

## **10 Great Features of Chairman Smith's Mandatory E-Verify Legislation:**

- 1.) Phases in E-Verify over three years, starting with the largest companies first.
- 2.) Requires the Social Security Administration (SSA) to target illegal aliens using fake social security numbers by sending out "no match" letters to employers if the name and social security number of a current employee do not match. Requires the employer to check those employees through E-Verify after receiving a "no match" letter.
- 3.) Requires SSA to send a yearly notification to each owner of a social security number that has multiple employers reporting income to that number indicating that the number may have been stolen and is being used by illegal aliens. Requires employers to run through E-Verify those employees who are likely to have stolen the number from the legitimate owner.
- 4.) Establishes a phone verification system as an alternative to using the electronic system.
- 5.) Requires the use of E-Verify for those contracted at day labor sites and other referral or recruitment services.
- 6.) Protects employers who use the system in good faith from liability if the system makes an error on eligibility.
- 7.) Protects states' and localities' authority to revoke business licenses of employers who fail to use E-Verify as required by this Act.
- 8.) Significantly increases the penalties for employers who refuse to use the system, or who intentionally try to game it. The fines levied can be up to \$25,000 per unauthorized worker and a minimum one-year prison sentence may be imposed on an employer who engages in a "pattern or practice" of violations.
- 9.) Requires SSA to lock the use of social security numbers when it is being used by someone other than the rightful owner, when the owner has violated immigration laws and been ordered to leave the country, or when the owner's temporary visa has expired.
- 10.) Requires a voluntary pilot program be set up to provide biometric identity authentication.