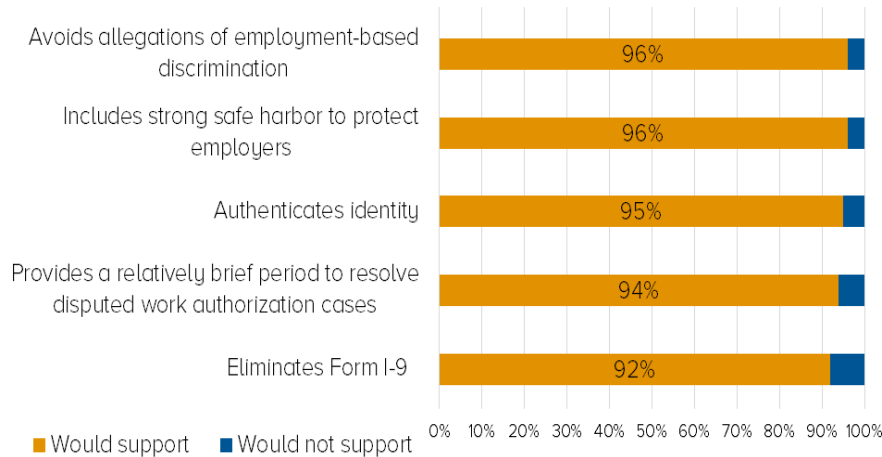


SHRM Research Spotlight: Employer Perceptions of E-Verify

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Overwhelming majorities support using E-Verify, if the following elements are included (currently, 56 percent of employers use the system)



Note: Figure represents respondents who answered “Strongly support” and “Somewhat support.”

24

Percentage of respondents concerned with identity authentication of job seekers

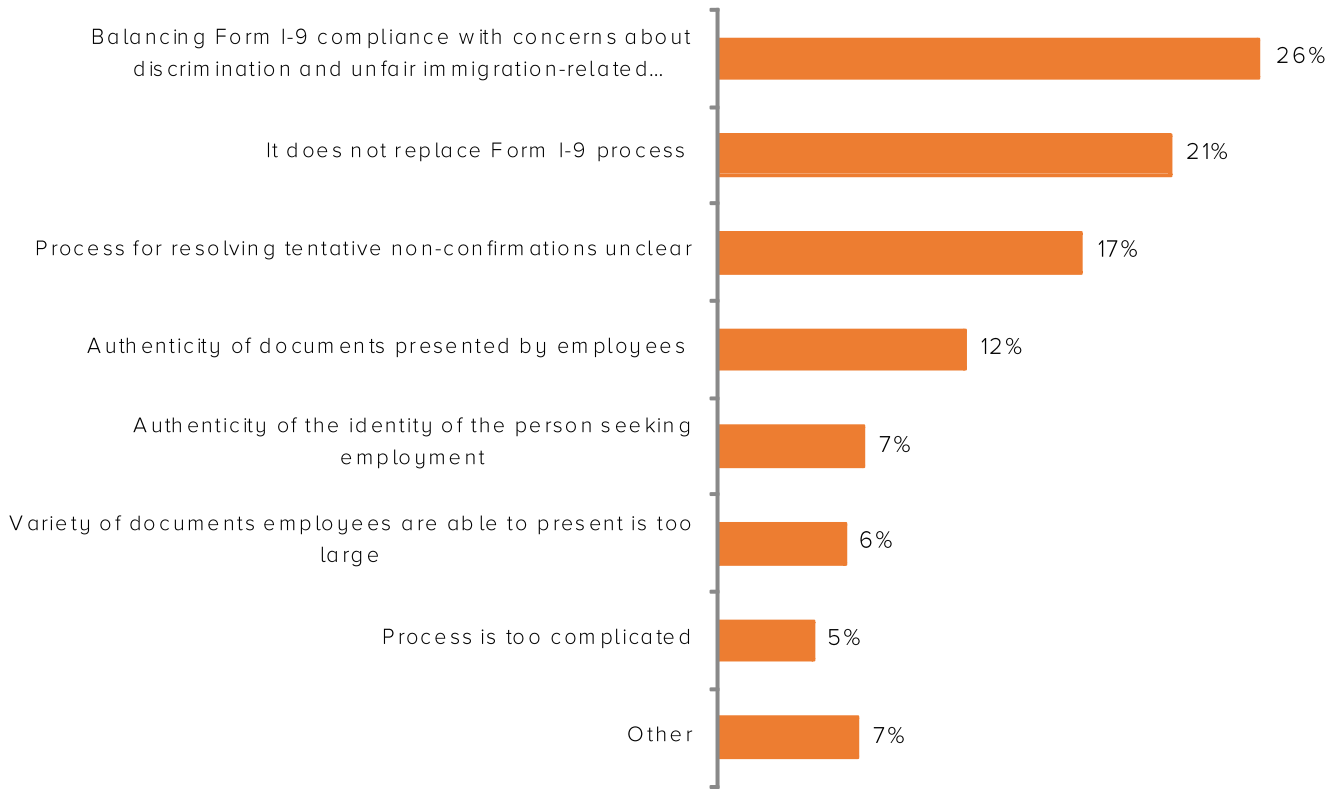
Fully 24% of respondents are concerned about the authenticity of the identity being presented by the persons seeking employment. When this statistic is generalized to U.S. employers, it equates to 1.75 million employers.

Key Findings

- The I-9 Challenge:** 52 percent of E-Verify users report that they face challenges using the E-Verify system. Major concerns remain regarding the I-9 process: 28 percent of respondents are concerned about balancing I-9 compliance with concerns about discrimination and unfair employment practices, and 24 percent report concerns that E-Verify does not altogether replace the Form I-9.
- E-Verify Adoption:** 56 percent of respondents reported that they work for organizations that use E-Verify. Of those who participate, the reasons for doing so were: organization voluntarily participates (38%); required as a federal contractor (36%); and required by state law (20%). The major reason given for not adopting E-Verify was its failure to eliminate the requirement to complete Form I-9 (45%).
- Authentication Concerns:** 34 percent of respondents were concerned about the authenticity of documents presented by new or current employees. 24 percent of respondents reported concerns with the authenticity of the identity being presented by job seekers. These numbers indicate that identity authentication (matching workers to the identity they present), even under current practices, remains a widespread challenge.

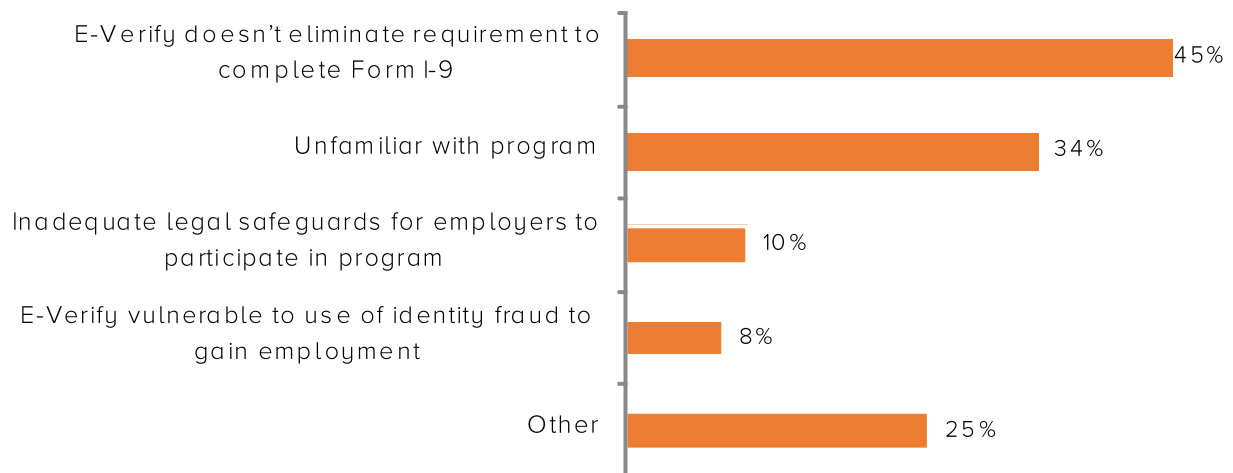


Challenges organizations have encountered with the E-Verify process



Note: Only respondents whose organizations have had challenges with the E-Verify process answered this question.

Why organizations do not participate in E-Verify



Methodology: A sample of HR professionals was randomly selected from SHRM's membership database, which included approximately 275,000 individual members at the time the survey was conducted; 611 responses were analyzed, yielding a response rate of 12%. The margin of error is +/- 4%. Data were collected in February 2014.