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## **EMPLOYERS MUST GRAPPLE WITH THE JULY 1<sup>ST</sup> ROLLOUT OF E-VERIFY REQUIREMENTS IN FOUR ADDITIONAL STATES**

Over the past three years, states have proposed or enacted versions of state law requiring the use of the federal government's E-Verify program for the electronic verification of employment eligibility. Many variations of the law contain requirements that public employers and state contractors utilize E-Verify. Other states mandate use by all employers, often on a phased-in timetable. On July 1<sup>st</sup>, four states will rollout initial or additional phases of E-Verify requirements. Beginning July 1, 2009:

### **Arkansas**

All contractors and subcontractors with the State of Arkansas will be barred from new state contracts unless they are registered participants in E-Verify.

### **Mississippi**

Employers with more than 100 employees in the State of Mississippi must use the E-Verify program for electronic verification of employment eligibility for all new hires. Additional phased rollouts will take place on July 1, 2010, for employers of 30-99 employees, and on July 1, 2011, for employers with fewer than 30 employees.

### **South Carolina**

All contractors and subcontractors with the State of South Carolina with 100 or more employees will be barred from new state contracts unless they are registered participants in E-Verify or impose on new hires a requirement of presentation of a South Carolina Identification Card of the type issued exclusively to individuals with work authorization in the United States.

### **Utah**

All contractors and subcontractors with the State of Utah will be barred from new state contracts unless they are registered participants in E-Verify.

With a variety of E-Verify requirements going into effect, employers are encouraged to review their current policies and the legal requirements for each state in which they conduct business. For more information on these and other requirements impacting on an employer's workforce compliance obligations, contact your Foster Quan immigration attorney. Our firm's experienced Workforce Compliance Practice Group will be able to review corporate policies and compliance records, and develop policy recommendations to minimize your company's risk of even inadvertent violations and resulting liability.