

Form I-9 Compliance, LLC Announces the Development of its 'Best Practices' Legal Work Authorization Risk Continuum

Form I-9 Compliance announces the development of its "Best Practices" Legal Work Authorization Risk Continuum for employers.

Newport Beach, CA (PRWEB) June 15, 2007 -- Form I-9 Compliance, LLC, the first federally approved Designated Agent of the Department of Homeland Security (DHS) and the Social Security Administration (SSA) for web-based employment verification through the Employment Eligibility Verification System (EEVS), formerly the Basic Pilot Program, today announced the development of its "Best Practices" Legal Work Authorization Risk Continuum©.

This unique and simplified graphically depicted continuum enables organizations to compare their current Form I-9 Administration practices against three clearly delineated levels of compliance (Non-Compliance, Basic Compliance and Integrated Compliance). The "Integrated Compliance" level serves as a clear and concise definition of exactly what the components of a "Best Practices" Form I-9 administration program should encompass.

With each of these three compliance levels, Form I-9 Compliance has associated a specified financial risk based on stated assumptions related to the quality and availability of I-9 Forms that are legally required to be retained. (The assumptions center on the number of technical flaws, omissions and discrepancies found on a "typical" I-9 Form. In addition, the prevalence of missing I-9 Forms is also factored into the determination of the ultimate potential financial risk).

The assumptions utilized in the development of Form I-9 Compliance's Legal Work Authorization Risk Continuum were compiled by its Compliance Division, whose primary responsibility is the auditing of I-9 Forms for employers. All assumptions are by design intentionally conservative, i.e., relatively few errors, omissions etc., when compared to statistics compiled in actual Form I-9 Compliance Audits. Thus, the potential financial risk per 1,000 legally required retained I-9 Forms is very likely understated.

In commenting on the Legal Work Authorization Continuum, John M. Hermann, Chief Executive Officer of Form I-9 Compliance, stated that "Organizations that take the time to digest what we have developed in this simple straightforward approach to I-9 Form compliance self-assessment will be encouraged, if not compelled, to initiate an I-9 due diligence effort that is probably long overdue." Mr. Hermann went on to say that "Form I-9 Compliance is uniquely positioned to assist organizations to achieve fully 'Integrated Compliance' and to reduce financial, and other non-financial risks to virtually zero in some regards, and materially in other I-9 compliance areas."

He concluded by saying, "Whatever an organization's motivation might be, the desire to go paperless and improve efficiencies and reduce costs, or to bring full compliance to bear on the I-9 "on-boarding" process, should be done in order to further an organization's commitment to "Positive Corporate Governance".

Form I-9 Compliance is an exhibitor at the June 24-27th SHRM conference in Las Vegas. Copies of the Legal Work Authorization Continuum will be available to attendees at Booth #1498. For organizations that will not have representatives at the SHRM Conference, requests for copies should be submitted through Form I-9 Compliance's website at www.formi9.com after June 27th.



About Form I-9 Compliance, LLC

With the passage of the Immigration Control and Reform Act (IRCA) in 1986, Mr. Hermann worked closely with the DHS' predecessor agency, the Immigration and Naturalization Service (INS), to assist in the development of the original Form I-9, and has been providing comprehensive Form I-9 Consulting and Auditing services for over 20 years.

In June of 2005, Form I-9 Compliance announced its patent pending proprietary web-based I-9 Form software solution that electronically integrates with DHS' Employment Eligibility Verification Service (EEVS). In its official role as a Designated Agent approved by DHS, Form I-9 Compliance served as DHS' beta test partner for its then newly developed web-based program.

In June of 2006, Form I-9 Compliance announced that it had been formally certified by DHS to process EEVS queries through the federal government's web services protocols.

In December of 2006, Form I-9 Compliance announced its application of enhanced technology to provide a "Managed Solution" for all work authorization needs, including Auditing of I-9 Forms and the scanning and indexing of paper I-9 Forms into its electronic database.

Finally, in April of 2007, Form I-9 Compliance was selected to work in concert with DHS for its new web-based Photo I.D. Program. Form I-9 Compliance is working with DHS and 40 large employers who are part of this task force.

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