



# Why I-9 Compliance Can't Wait.

June 2025  
Volume 22, Issue 2

Navigating the hiring landscape without proper I-9 and E-Verify protocols is like walking through a legal minefield – and the current US Presidential administration just made that minefield significantly more dangerous. With immigration enforcement ramping up and workplace raids becoming headline news, penalties ranging from \$224 to \$22,927 per violation are just the beginning.

Let's face it – the Department of Homeland Security (DHS) and Department of Justice (DOJ) aren't exactly known for their lenient attitudes toward non-compliance, and recent policy shifts have made crystal clear that employment verification violations are now a top enforcement priority.

## The Foundation: Understanding I-9 Requirements

The political climate has shifted enforcement into overdrive. Federal agencies are conducting more workplace audits, implementing stricter documentation requirements, and pursuing aggressive prosecution of violations. What once might have resulted in a warning now triggers substantial fines and potential criminal charges. This isn't just policy talk – it's now operational reality.

The I-9 form isn't just paperwork – it's your legal shield against costly violations in an increasingly hostile enforcement environment. Required for every employee hired after November 6, 1986, the process involves three critical steps that can make or break your compliance status.

- ◇ **Employee Information and Attestation:** Employees provide personal details and attest to their work authorization. Simple enough, but one missing signature can trigger a violation.
- ◇ **Employer Review and Verification:** You examine original documents establishing identity and employment authorization. No photocopies, no exceptions – the government means business here.
- ◇ **Certification:** You certify that documents appear genuine and relate to the employee. This requires actual scrutiny.

## E-Verify: Your Digital Verification Partner

E-Verify takes your compliance game to the next level by electronically confirming employment eligibility through DHS and Social Security Administration databases. The system cross-references I-9 information and provides real-time authorization status – think of it as your compliance insurance policy.



## The Bottom Line: Cost vs. Consequences

Recent policy changes have made it clear that employment verification violations are no longer treated as oversights. They're viewed as serious infractions with substantial punishment. Suddenly, a robust I-9 and E-Verify processes doesn't seem like an expense – it's essential business protection against an unforgiving regulatory environment.

Don't gamble with your organization's future. Contact CI today to discover how our I-9 and E-Verify services can transform your hiring compliance from a liability into a competitive advantage.

**INSIDE THIS ISSUE.**

- Why I-9 Compliance Can't Wait . . . . . 1
- Due Diligence: Family Loading . . . . . 2
- Guardians Travels Ensuring Eligibility . . . 3
- Spotlight: CRHRA Conference 2025 . . . . . 3
- About CI . . . . . 4



# Due Diligence: Family Loading.

## Meet Due Diligence...

Last Scene From Due

With the background check for the adoption process cleared, Duey and Prue celebrated this milestone in their journey to parenthood. As the snow begins to thaw, Duey contemplates how he'll manage his growing the business alongside his impending role as an adoptive parent...

### Family Loading

Spring has sprung, and summer was on the way! Everyone has been hard at work with all the landscaping required with the new season. The scent of freshly cut grass filled the air as Fancy Valley's crew buzzed with the energy of their busiest time of year.

Duey and Prue are filled with joy and excitement as they continue on their adoption adventure. They have thoughtfully prepared for their child's arrival – transforming their spare bedroom into a cozy haven with sky-blue walls and cloud decals that Prue painstakingly applied herself.

They're ready to embrace the joys and challenges of parenthood with open arms and loving hearts. Their home is ready, hearts are full, and future is bright.

Duey reviewed the new hire forms in his office, making sure they are up to date and compliant. His brow furrowed as he flips through the stack of paperwork. Thankfully, CIChecked made it easier by supplying the I-9 form required, and they stay up to date on compliance for this! "One less thing to worry about," he muttered gratefully.

As the busy season starts, he may need to hire an extra hand or two as the company continued to grow!

Once Duey finished up his work, he popped over to Prue's desk and asked, "Are you ready to go?" His voice carries a blend of nervousness and excitement that he can't disguise.



Prue responded, "Ready as can be" as she jumped up from her seat with her purse in hand, sunglasses on. Her usual composed demeanor betrays a slight tremble in her fingers as she gathers her things.

Their background checks were all clear and squared away. Duey and Prue completed their fingerprinting, filed the paperwork with their adoption agent, visited numerous times over the past few months, and now it is time for the supervisory period. Over the next few months, Duey and Prue will have to prove that they are able to provide the proper care for their new daughter, Scarlett, and that she is comfortable with them.

"How are you feeling?" Duey asked Prue on the drive to pick Scarlett up from the foster home.

Prue looked to Duey with a contented smile, "Nervous, but excited. I just hope she will like us and feel comfortable. I want her to succeed and know that we are here to help her along the way. What are your thoughts?"

Duey was lost in his as he pulled into the foster home – a brick building with cheerful yellow curtains that somehow made his heart ache. "I am nervous too, but to be able to grow with you is a new adventure I look forward to. Being able to have a family is all I've wanted. I've always wanted to run a business that stays in the family, so hopefully one day she will want to come to work with us and grow up with all the wonderful people at the Fancy Valley and Four Seasons."

Prue smiled, and looked over to Duey, and said, "Well, let's get this adventure started." They both exited the vehicle, and already, Scarlett was at the front door, waving excitedly and ready for them so she can go home.

Will Scarlett adjust to her new home smoothly?

How will Sue and Justin react to their boss becoming a parent?

And will Coco ever meet her new granddaughter?

Find out in the next issue!

To learn more about I-9 Compliance in your organization, scan the QR Code!





## Guardian’s Travels: Ensuring Eligibility.

The morning was brisk. Sharp wind gusts pelted travelers like tiny invisible daggers. The sun peeked its way through the dark, brooding clouds, offering only the most meager relief to the bone-chilling air that had settled over the city.

Guardian fought with every fiber of their mighty being to stay aloft, wings beating powerfully against the treacherous air currents. Their keen eagle ears remained alert, listening for sounds of distress above the incessant whistling wind that threatened to drown out all other noise.

Then it came.

“...unauthorized workers...ICE audits...what should we do?” Guardian heard enough to know their help was needed again! With every ounce of strength in their gallant wings, they dove through the misty clouds, locked in on the window near a huddled group of HR representatives.

“Hey there!” Guardian chirped as they clasped the narrow window ledge, trying to gain balance as the forceful wind fought to knock them off.

The group gasped collectively at the sudden outburst. “Who, or what, are you!?” one asked.

“Guardian’s the name and helping HR reps with I-9 and E-Verify is the game,” Guardian proclaimed, “What’s worrying you folks?”

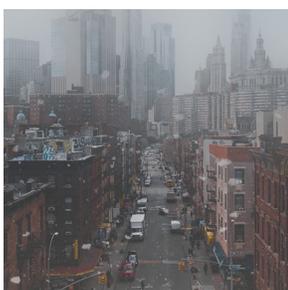
A few moments passed before anyone spoke. Unsure if they should trust, or even believe, the talking bird on their windowsill. But desperation had clearly set in, and their feathered solution seemed to have found them.

“It’s the executive order,” one began sheepishly, “about employing unauthorized workers and the possibility of ICE audits. We’re worried our I-9 process isn’t thorough enough. Especially for the employees we have here on work visas.”

Another jumped in. “We verify them in-house, but, honestly, I just wish there was a way to automate it and make sure we are doing correctly.”

“You need to call CChecked!” Guardian burst with joy, “They can set you up with an I-9 and E-Verify package.

After your employees fill out their I-9 form, it’s automatically sent to E-Verify, operated by the Department of Homeland Security and the Social Security Administration, to verify accuracy and eligibility to work in the U.S. By using this service, you can rest easy knowing you’re compliant with federal regulations.”



The worried frowns quickly shifted to grins of relief as the group realized the answer to their anguish was so simple. “Thank you Guardian! This is such a relief. I’m going to get CChecked on the phone to set this up!” exclaimed the man in front.

With pride in their heart and their beak held high, Guardian glided through the sky in search of the next sounds of human resource ruckus; the radiant sun warming their feathers. The radiant sun, finally victorious against the clouds, warmed their feathers as they soared onward to their next mission of workplace compliance salvation.

### Spotlight: CRHRA Conference 2025.

On May 13th 2025, the CRHRA (Capital Region Human Resources Association) partnered with the CRATD (Capital Region Association for Talent Development) to host their third annual joint talent development and management conference known as the CRHRA Conference.



CChecked was a proud sponsor of this event, held at the Rivers Casino and Resort in Schenectady, New York. Several of our staff members were in attendance, mingling with 250 HR professionals, talent development specialists, and industry leaders from across the Capital Region. The diverse crowd created a dynamic environment for sharing and networking.

CChecked brought along coffee syrups, trivia, and aprons to fit the conference theme of “Brewing Better HR” – because let’s be honest, what HR professional doesn’t run on caffeine? The trivia questions sparked lively conversations about industry best practices, and more than a few competitive spirits emerged as participants vied for bragging rights.

Look forward to sponsoring again next year!

Scan the QR Code to learn what CRHRA members already know about CI’s proprietary New York State criminal search.



# CI's Conference Word Scramble.

RNALGINE \_\_\_\_\_

NLDVOPTMEEE \_\_\_\_\_

AGNTRINI \_\_\_\_\_

HIESRDLEPA \_\_\_\_\_

WOSKOHRP \_\_\_\_\_

SNIAMER \_\_\_\_\_

FCCNOREENE \_\_\_\_\_

TEATLN \_\_\_\_\_

NWNGERKOTI \_\_\_\_\_

ELASNP \_\_\_\_\_



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