



---

**REMINDER: NEW E-VERIFY LAWS EFFECTIVE JANUARY 1, 2013, IN GEORGIA, NORTH CAROLINA, PENNSYLVANIA, & TENNESSEE**

On January 1, 2013, new E-Verify laws will go into effect in Georgia, North Carolina, Pennsylvania, and Tennessee.

Georgia, North Carolina, and Tennessee will require many private employers to register for and begin using E-Verify. In Georgia, companies employing more than 10 people must register for E-Verify by July 1, 2012. In North Carolina, companies employing 100 or more personnel must be registered for and using the E-Verify system on January 1, 2013. Tennessee's law is most expansive, requiring companies with more than 5 employees to register and begin using E-Verify by January 1<sup>st</sup>.

The Pennsylvania law is limited to state contractors and sub-contractors, which must register for E-Verify beginning January 1, 2013, if a project is worth \$25,000 or more.

E-Verify participation involves self-reporting of violations. Employers have found that an audit of Form I-9 Employment Eligibility Verification procedures and forms is beneficial for mitigating liability for Form I-9 violations and for ensuring that compliance measures are rigorous enough to ensure a lawful workforce capable of withstanding the self-reporting requirements of the E-Verify program and any future Immigration & Customs Enforcement (ICE) investigation. For more information on the benefits of an independent, professional Form I-9 audit, contact your FosterQuan immigration attorney today.

As always, FosterQuan will continue to monitor developments in the expansion of E-Verify laws and requirements nationwide and will make future updates available on the [FosterQuan website](#) and in future Immigration Updates®.