

"Vigilance vs. Discrimination: I-9 Compliance for Your Workforce"

[Or, Immigration Law Still Matters ...]

You've read the searing national headlines: "Wal-Mart Under Federal Investigation for Alleged Undocumented Worker Violations."

Never has it been so crucial for you to verify -- beyond a doubt -- that ALL your workers are legally documented and have authority to work in the U.S.

If you don't, and fail to comply with the Immigration Reform and Control Act (IRCA) -- or even make innocent mistakes on the Form I-9 documentation it mandates -- your organization could end up like Wal-Mart . . . facing federal regulatory fines of up to \$10,000 PER WORKER and even possible prison terms for your executives.

And that's true whether your company is large or small . . . and whether it uses outside contractors or not.

Make no mistake. In this age of global terrorism and a floodtide of immigrants crossing U.S. borders, agencies like the Department of Homeland Security and state and federal Departments of Labor are scrutinizing hiring and workplace practices far more closely than ever. If these agencies discover you have made an error in your Form I-9 documentation you could face penalties of up to \$1,100 PER MISTAKE.

And there's another danger, too. With all the damaging national publicity surrounding the illegal employment issue, failure to comply with IRCA and with Form I-9 can be presented in the media as your company contributing to a terrible national problem . . . and as serious negligence on the part of your company's HR department.