



# Sterling I-9

Our modern, end-to-end I-9 solution helps address US employment eligibility with ease



### The Form I-9/E-Verify Imperative

The Form I-9 and E-Verify process is an important part of the onboarding process to verify the identity and employment authorization of individuals hired for employment in the United States. Therefore, proper documents must be presented in order to authenticate identity and employment eligibility. Both employee and employer are responsible for completing the Form I-9. With today's complex government policies and ever-changing regulations, form retention and audit managements, an end-to-end I-9 solution has never been more important.

### I-9 Fines Per Employee<sup>3</sup>



- \$234-\$2,332 in paperwork fines
- \$583-\$4,667 in civil penalties
- \$4,600 - \$23,000 in multiple civil penalties

### A Seamless Sterling I-9 Solution Makes Employment Eligibility Simple

As an integral part of the onboarding process, we have developed our fully-owned and operated Sterling I-9 solution. It addresses the complexity of the I-9 process through a simple, easy-to-use experience and seamless integration with E-Verify. Sterling I-9 provides you and your employees with the confidence that your information is properly input and securely stored.

When you leverage Sterling I-9, you are getting a modern, end-to-end I-9 solution that can be configured to fit your specific business needs and helps you address the complexity of the US employment eligibility with ease and efficiency. Conveniently integrated with applicant tracking systems, streamlining the Form I-9 experience for you and your new hires.

### Leading with Innovation

Electronic Form I-9 automates data collection and real-time data validation and secures, stores, and submits the Form I-9 with ease.

**65%**

increase of unique Sterling I-9 clients since 2021<sup>1</sup>

**99%**

of E-Verify cases fully processed<sup>1</sup>

**200+**

feature enhancements for a seamless experience (Q3 2021 – Q1 2022)<sup>2</sup>

<sup>1</sup>Sterling Corporate Stats, Q4 2021, <sup>2</sup>Sterling Jira-Development Stats Q1 2022, <sup>3</sup>Fisher Phillips: Employers must use a new I-9 Form for 2021, February 2021; Immigration and Customs Enforcement (ICE), March 2020

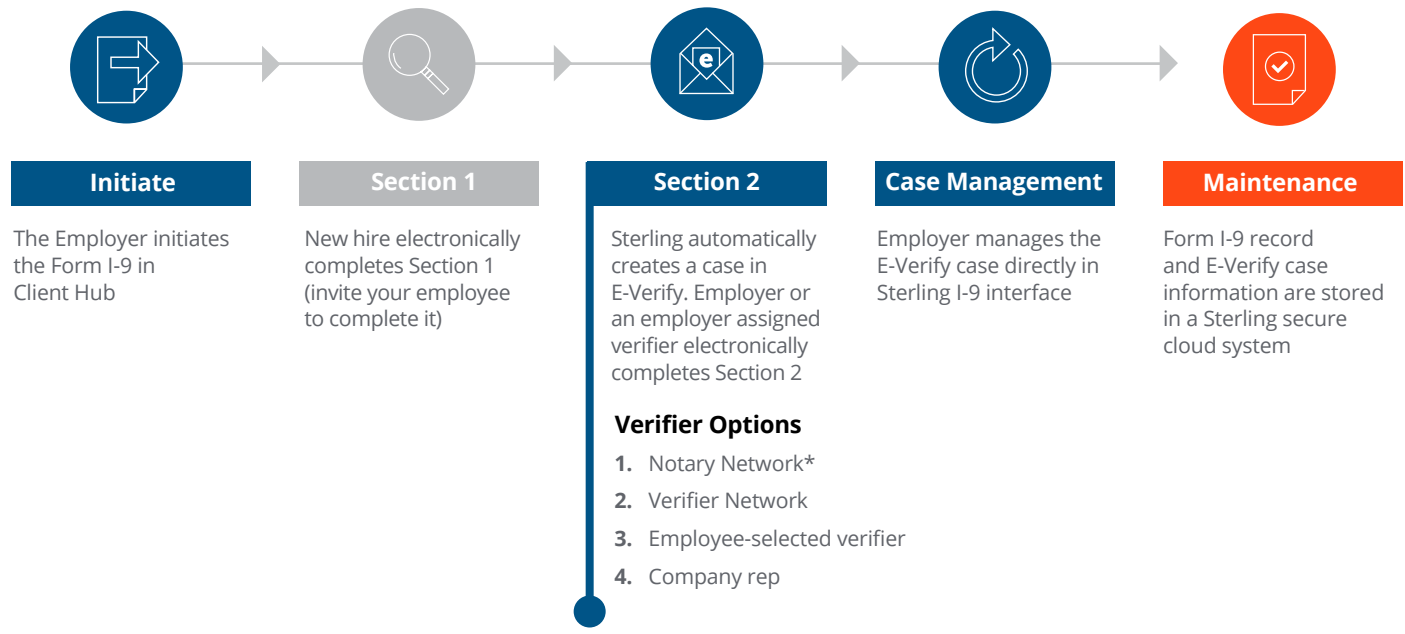
### Learn More

To learn more about Sterling I-9, please contact your dedicated Sterling Client Success partner, call 800-899-2272, or visit us at [sterlingcheck.com/services/form-i-9-e-verify](https://sterlingcheck.com/services/form-i-9-e-verify)



# Here's How Our Sterling I-9 Process Works

■ CLIENT   ■ CANDIDATE/EMPLOYEE   ■ STERLING



**Section 2**

Sterling automatically creates a case in E-Verify. Employer or an employer assigned verifier electronically completes Section 2

**Verifier Options**

1. Notary Network\*
2. Verifier Network
3. Employee-selected verifier
4. Company rep

## High Standards

- A single trusted partner, wholly-owned and operated, providing a stable system
- Sterling I-9 is raising I-9 service quality standards allowing us to respond faster
- Additional feature enhancements, such as Notary Network, to help expedite the I-9 process

## Fully Streamlined Solution

- Single stream solution for core business customers
- Cloud-based data center allows for easy accessibility and storage
- E-Verify case creation is automated and integrated with US Citizenship and Immigration Services (USCIS)
- Streamlining the hiring process with your onboarding and core HR systems

## Modern Experience

- Enhancements to ease remote nature of work trend
- Sterling I-9 can aid in the temporary Covid-19 provision of remote I-9 document verification
- Choose from four verifier options that fit your needs

\*When using Notary Network, the notary is acting on behalf as a signer/agent, not a notary

### ABOUT STERLING

Sterling (NASDAQ: STER) — a leading provider of background and identity services — offers background and identity verification to help over 50,000 clients create people-first cultures built on a foundation of trust and safety. Sterling's tech-enabled services help organizations across all industries establish great environments for their workers, partners, and customers. With operations around the world, Sterling conducts more than 95 million background checks annually. Visit us at [sterlingcheck.com](https://sterlingcheck.com).

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