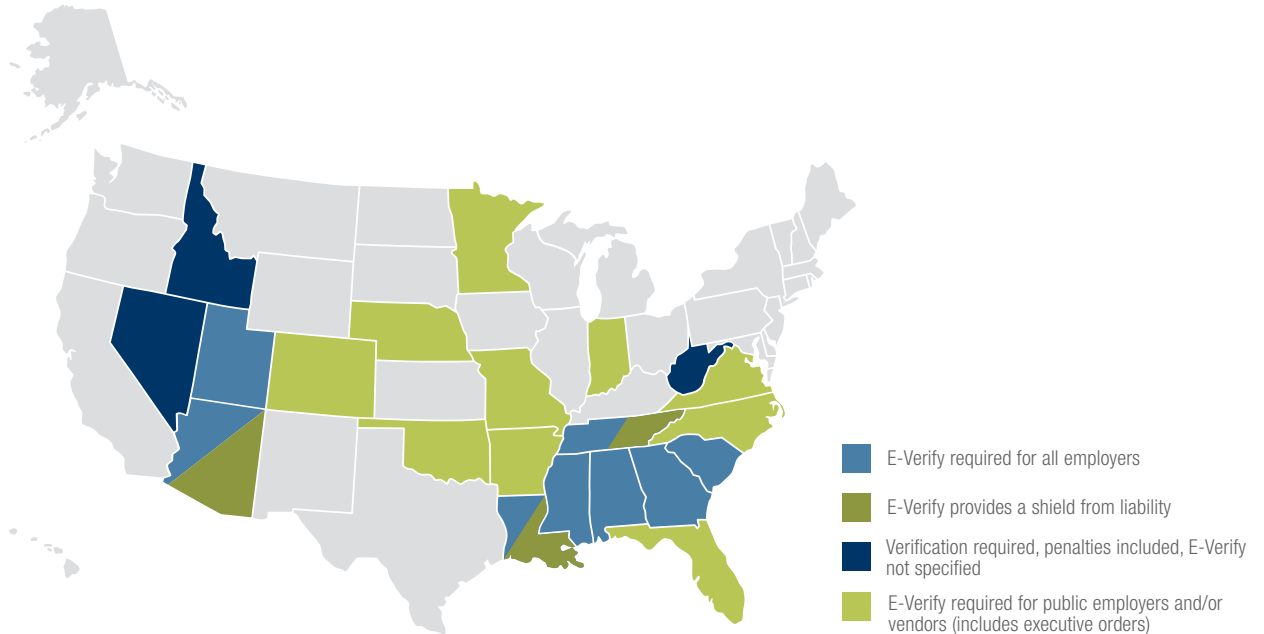


E-Verify® Requirements by State

A growing number of states have E-Verify requirements for employers. The details vary by state, but the requirements can broadly be grouped by the employers they affect.

Please note: This summary of E-Verify requirements is provided to help you conduct your research. TALX is not providing legal counsel. Please consult an attorney for legal advice.



All new hires

- AL** – All employers must use E-Verify starting April 1, 2012
- AZ** – All employers must use E-Verify
- GA** – All employers must use E-Verify. The requirements are phased in starting July 1, 2012
- LA** – All employers must use E-Verify OR employ only workers with birth certificate or certain other forms of documentation starting Aug. 15, 2011
- MS** – All employers must use E-Verify
- NC** – All employers must use E-Verify; requirements phased in starting Oct. 1, 2011
- SC** – All employers must use E-Verify beginning Jan. 1, 2012
- TN** – All employers must use E-Verify OR employ only workers with valid TN driver's license or certain other forms of documentation starting Oct. 1, 2011
- UT** – All employers must use E-Verify

Employers with state service contracts

AR, CO, FL (executive order), GA, ID, LA, MO, NE, OK

State agencies must use E-Verify

NC, VA

Implied usage

- ID** – not specifically mentioned, but penalties for illegal workers
- NV** – not specifically mentioned, but penalties for illegal workers
- WV** – not specifically mentioned, but penalties for illegal workers

**For More information,
email moreinfo@talx.com**