

## **I-9**

### **ScreeningOne Launches New Automated Solution for Form I-9 Employment Verifications and Additional Form I-9 Services**

May 18, 2006, Torrance, CA – ScreeningOne, a nationwide provider of background screening services, today announced that it has launched a new automated solution for Form I-9 compliance services for verifying employees have a legal right to work in the United States.

ScreeningOne's secure, web-based service enables employers to conduct I-9 employment verifications through the Department of Homeland Security (DHS) and Social Security Administration (SSA). Through ScreeningOne's direct link with the DHS and SSA, employers are able to verify the accuracy of Social Security and Immigration "A" numbers on newly hired employees. In real time, employers are able to obtain employee's legal right to work status with a DHS-issued verification number.

"ScreeningOne's selection as a designated agent to provide I-9 verifications for employment eligibility is a tremendous step in a continual effort to provide value added services to our customers" said Michael Byrd, Executive Vice President of ScreeningOne.

The Immigration Reform and Control Act of 1986 mandates that U.S. employers verify the employment eligibility status of newly-hired employees and make it unlawful for employers to knowingly hire or continue to employ unauthorized workers.

An employer is subject to both civil and criminal penalties for hiring illegal aliens. Section 274(a) of the Immigration and Nationality Act (INA) and 8 U.S. Code Section 1324(a) make it unlawful for any person knowingly to hire, recruit or refer for a fee any alien not authorized to work. An employer that violates these laws faces the following penalties:

- \$250 to \$2,000 fine for each unauthorized individual;
- \$2,000 to \$5,000 for each employee if the employer has previously been in violation; or
- \$3,000 to \$10,000 for each individual if the employer was subject to more than one cease and desist order.
- The employer can also be fined \$100 to \$1,000 for each individual "paperwork" violation.
- The criminal penalties for a pattern and practice violation can be up to \$3,000 for each unauthorized alien, imprisonment up to six months, or both.

Noncompliance, whether intentional or caused simply by oversight, may have severe legal and financial consequences imposed by the Department of Homeland Security, as well as the potential of a corporate image tarnished by negative publicity.

**About ScreeningOne:** ScreeningOne is a leading provider of background screening services. ScreeningOne's client base is diverse, ranging from Fortune 500 companies to small business. ScreeningOne's exceptional service, fast turnaround, legal compliance and accuracy enable companies to make informed decisions regarding applicants. Client-centric, cost effective and accurate, ScreeningOne strives to speed turnaround and drive the best value back to its' customers. For more information, visit [www.ScreeningOne.com](http://www.ScreeningOne.com) or call 888-327-6511.