify the employment eligibility of all newly hired employees.

Q : Am I required to participate?

State of Georgia ruling: Yes, for public entities. (*E-Verify is voluntary for most employers, but mandatory where applicable by Executive Order in certain states: Alabama, Arizona, Colorado, **Georgia**, Idaho, Indiana, Louisiana, Minnesota, Mississippi, Missouri, Nebraska, North Carolina, Oklahoma, Rhode Island, South Carolina, Tennessee, Utah and Virginia*).

Q : How can I get help with enrolling if I have a question?

The Department of Homeland Security does offer assistance in enrolling, either by their Customer Support line at 1-888-464-4218 or email at E-Verify@dhs.gov.

Additional information can be found at the USCIS website by using the link,

<http://www.uscis.gov/portal/site/uscis/menuitem.eb1d4c2a3e5b9ac89243c6a7543f6d1a/?vgnnextoid=75bce2e261405110VgnVCM1000004718190aRCRD&vgnnextchannel=75bce2e261405110VgnVCM1000004718190aRCRD>