

## Case Study »

# I-9 Management

### Client

Major shipping and logistics management company.

### Challenge

Obtain a more efficient method for processing I-9 forms and become compliant with governmentally regulated E-Verify®.

### Solution

Implementation of the TALX I-9 solution resulted in full compliance with E-Verify® and successfully streamlined the process throughout the hundreds of nationwide locations.

### Results

Verification of I-9 information went from weeks to minutes, legal risk was eliminated, and compliance within all E-Verify® required states was achieved.

## Client: A Major Shipping and Logistics Management Company

The company provides customers and businesses worldwide with a broad portfolio of transportation, e-commerce and business services. They offer integrated business applications through operating companies competing collectively and managed collaboratively.

### Challenge

In early 2007, the company recognized a need to research alternative I-9 processing methods due to federal compliance legislation that was scheduled to go into effect. Several states began passing legislation requiring employers to use E-Verify®, a federal program available to employers to verify employee work eligibility. With hundreds of operations dispersed nationwide, including many in E-Verify® required states, the shipping company needed to find a way to centralize their I-9 management company-wide. They recognized the need to eliminate the inherent risk of relying on each individual branch to use E-Verify® consistently and fully adhere to compliance laws.

Already a client of The Work Number, the TALX employment verification service, the company opened up communications with TALX regarding their need for a paperless I-9 solution that was compliant with all government regulations including E-Verify®.

### Solution

Shortly after opening communications, a Business Analyst with TALX conducted an I-9 demonstration with various members of the shipping company's staff and analyzed the system requirements that would need to be met. It was discovered that once the TALX I-9 solution was implemented, not only would they be fully compliant with governmentally regulated E-Verify® requirements, but they would also successfully streamline the process throughout their hundreds of nationwide locations.

After TALX presented the solution, the company built a consensus internally and decided to move forward with the implementation. Upon presenting the solution to upper-management, members of the company's I-9 project team actually received a round of applause for bringing such an effective solution forward.

During the implementation, TALX provided thorough training materials for all stakeholders involved and worked closely with the internal I-9 project team to develop and execute the detailed project plan. Once the solution was in place, the paper I-9 was completely replaced with an electronic form. The electronic solution allowed employees to complete Section 1 online, at their convenience, and then complete Section 2 with their hiring manager when they arrive for their first day of work. Once completed, the data from the electronic I-9 was automatically transferred to the E-Verify® system, verifying whether or not the new hire was eligible to work. This happened within seconds instead of weeks.

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*Solution continued...*

The company launched two separate roll-outs for its new I-9 solution in 2008 - one for E-Verify® required states, and the other for states not yet requiring the use of E-Verify®.

## Results

Going forward, the company now uses the TALX I-9 solution for new hires at all of their locations. Verifying I-9 information using the manual, paper method often took weeks and lacked the necessary oversight, leading to a serious potential for legal risk. The electronic method now only takes minutes and it facilitates a more efficient, consistent and compliant hiring process. The company is now fully compliant with E-Verify® required states, which has also resulted in one gigantic intangible result – peace of mind.

To learn more about how TALX can help your organization, contact us at **1-800-888-8277** or **[moreinfo@talx.com](mailto:moreinfo@talx.com)**.