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Beginning July 1, 2023, private employers with at least 25 employees in Florida must use the E-Verify system to verify the employment eligibility of each new employee within three business days of the worker's first day of work. This requirement applies to any worker hired on or after July 1, 2023.

**If you have less than 25 employees, this new mandate does not affect you.**

**What is E-Verify?** E-Verify is an Internet-based system that compares information entered by an employer from an employee's Form I-9, Employment Eligibility Verification, to records available to the U.S. Department of Homeland Security and the Social Security Administration to confirm employment eligibility.

**What is the E-Verify Process?** Senate Bill 1718 extends the E-Verify requirement to all private employers with at least 25 employees. These employers must register with E-Verify and create E-Verify cases for all persons hired on or after July 1, 2023. Employment eligibility for any worker hired on or after July 1, 2023, must be verified within three business days, and private employers are required to maintain a copy of the documentation presented as part of the Form I-9 and E-Verify process for up to three years from the employee's initial employment date. Employers must certify participation with E-Verify with the state tax agency on an annual basis.

**What are the penalties for not complying with E-Verify?** Businesses who knowingly employ unauthorized workers or fail to register and use Form I-9 or the E-Verify system will be subject to penalties beginning July 1, 2024. If a noncompliance notice is received from the Department of Economic Opportunity (DEO), the employer has 30 days to submit sufficient proof to cure the noncompliance. The penalties, depending on the duration of the violation, include imposing a daily fine of \$1,000, requiring an employer to report quarterly during a probationary period of one year, and suspending or revoking employer licenses.

**How can I access the E-Verify system?** The Department of Homeland Security's E-Verify program is a free web-based verification tool for employers to confirm newly hired employees' work authorization in the United States. You can access the E-Verify database by creating an account at [www.e-verify.gov](http://www.e-verify.gov) or you may choose to use an E-Verify Employer Agent.

**Who is VerifyI9.com?** VerifyI9.com is an E-Verify Employer Agent and is offering 50% off to WBS clients who enroll in their program. WBS clients can use "WBS50" in the Coupon Code field of the signup form at [www.verifyi9.com](http://www.verifyi9.com). VerifyI9.com not only confirms employment eligibility, but offers E-Verify guidance and support, including detailed instructions on handling an employee's Tentative Non-confirmation and other related topics. VerifyI9.com also provides I-9 audits and consulting. WBS has no direct association with VerifyI9.com and receives no fees or other remuneration from VerifyI9.com.

As always, WBS is available to assist clients with guidance and assistance to help simplify your compliance obligations. We are well aware that this law is complicated, but with the help of our dedicated group of HR professionals, we hope to simplify your compliance obligations.

Sincerely,  
Workforce Business Services