



## Several major US employers join ICE employment compliance program

U.S. Immigration and Customs Enforcement (ICE) sent this bulletin at 11/04/2011 02:50 PM EDT

WASHINGTON - U.S. Immigration and Customs Enforcement (ICE) announced today seven major employers in the U.S. including Best Western International, Chick-fil-A, Inc., Hyatt, Kelly Services, Lexmark, Smoothie King and Toyota Motor Engineering and Manufacturing North America have [agreed to partner with ICE](#) by joining the agency's employment compliance program [IMAGE](#), or "[ICE Mutual Agreement between Government and Employers](#)." IMAGE promotes voluntary compliance and helps companies ensure they are maintaining a lawful workforce.

"These companies have made a commitment to protecting our nation's lawful workforce," said ICE Director John Morton. "This is not just about smart business; it's about doing what is right in the eyes of the law and supporting U.S. companies who are committed to hiring a legal workforce."

IMAGE is a voluntary program that allows businesses to partner with ICE to maintain a secure and stable workforce and curtail the employment of unauthorized workers through outreach and education. ICE recently revamped IMAGE, simplifying program requirements. Twenty-two companies have signed up since then.

IMAGE partners agree to use sound compliance practices, including voluntarily enrolling in [E-Verify](#), an Internet-based system that compares information from an employee's [Form I-9, Employment Eligibility Verification](#), to data from [U.S. Department of Homeland Security](#) and [Social Security Administration](#) records to confirm employment eligibility. They also agree to follow written hiring policies and engage in annual self-audits. Most significantly, they agree to submit to an ICE audit of the employment eligibility forms. The IMAGE program is part of ICE's overall [worksite enforcement strategy](#), which targets employers who knowingly hire illegal labor.

In FY 2011, ICE:

- Conducted 2,496 I-9 audits, up from 503 in FY 2008.
- Initiated 3,291 worksite enforcement cases, up from 1,191 in FY 2008.
- Criminally arrested 221 employers, up from 135 in FY 2008.

- Issued 385 Final Orders for \$10,463,987 in fines, up from 18 Final Orders for \$675,209 in fines in FY 2008.
- Debarred 115 individuals and 97 businesses, compared to 0 individuals and 0 businesses in FY 2008.

For more information on the IMAGE program, please visit: <http://www.ice.gov/image/faqs.htm>