

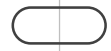
Webinar on

The Proper Way To Correct I-9 Documents And Not Pay Penalties! Use New Tools Accepted By The Department Of Homeland Security (DHS)

Learning Objectives

- Learn what types of errors have the highest fines*
- Ensure you have the most current I9 forms that are required*
- What has changed in the most recent focus with the new political administration?*
- How is the right way to correct I9 documents and save your company from unnecessary violations?*
- What is the minimal risk Employers have when establishing an I9 document Correction & Storage Process?*
- How should I9 documents be effectively corrected?*





How long should I9 documents be retained for active and terminated employees?



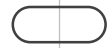
Why are most Employers unclear about completing the new I9 form?



Why are most HR professionals or those responsible for processing I9 documents still violating the request for documents section?



What can you do if you have remote employees when it comes to I9 forms?



What new immigration guidelines do Employers need to be aware of with the new administration?



What is the Council for Global Immigration and what employees are protected?



This webinar help to understand I-9 Correction and New Tools Accepted By The Department Of Homeland Security (DHS)

PRESENTED BY:

Margie Faulk, PHR, SHRM-CP is a senior level human resources professional with over 14 years of HR management and compliance experience. A current Compliance Officer for HR Compliance Solutions, Margie has worked as an HR and Compliance advisor for major corporations and small businesses in the small, large, private, public and Non-profit sectors. This includes Federal Contracting in the defense, military, anti-terrorism and Apache Helicopter Training Simulations with Federal Acquisition Regulations (FAR), Federal Sentencing Guidelines (FSG) and Office of Federal Contract Compliance Program (OFCCP). Margie is bilingual (Spanish) fluent and Bi-cultural.

On-Demand Webinar

Duration : 90 Minutes

Price: \$200

Webinar Description

I was one of 3 compliance auditors who reviewed over 7,000 I9 documents from an agricultural farm in Florida in 2012. We were hired when the company was audited for I9 document violations and the possible violation for hiring illegal immigrants. It was the start of when regulatory agencies were cracking down on immigration hiring and the abuse of immigrants. The company, a strawberry farm in Lakeland, Florida paid over \$350,000 in fines and then agreed to have Department of Homeland Security (DHS) and U.S. Immigration and Customs Enforcement (ICE), the enforcement arm, conduct an audit of all their I9 documents for the past 5 years.

It was during this intense audit that I learned some of the details and idiosyncrasies of I9 document corrections and what ICE determines as compliance. The 3 auditors were in communication with ICE during the initially 2 weeks then expanded to almost 3 months. After the 2 weeks, the other auditor left, and we were left with 2 auditors who maintained the intense review for 3 months. Because of this internal review and agreement, the strawberry farm had with DHS, the fines were reduced to \$150,000 with an ongoing audit for the next 5 years. Here is where I learned that I9 documents can be an easy way for DHS to identify fines and penalties. There is no reason to give any regulatory entities free money in violations and fines.

On June 30, 2016, the Department of Justice (DOJ) along with the Department of Homeland Security (DHS) has issued several rulings outlining several civil penalties increases, ranging from small hikes to doubling penalties. This started with the Federal Civil Penalties Inflation Adjustment Act (FCPIAA) signed into law in November 2015. This ruling also adds a catch-up adjustment as well as annual adjustments. Not only does this ruling impact all Immigration processes but it will impact the number of fines and penalties that Employers must pay if they are audited for I9 documentation but also will impact most Immigration processes and regulations.



Who Should Attend ?

Board of Directors

Program Managers, Office Managers (with HR Roles)

HR-Workplace Compliance Professionals (Officers, Directors, Managers, and Specialists)

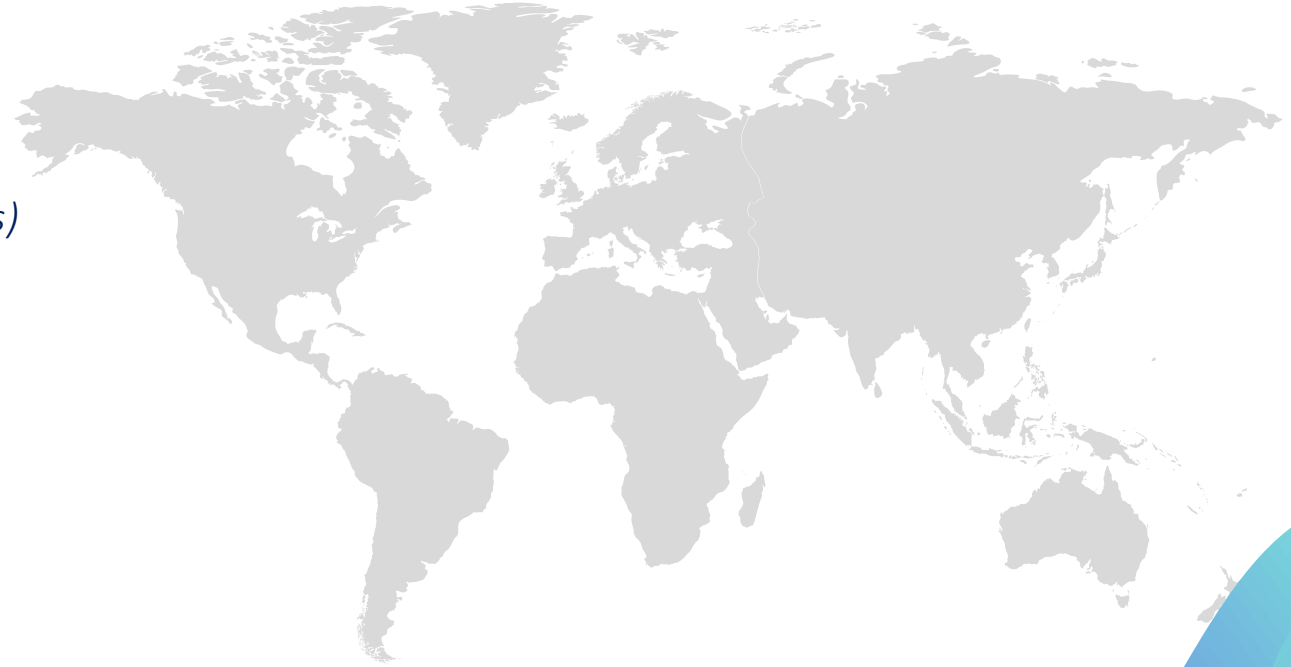
Senior HR Professionals

Operations Professionals

Anyone Interest in Learning More About new immigration I-9 documentation new I-9 form

HR Professionals

Office Managers and/or any professional onboarding new hires



To register please visit:

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