

# **I-9 Compliance Isn't An Option- It's Essential**

## **Why Every Employer Needs an Internal I-9 Audit**

At EZEmploy, we specialize in supporting agricultural employers who are focused on productivity and seasonal demands — not paperwork. But there's one form no employer can afford to overlook: the Form I-9.

Whether you've hired one worker or one thousand, every U.S. employer is legally required to complete and maintain a Form I-9 for each employee hired after November 6, 1986. Unfortunately, most I-9s contain errors — and even minor mistakes can lead to major penalties.

### **⚠ Common I-9 Errors That Could Cost You**

We've reviewed hundreds of I-9s and consistently find these avoidable issues:

- Missing employee or employer signatures
- Incorrect or expired documents listed
- Section 1 not completed on the first day of work
- Section 2 not verified within 3 business days
- Wrong document titles or issuing authorities
- Overdocumentation (a discrimination risk!)
- Incomplete employer certification

Even small mistakes can trigger compliance issues during an audit — and ICE doesn't accept "it was unintentional" as a defense.

### **📉 The Risks of Ignoring I-9 Compliance**

Employers in agriculture and similar industries are under increasing scrutiny. Here's what's at stake:

- Civil fines ranging from \$272 to \$2,701 per form — even when no unauthorized workers are involved
- Surprise audits and investigations from ICE or DHS
- Reputational harm and possible criminal exposure
- Loss of contracts or government program eligibility

Ignoring I-9 compliance puts your entire operation at risk.

## ✓ Why You Need an Internal I-9 Audit

A proactive internal audit helps you:

- Find and correct errors before ICE does
- Ensure your records are legally compliant
- Avoid future mistakes through training
- Show a good faith effort to follow the law

But beware: correcting I-9s must follow strict USCIS guidelines. Improper fixes or discarded forms can make matters worse.

## 🤝 How EZEmploy Can Help

EZEmploy performs confidential, compliant I-9 audits tailored to agricultural operations. We handle the hard part so you don't have to.

Our services include:

- ✓ Full review of existing I-9s
- ✓ Error identification & correction guidance
- ✓ Audit-ready memos & documentation
- ✓ Supervisor training & onboarding support
- ✓ Ongoing compliance coaching

We act as your trusted compliance partner — not just a paperwork checker.

## 🚪 Don't Wait for a Government Knock on the Door

If you're not 100% confident in your I-9 files, now is the time to act. One audit could result in thousands of dollars in penalties — or worse.

Let EZEmploy perform your internal I-9 audit and safeguard your operation. You handle the harvest. We'll handle the compliance.

📞 [Contact EZEmploy today to schedule your I-9 audit.](#)

Compliance starts now — and it starts with us.

Contact us at:

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Plowing through paperwork, so you can harvest success!