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

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 SelfCheck and myEVerify 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

E-Verify

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www.uscis.gov