

Information for F and M Visa Holders on Working in the United States



U.S. Citizenship
and Immigration
Services

Employment Eligibility Verification, E-Verify

Federal law requires employers to verify the identity and eligibility of employees to work in the United States. Employers have to complete Form I-9, Employment Eligibility Verification, documenting that they did this verification. U.S. Citizenship and Immigration Services (USCIS), in the Department of Homeland Security (DHS), manages the requirements of Form I-9. USCIS also operates E-Verify, an electronic system that employers can use in addition to Form I-9 to confirm the eligibility of their employees to work in the United States. E-Verify is a service of DHS and the Social Security Administration.

Common Questions and Answers

What can I do to prepare for E-Verify?

You can use the free [Self Check](#) and [my E-Verify](#) services from USCIS to confirm that your immigration records are accurate and to prevent others from misusing your Social Security number with an E-Verify employer.

What can I do if there is an error in my immigration record? How do I fix it?

E-Verify has [guidance on how to correct mistakes in your immigration record](#). You may need to contact one or more of the following at DHS: USCIS, Customs and Border Protection and the Student and Exchange Visitor Program.

I have not yet received my Social Security number (SSN). Can I still work for an E-Verify employer?

Yes. An SSN is required for E-Verify, but E-Verify [allows you to work while you wait for it](#).

Giving my email address is optional on Form I-9. What is the benefit of giving it?

E-Verify may send you important [notifications about your employment eligibility](#).

What is the relationship between F-1 students with Optional Practical Training and E-Verify?

Read answers to this and other [frequently asked questions regarding students](#).

My employer told me that I received a tentative nonconfirmation (TNC). What does this mean?

A TNC means the information entered by your employer does not match government records. E-Verify offers [tips on how to prevent a TNC](#). For example, make sure that you write your full legal name on Form I-9 and that your identity and work authorization documents are current.

My employer told me that E-Verify issued a TNC for me. What are my rights?

You have many [rights during the TNC process](#), including the right to contest the TNC and the right not to incur adverse actions because of the TNC. More information is in the [Employee Rights Toolkit](#).

My employer told me I received an E-Verify Final Nonconfirmation (FNC) and fired me. I think the FNC was a mistake. What can I do?

Call the E-Verify Employee Hotline:

- 888-897-7781
- 877-875-6028 (TDD for deaf and hard of hearing)

Where can I find more information?

- SelfCheck: uscis.gov/selfcheck
- myE-Verify: uscis.gov/mye-verify

E-Verify: uscis.gov/e-verify

