



## VISANOW's Form I-9 and E-Verify Compliance Services

*"We were in the middle of due diligence for an acquisition when questions were raised about work authorization of employees in one of the plants. I contacted VISANOW and within less than a week they had processed the paper forms for more than 500 workers and identified 34 as ineligible and 130 more with minor I-9 violations."*

*"VISANOW prevented us from blindly acquiring a compliance risk and enabled us to negotiate a lower acquisition price."*

*Director Compliance  
Global Packaging Manufacturer*

VISANOW's comprehensive compliance services help employers organize their I-9s, create efficient I-9 processes, and mitigate non-compliance risks such as fines, arrests, workforce disruption, and negative publicity from intensifying government enforcement efforts.

- 1. Online I-9 preparation, storage, and E-Verify validation (optional), backed by unlimited legal advice**
- 2. Internal compliance audits**
- 3. Mergers & Acquisitions compliance assessments**
- 4. Compliance process development & training**
- 5. Legal representation**

### **1. Online I-9 preparation, storage, and E-Verify validation (optional)**

Based on its patented platform, VISANOW's online I-9 management service allows employers to prepare, store, search, and retrieve I-9 forms online, as well as validate against the E-Verify database if desired. Migrating paper forms online is easy - enter the current I-9 form information yourself or let VISANOW handle the transition for you.

Unlike any other provider, VISANOW backs all I-9s within its I-9 management center with unlimited legal advice.

- Increase I-9 accessibility with centralized online storage.
- Simplify initial I-9 creation and re-verification, especially across multiple locations.
- Access unlimited I-9 legal advice at no extra charge.
- Streamline internal audits.
- Simplify E-Verify validation (if applicable/desired).

## Screenshot Legend/Key

- 1 Division Info Tab:  
Select I-9 service options.
- 2 Create a new I-9:  
Select "new account" from the drop down menu.
- 3 Active I-9s Tab:  
View all incomplete I-9s requiring action.
- 4 Completed I-9s Tab:  
View all completed I-9s.
- 5 E-Verify:  
E-Verify I-9 forms individually or all at once.
- 6 I-9 Status Legend:  
Provides an overview of I-9 and E-Verify statuses.
- 7 Edit:  
Re-verify, update, cancel or terminate I-9s.
- 8 Audit Tab:  
Request an internal audit of your I-9s by VISANOW.

The screenshot displays the VISANOW I-9 COMPLIANCE software interface. At the top, there is a navigation bar with tabs for 'COMPANY INFO', 'DIVISION INFO', 'I-9's', and 'AUDIT'. The 'I-9's' tab is selected. Below the navigation bar, there is a header area with 'Account# VM15295 | ABC, Inc. | ABC - Chicago' and 'Active I-9's' and 'Completed I-9's' counts. The main area contains a table with columns: 'Edit', 'I-9', 'Employee Name', 'SSN', 'I-9 Status', 'E-Verify', 'Hire Date', and 'Location'. The table lists several employees, including Carol Black, Joe Dell, Kim Pitt, Pat Gunn, Sara White, Tim Paige, Paul Wells, John Green, Jan Kroll, and Sharon Volk. The I-9 Status column shows various statuses such as 'Employee Review', 'I9 Complete - Not EVerified', and 'I9 SSA Tentative Non-Confirmation'. The E-Verify column shows 'E-Verify' and 'E-Verify' with a green checkmark. The interface also includes a search bar, a 'Create an I-9 FOR' dropdown menu, and a 'Status Legend' link at the bottom.

## 2. Internal Compliance Audits

Government audits have almost quadrupled since 2007. Minimize non-compliance risks through internal audits before a government audit.

- Assess non-compliance risks from current I-9s.
- Identify current compliance weaknesses and how to address them.

## 3. Mergers & Acquisitions Compliance Assessments

Compliance should be included in any M&A due diligence. Organizations could assume immigration liability and non-compliance risks from an acquired company.

- Minimize the risk of assuming liability for the acquired company's prior non-compliance and ensure workforce continuity post-M&A.
- Assess the value employees represent in M&A activity.

## 4. Compliance Process Development & Training

- Establish new procedures or refine existing ones.
- Get staff trained remotely or on site, based on your needs.

## 5. Legal Representation

- VISANOW attorneys handle government audits, hearings, and administrative and judicial appeals.

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