

Think you're doing all you can to assure your employees are legally eligible to work in this country?

You may want to think again!

Take it from retailer Abercrombie & Fitch – mistakes in verifying the eligibility of your employees to work in this country can cost you, and cost you a lot. As this well-known retailer found out in 2010, not properly researching and documenting the eligibility of your employees to work in the US can result in huge fines – to the tune of more than a million dollars for A&F. Don't fall victim to this in YOUR small business!

What can you do? Consider a service such as E-Verify! What is E-Verify? It's a federally created system designed to determine whether a potential employee is legally permitted to work in the U.S.. E-Verify works by allowing employers to electronically compare information taken from their I-9 Form against millions of social security and immigration database records, thereby further assuring their eligibility to hold a job in this country. Some states and municipalities have made the system mandatory for businesses, making your company in violation and subject to fines if you don't use it. Why take chances or subject your small business to fines or legal action when using E-Verify is easy – and FREE?

The benefits of using E-Verify:

*It offers your company the ability to quickly (within seconds) and easily (with one click) confirm the legal working status of new hires by matching their Social Security Number and other [I-9 form](#) information.

*It reduces unauthorized employment, minimizes verification-related discrimination, is fast and non-burdensome to employers, and protects civil liberties and employee privacy.

*It's required by law in some areas, and may become the verification process of choice in the future.

If your small business isn't using E-Verify, ask yourself why. With a no-cost, no-time lag advantage that aims to protect you from discrimination charges, fines for employing someone you didn't know was ineligible for employment in this country, as well as fines for noncompliance in some areas, you owe it to yourself and your company to look into it. Let the staff at McCloskey Partners LLC help answer your questions and get you started on a service that, had Abercrombie & Fitch known more about, could've saved them countless hours and more than a million dollars!

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