

**From:** E-Verify <E-Verify.USCIS@public.govdelivery.com>  
**Sent:** Monday, November 16, 2020 1:49 PM  
**To:**  
**Subject:** The E-Verify TNC Series - FAQs



## TNC Frequently Asked Questions (FAQs)



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**Check out the following FAQs about the TNC process:**



**Q: What is a photo mismatch DHS Tentative Nonconfirmation (TNC)?**

The photo E-Verify transmitted should be identical to the photo that appears on an employee's DHS or U.S. Department of State-issued document. If the employer determines that the photos do not match, it results in a photo mismatch TNC. If the employee chooses to take action on this TNC, the employer must follow the instructions in the [Further Action Notice \(PDF, 887.32 KB\)](#) to scan and upload an image of the employee's document into E-Verify.

**Q: How do I, as an employee, take action on a Tentative Nonconfirmation (TNC) and correct my records?**

You should review these steps to [take action](#) on a TNC in E-Verify, then [correct](#) your immigration records once you have resolved your TNC.

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Visit our [Common E-Verify Questions page](#) for additional FAQs. Visit our [Temporary Policy Related to COVID-19](#) page for E-Verify and Form I-9 changes due to the coronavirus. Stay tuned for more! Follow us [@EVerify](#) on Twitter.

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