

From: E-Verify <E-Verify.USCIS@public.govdelivery.com>

Sent: Monday, November 23, 2020 10:35 AM

To:

Subject: The E-Verify TNC Series - Keep Your Employees Aware



**E-Verify Employers: Ensure Your Employees
are Aware of Their Responsibility in the TNC
Process**



Please share the following employee responsibilities with your employee(s):

I may inform you that your [E-Verify](#) case received a U.S. Department of Homeland Security (DHS) or Social Security Administration (SSA) Tentative Nonconfirmation (TNC) case result. A DHS or SSA TNC means that the information I entered in E-Verify from your Form I-9, Employment Eligibility Verification, did not match records available to DHS or SSA. A DHS or SSA TNC case result does not necessarily mean you are not authorized to work in the United States.

I must notify you of a TNC result and complete the referral process as soon as possible within 10 federal government working days after E-Verify issued the TNC result. You must decide whether to contest (take action) or not contest (do not take action) to resolve the TNC within 10 federal government working days after E-

Verify issues the TNC result. You must notify your employer of your decision by the 10th federal government working day after E-Verify issued the TNC result or your employer will close your case in E-Verify.



An SSA TNC may occur if:	A DHS TNC may occur if:
Your citizenship or immigration status was not updated with SSA.	Name, A-number, I-94 number and/or foreign passport number were recorded incorrectly in DHS records.
You did not report your name change to SSA.	U.S. Passport, Passport Card, driver's license or state ID card information could not be verified.
Your name, Social Security number, or date of birth is incorrect in SSA records.	Information was not updated in the employee's DHS records.
Your SSA records contain another type of mismatch.	Citizenship or immigration status changed.

Your employer did not enter your information correctly.	Record contains another type of error.
	Information was not entered correctly by the employer.

For more guidance on TNCs, review the [E-Verify User Manual](#). *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.

Please do not reply to this message.

Don't forget to text "EVERIFY UPDATES" to 468311 to get the latest E-Verify news.

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