



E-Verify

What is E-Verify?

- Free, **safe, secure and simple to use**, E-Verify provides participating employers an automated Internet-based resource to **verify the employment eligibility of newly-hired employees**. Over 1.39 million employers are [registered E-Verify users](#).
- Participating employers electronically enter information from an I-9 Form (the paper-based form currently used to verify the work eligibility of all new hires) in E-Verify, which checks the information against records in the Social Security Administration's database and the Department of Homeland Security immigration databases.
- E-Verify utilizes special safeguards to ensure that employees are not discriminated against and their personal information remains private. It also allows individuals to “self-check” their records to uncover possible errors to ensure they are in good standing before starting a new job.

Why should employers use E-Verify?

- E-Verify enables cheap, efficient, and accurate compliance with the federal ban on hiring illegal or unauthorized workers. It is currently the **best means available** for employers to electronically verify the employment eligibility of their newly hired employees.
- E-Verify is a tool for employers that want to make sure they have a legal workforce, and it **shifts the responsibility for vetting workplace eligibility from employers to the government**.
- E-Verify can provide a **safe harbor** for businesses that use the system in good faith. When an employee is confirmed as being workplace eligible, a rebuttable presumption is established that the employer has not violated federal law with respect to the hiring of an illegal alien.
- E-Verify significantly outperforms public, private, and government averages in [customer satisfaction](#) surveys.
- Most employers want to do the right thing but if they do, they can be undercut by unscrupulous companies that thrive on illegal labor. E-Verify will **level the playing field**.

What is the [E-Verify Accuracy Rate](#)?

- 98.32 percent of all queries are **automatically verified** as employment-authorized.
- For the small percentage of cases that don't match right away (just 1.68%), the system flags a **tentative non-confirmation** -- often due to simple issues like a typo, an unreported name change, or an outdated government record. If there is an inaccuracy in the SSA database, it is best to know about it and rectify it prior to applying for retirement benefits.
- Importantly, no one is automatically denied a job based on a mismatch. Workers are given time and **instructions to fix the problem** if they choose to. Most cases can be taken care of by phone.

The numbers:

- 0.17% of all cases are fixed and confirmed after follow-up.
- 1.51% are not resolved -- mostly because the worker never responds.
- Just 0.011% of all employees are found not authorized after contesting the mismatch.

In short: **E-Verify is fast, accurate, and fair -- with strong safeguards for workers.**

E-Verify Reduces Discrimination

E-Verify eliminates hiring discrimination because the system cannot be used until after a person is hired and cannot be used selectively. If an employer elects to use E-Verify, they must check all new hires.

E-Verify Protects Privacy

E-Verify is not another government database holding private information. As an E-Verify user, the employer does not have access to personal data. E-Verify simply answers whether the typed-in data is consistent with records held by the Social Security Administration.

Congress Should Act to Protect American Workers from Identity Theft

E-Verify confirms whether the information an employee presents matches government records. It was not designed to detect identity theft — and that responsibility should rest with the Social Security Administration.

When an unauthorized worker uses a stolen Social Security number, E-Verify cannot flag it. The real victim — the American worker whose number is being used — may not discover the theft until they file taxes or apply for benefits. While E-Verify features like [photo matching](#) and self-lock services help prevent fraud, they cannot fully close this gap. The solution is to restore SSA's own notification tools.

SSA Should Notify Workers and Employers Directly

SSA sent no-match letters to employers from 1993–2005, briefly resumed in 2019, and discontinued them in 2021. Congress should require SSA to notify both workers and employers

when a SSN appears on multiple W-2s from different employers — putting all parties on notice and enabling faster resolution.

Congress should require SSA to:

- Send multi-use alerts to workers and employers when a single SSN is reported by more than one unrelated employer in the same tax year
- Coordinate with IRS and DHS to identify and flag unauthorized SSN use for employment purposes

Legislation is needed to make E-Verify mandatory and permanent, rather than relying on congressional approval to keep the program operating. It should be a staple in every workplace - from large employers to small businesses - to create a level playing field for employers as well as for workers.

- [S. 1151](#), the Accountability Through Electronic Verification Act (Grassley) would make E-Verify permanent and mandatory within one year, and require Social Security, Internal Revenue, and Homeland Security to collaborate on a program to identify unauthorized aliens, many of whom also commit some form of identity fraud or theft.
- [H.R. 251](#), Legal Workforce Act (Rep. Calvert) would require most employers to begin using the E-Verify system for all new hires within two years. Further, the legislation would increase fines for employers who knowingly hire illegal workers and would require the Social Security Administration to notify employers when a Social Security number is used multiple times.