



## History and Milestones

This is a **chronological summary** of the milestones of the E-Verify Program.

Year	Description of E-Verify History and Milestone	Number of Participating Employers (cumulative)	Number of E-Verify Cases (per Fiscal Year)
1986	<p><b>The Immigration Reform and Control Act of 1986 (IRCA) Enacted</b></p> <p>The Immigration Reform and Control Act (IRCA) of 1986 required employers to examine documentation from each newly hired employee to prove his or her identity and eligibility to work in the United States. This act led to the Form I-9, <i>Employment Eligibility Verification</i>, requiring employees to attest to their work eligibility, and employers to certify that the documents presented reasonably appear (on their face) to be genuine and to relate to the individual.</p>		
1996	<p><b>Illegal Immigration Reform and Immigrant Responsibility Act of 1996 (IIRIRA) Enacted</b></p> <p>The Illegal Immigration Reform and Immigrant Responsibility Act (IIRIRA) of 1996 required the then Immigration and Naturalization Service (INS)--which became part of the U.S. Department of Homeland Security in 2003--to conduct three distinct pilot programs: Basic Pilot, the Citizen Attestation Pilot, and the Machine-Readable Document Pilot. These pilots were used to determine the best method of verifying an employee's employment verification.</p>		
1997	<p><b>Basic Pilot Program Launched</b></p> <p>The INS, in conjunction with the Social Security Administration (SSA), implemented the Basic Pilot Program in California, Florida, Illinois, Nebraska, New York and Texas. The Basic Pilot Program was voluntary and allowed employers to confirm the work eligibility of their newly hired employees. The Basic Pilot Program used information from the employee's Form I-9 and compared it to the information in INS and SSA records. To verify information with SSA, employers were required to call SSA. Once the SSA information was confirmed by phone, the employer entered I-9 data into a computer program which transmitted the data to INS via a modem connection.</p>		



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1998	<p><b>Basic Pilot Program Integrates SSA Verification</b></p> <p>Employers were able to complete both the SSA and INS portion of the verification case by entering I-9 data into a computer program which transmitted the data to INS and SSA via modem.</p>		
1999	<p><b>Designated Agent Basic Pilot Launched</b></p> <p>INS, in conjunction with the Social Security Administration (SSA), implemented the Designated Agent Basic Pilot Program. The Designated Agent Basic Pilot Program was voluntary and allowed employers to use a third-party agent to confirm the work eligibility of their newly hired employees.</p>		
2001	<p><b>Basic Pilot Program Reauthorized</b></p> <p>Congress reauthorized and extended the Basic Pilot program until 2003.</p>	<p><b>1,064</b></p> <p>Employers enrolled in E-Verify</p>	<p><b>559,815</b></p> <p>Cases</p>
2002	<p><b>Basic Pilot Program Continued to Grow</b></p> <p>Though no major upgrades were made to the program or its systems, the Basic Pilot Program continued to grow within the pilot states.</p>	<p><b>1,704</b></p> <p>Employers enrolled in E-Verify</p>	<p><b>660,885</b></p> <p>Cases</p>
2003	<p><b>Basic Pilot Program Extension and Expansion Act of 2003 Enacted</b></p> <p>Congress enacted the Basic Pilot Program Extension and Expansion Act of 2003. This extended the Basic Pilot Program to November 2008. The new law also required the expansion of the Basic Pilot Program to all 50 states no later than December 1, 2004.</p>	<p><b>2,144</b></p> <p>Employers enrolled in E-Verify</p>	<p><b>588,479</b></p> <p>Cases</p>
2004	<p><b>Basic Pilot Program Access Expanded to World Wide Web</b></p>	<p><b>3,478</b></p>	<p><b>757,342</b></p>



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	<p>The Basic Pilot Program implemented a new Web-based access method to confirm employment eligibility. The new Web-based access method allowed users to access Basic Pilot through any Internet-capable computer. Other features of the Internet version include online enrollment, reporting capability for users, and availability of the web interface 23 hours a day.</p>	Employers enrolled in E-Verify	Cases
2005	<p><b>Additional Access Methods Added to the Basic Pilot</b></p> <p>The Corporate Administrator access method was created to allow companies to enroll, maintain, and oversee companies under the jurisdiction of their corporate offices. The Corporate Administrator does not create employment eligibility verification cases.</p>	5,899  Employers enrolled in E-Verify	980,991  Cases
2006	<p><b>Basic Pilot Program Added Web Services</b></p> <p>Web Services allows E-Verify Employer Agents (EEAs), previously known as Designated Agents (DAs) or employers to develop a system or software that interfaces with E-Verify.</p>	11,474  Employers enrolled in E-Verify	1,743,654  Cases
2007	<p><b>Basic Pilot Improved and Renamed E-Verify</b></p> <p>The Basic Pilot Program was renamed E-Verify. Along with the new name, the program added more features including an automatic flagging system that prompts employers to double-check the data entered into the web interface for those cases that are about to result in a mismatch. This change reduced data entry errors and initial mismatches by approximately 30 percent.</p> <p>The launch of E-Verify also marked the addition of photo matching. Photo matching is the first step in incorporating biometric data into the web interface. Photo matching was developed for employees presenting a Permanent Resident Card or Employment Authorization Document, and allows the employer to match the photo on an employee's document with the photo in USCIS records.</p> <p>State workforce agencies were encouraged to use E-Verify to confirm the employment eligibility of any worker referred to an employer in</p>	24,463  Employers enrolled in E-Verify	3,271,871  Cases



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	<p>response to an H-2A job order.</p> <p><b>Public Education Program Launched</b></p> <p>U.S. Citizenship and Immigration Services (USCIS) launched a public education branch to educate employers, employees and other stakeholders about E-Verify and the Form I-9. Additionally, informative materials were created and distributed. Brochures include: "You Should Know Your Rights and Responsibilities," "You Have Rights" and "How Do I Use E-Verify?"</p>		
2008	<p><b>E-Verify Web Interface Further Enhanced</b></p> <p>New upgrades to E-Verify now allow the program to automatically check U.S. Citizenship and Immigration Services (USCIS) naturalization data. This reduced citizenship status mismatches by approximately 39 percent. The Integrated Border Inspection System real time arrival and departure information for non-citizens is also added to the records E-Verify record checks.</p> <p><b>ICE Memorandum of Agreement (MOA)</b></p> <p>U.S. Citizenship and Immigration Services (USCIS) and U.S. Immigration and Customs Enforcement (ICE) signed a MOA for the sharing of information between the two agencies. This agreement formalized the coordination and management of referrals between USCIS Verification Division and ICE regarding the misuse, abuse or fraudulent use of E-Verify.</p>	<p><b>88,116</b></p> <p>Employers enrolled in E-Verify</p>	<p><b>6,648,845</b></p> <p>Cases</p>
2009	<p><b>Compliance Tracking and Management System (CTMS) Launched</b></p> <p>USCIS began monitoring of employers based on analysis of their system usage and identification of specific noncompliant behaviors. Potential incidents of noncompliance are tracked in CTMS, along with the compliance actions that have been taken to address them.</p> <p><b>Congress authorizes a three year extension of E-Verify until the end of September 2012.</b></p>	<p><b>156,659</b></p> <p>Employers enrolled in E-Verify</p>	<p><b>8,717,711</b></p> <p>Cases</p>



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	<p><b>Federal Contractor Regulation Goes into Effect</b></p> <p>On September 8, 2009, the “Federal Contractor Regulation” went into effect. The new rule implements Executive Order 12989, as amended on June 6, 2008. Executive Order 12989 directs federal agencies to require many federal contractors entering into new contracts to use E-Verify on all new employees, and on existing employees working on covered federal contracts.</p>		
2010	<p><b>E-Verify Web Interface Redesigned</b></p> <p>The E-Verify Web interface redesign, released in June, changed more than 200 individual screens. The redesigned interface creates greater efficiency and ease-of-use through improved navigational tools such as:</p> <ul style="list-style-type: none"> <li>• Drop down boxes to minimize input errors</li> <li>• Icons to aid understanding</li> <li>• Clear and simple language</li> <li>• A new home page</li> <li>• A new ‘case alerts’ feature</li> <li>• Improved case management</li> <li>• Streamlined tutorials</li> </ul> <p><b>Employee Hotline Launched</b></p> <p>U.S. Citizenship and Immigration Services (USCIS) launched the E-Verify Employee Hotline, 888-897-7781. The hotline connects employees to customer service representatives who answer questions about E-Verify, Form I-9, and employment eligibility verification in general, in English and Spanish.</p> <p><b>Department of Justice Memorandum of Agreement Signed</b></p> <p>U.S. Citizenship and Immigration Services (USCIS) and Department of Justice (DOJ), Civil Rights Division, Office of Special Counsel (OSC) signed a Memorandum of Agreement for sharing information between the two agencies. This agreement formalized information sharing between USCIS Verification Division and (OSC) regarding discriminatory use of E-Verify.</p> <p><b>Civil Rights/Civil Liberties Videos Released</b></p> <p>DHS Office for Civil Rights and Civil Liberties created two new, educational training videos explaining E-Verify procedures and policies,</p>	<p><b>226,528</b></p> <p>Employers enrolled in E-Verify</p>	<p><b>16,458,448</b></p> <p>Cases</p>



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	<p>employee rights and employer responsibilities. The videos are viewable at <a href="http://www.youtube.com/ushomelandsecurity">www.youtube.com/ushomelandsecurity</a>.</p>		
2011	<p><b>Self-Check Goes Nationwide</b></p> <p>E-Verify <a href="#">Self-Check</a> (“Self Check”), a voluntary, fast, free and simple service that allows individuals to check their employment eligibility in the United States, launched and expanded to residents of 21 states.</p> <p><b>RIDE Program Launched</b></p> <p>E-Verify commenced the Records and Information from DMVs for E-Verify (RIDE) program. Developed in conjunction with the American Association of Motor Vehicle Administrators, RIDE enabled states to validate the authenticity of driver’s licenses presented as <a href="#">Form I-9</a> identity documents. Mississippi was the first state to make its driver’s license data available to E-Verify.</p> <p><b>USCIS Launches I-9 Central</b></p> <p>In May 2011, USCIS launched <a href="#">I-9 Central</a>, a site dedicated to making guidance for Form I-9, Employment Eligibility Verification, more accessible and user-friendly. I-9 Central provides one online location to keep employers and workers up to date with the information needed to properly complete <a href="#">Form I-9</a>.</p> <p><b>USCIS Launches Spanish E-Verify</b></p> <p>In May 2011, USCIS launched <a href="#">Spanish E-Verify</a>, which contains important information for both employees and employers in Spanish. USCIS plans to expand the E-Verify Spanish web pages with additional sections on an ongoing basis.</p> <p><b>Self-Check in Spanish</b></p> <p>In November 2011, USCIS launched the <a href="#">Spanish Self-Check website</a>. This launch allowed USCIS to make the</p>	<p><b>292,624</b></p> <p>Employers enrolled in E-Verify</p>	<p><b>16,612,333</b></p> <p>Cases</p>



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	<p>service more widely available to the Spanish speaking public.</p>		
<p><b>2012</b></p>	<p><b>Self Check Expands Nationwide</b></p> <p>In February, USCIS announced the nationwide expansion of <a href="#">Self-Check</a>, allowing workers anywhere in the U.S. to check their own work eligibility. This expansion also became available in Washington D.C., Puerto Rico, Guam, the U.S. Virgin Islands, and the Commonwealth of the Northern Mariana Islands. In March, USCIS also redesigned the <a href="#">Self-Check webpages</a>.</p> <p><b>Self-Check Receives Excellence in Government Award</b></p> <p>In March 2012, the American Council for Technology-Industry Advisory Council (ACT-IAC), awarded <a href="#">Self-Check</a> the 2012 Award for Excellence in Enhancing the Customer Experience. ACT-IAC described E-Verify Self-Check as an “innovative technological achievement” and “a groundbreaking partnership between the technical solutions provider and business owner.”</p> <p><b>E-Verify Listens</b></p> <p><a href="#">E-Verify Listens</a>, released in July 2012, is an online community where stakeholders can share, vote for and comment on ideas related to improving the employment eligibility verification process.</p> <p><b>Employee Rights Toolkit</b></p> <p>The <a href="#">Employee Rights Toolkit</a> provides useful information for workers and their advocates about worker rights and anti-discrimination provisions related to the <a href="#">Form I-9</a> and <a href="#">E-Verify</a> processes. The online toolkit contains DVDs/CDs, fliers, posters and videos about employee rights and employer responsibilities. DVDs are ordered from the</p>	<p><b>404,295</b></p> <p>Employers enrolled in <b>E-Verify</b></p>	<p><b>20,205,359</b></p> <p><b>Cases</b></p>





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	<p>USCIS Forms Center.</p> <p><b>Florida Joins RIDE</b></p> <p>On December 9, 2012, Florida joined the Records and Information from DMVs for E-Verify (RIDE) program. RIDE allows <a href="#">E-Verify</a> to validate the authenticity of driver's licenses presented by employees as <a href="#">Form I-9</a> identity documents, decreasing the opportunity for document fraud.</p> <p><b>E-Verify Monitoring and Compliance</b></p> <p>E-Verify published Self-Assessment Guides to help employers implement a voluntary self-appraisal of how their companies are using E-Verify and improve their internal procedures.</p> <p><b>E-Verify Extended</b></p> <p>Congress authorized the extension of E-Verify through September 2015.</p>		
2013	<p><b>Searchable E-Verify Employer Database</b></p> <p>In January 2013, E-Verify released a new, <a href="#">searchable database</a> that enabled the public to find employers enrolled in E-Verify. The database replaced the list of E-Verify employers and federal contractors. It allows users to filter, sort and export employer results.</p> <p><b>E-Verify Scores High on Customer Survey</b></p> <p>In a customer survey, users of E-Verify rated the program exceptionally high in overall customer satisfaction, giving an average score of 86 out of 100 on the American Customer Satisfaction Index (ACSI) scale. More than 1,300 randomly selected employers who use E-Verify evaluated key program aspects, including registration, the online tutorial,</p>	<p><i>Pending Data</i></p> <p><b>Employers enrolled in E-Verify</b></p>	<p><i>Pending Data</i></p> <p><b>Cases</b></p>





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	<p>ease of use, technical assistance and customer service.</p> <p><b>Form I-9 Revised</b></p> <p>On March 8, 2013, the U.S. Citizenship and Immigration Services (USCIS) published a revised Employment Eligibility Verification <a href="#">Form I-9</a>. Improvements to Form I-9 include:</p> <p>New fields            Reformatting to reduce errors            Clearer instructions to both employees and employers.</p> <p><b>Emails to Employees</b></p> <p>On July 1, 2013, U.S. Citizenship and Immigration Services' (USCIS) updated E-Verify to include a field for the employee's email address, and enabled E-Verify to concurrently notify an employee of a TNC, and to send other related emails directly to the employee.</p> <p><b>Idaho and Iowa Join RIDE</b></p> <p>On July 14, 2013, Idaho became the third state to join the Records and Information from DMVs for E-Verify (RIDE) program. Iowa joined the RIDE program on September 8, 2013.</p> <p><b>Further Action Notice</b></p> <p>In September 2013, E-Verify simplified its Tentative Non-Confirmation (<a href="#">TNC</a>) process by combining the TNC Notice and Referral Letter into one document – the Further Action Notice.</p> <p><b>E-Verify Monitoring and Compliance</b></p> <p>E-Verify implemented its site visit and desk review initiative.</p>		