

Immigration Compliance Under Pressure: Preparing for Audits and ICE Enforcement Actions in the Life Sciences Sector

Presented by
Kathleen D. Weron
Salt Lake City, Utah



Ogletree
Deakins



www.ogletree.com

© 2025, Ogletree Deakins

Disclaimer

These materials have been prepared by the lawyers of Ogletree Deakins to inform our clients of important information in these areas of law. They are not, of course, intended as specific legal advice, but rather are offered to alert our clients to important developments and potential problems that may affect their business operations. When clients are faced with actual or potential business problems relating to these areas, they are encouraged to seek specific legal counsel by contacting the lawyers in our firm with whom they normally work.

Any reproduction in any form or incorporation into any information retrieval system or any use without the express written consent of Ogletree Deakins is prohibited.

Trump Administration's Immigration Actions:

What You Need To Know

The Trump Administration confirmed that increased immigration enforcement actions will begin within the first several weeks of the administration.

These enforcement actions may be taken against any individual in the United States without proper documentation and individuals with final orders of removal.



U.S. Immigration
and Customs
Enforcement

Expanded Locations

The Department of Homeland Security has expanded the locations at which enforcement actions may occur. ICE Officers are now authorized to conduct enforcement actions in the workplace **and** in previously designated sensitive areas, which include:

- Schools
- Medical facilities
- Places of worship
- Social establishments
- Childrens' gathering places
- Places for disaster or emergency response and relief
- Wedding and/or funeral sites
- Public demonstrations (parades, marches, rallies)



What Employers Should Do Now

Ensure You Are Following the Law

- The Immigration Reform and Control Act **requires** employers to verify all job candidates' identity and employment eligibility.
- Along with having employees fill out the Form I-9, employers **must also** “examine the employment eligibility documents and identity document(s) an employee presents to determine whether the document(s) reasonably appear to be genuine and to relate to the employee record the document information on the Form I-9”



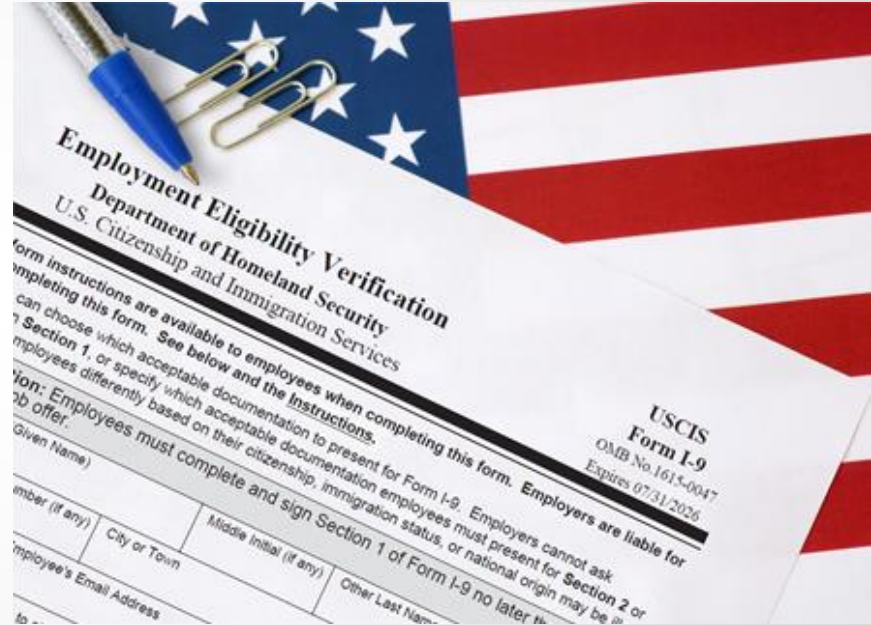
What Employers Should Do Now

■ Two Important Implications:

- **First**, employers cannot overlook discrepancies between job candidates' I-9 disclosures and immigration documents. Employers must review job candidates' I-9 forms. If the information on an I-9 is inconsistent with the information contained in a job candidate's immigration documents, employers **cannot** assume this is a mistake. Instead, they must investigate and make an informed decision regarding the job candidate's immigration status.
- **Second**, employers **cannot** accept questionable immigration documents. If a job candidate's documents appear to be forged or altered, this requires additional scrutiny.

The Form I-9

- Employees **must** complete and sign the Form I-9 no later than the first day of employment, but not before accepting a job offer.
- Employers or their authorized representative **must** complete and sign the Form I-9 within three business days after the employee's first day of employment; and
- **Must** physically examine, or examine consistent with a procedure authorized by the Secretary of DHS, documents listed on the Form I-9



Acceptable Documents

Employees may present **one** from List A **or** a **combination** of one selection from List B and one selection from List C on Form I-9.

- All documents containing an expiration date must be unexpired.

The diagram illustrates the acceptable documents for Form I-9, categorized into three lists. Red callout boxes provide additional instructions:

- Callout 1:** One and Done Only 1 Item from this list and none from B&C (points to List A).
- Callout 2:** OR (points to the separator between List A and List B).
- Callout 3:** One from Each Choose 1 from list B, 1 from List C and none from List A (points to the 'AND' separator between List B and List C).

LIST A Documents that Establish Both Identity and Employment Authorization	OR	LIST B Documents that Establish Identity	AND	LIST C Documents that Establish Employment Authorization
U.S. Passport or U.S. Passport Card Permanent Resident Card or Alien Registration Receipt Card (Form I-551) Foreign passport that contains a temporary I-551 stamp or temporary I-551 printed notation on a machine-readable immigrant visa Employment Authorization Document		1. Driver's license or ID card issued by a State or outlying possession of the United States provided it contains a photograph or information such as name, date of birth, gender, height, eye color, and address 2. ID card issued by federal, state or local government agencies or entities, provided it contains a photograph or information such as name, date of birth,		1. A Social Security Account Number card, unless the card includes one of the following restrictions: (1) NOT VALID FOR EMPLOYMENT (2) VALID FOR WORK ONLY WITH DHS AUTHORIZATION (3) VALID FOR WORK ONLY WITH INS AUTHORIZATION 2. Certification of Birth Abroad required

LISTS OF ACCEPTABLE DOCUMENTS

All documents must be **UNEXPIRED**

Employees may present one selection from List A
or a combination of one selection from List B and one selection from List C.

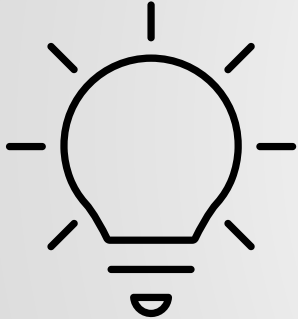
LIST A Documents that Establish Both Identity and Employment Authorization	OR	LIST B Documents that Establish Identity	LIST C Documents that Establish Employment Authorization
1. U.S. Passport or U.S. Passport Card		1. Driver's license or ID card issued by a State or outlying possession of the United States provided it contains a photograph or information such as name, date of birth, gender, height, eye color, and address	1. A Social Security Account Number card, unless the card includes one of the following restrictions: (1) NOT VALID FOR EMPLOYMENT (2) VALID FOR WORK ONLY WITH INS AUTHORIZATION (3) VALID FOR WORK ONLY WITH DHS AUTHORIZATION
2. Permanent Resident Card or Alien Registration Receipt Card (Form I-551)		2. ID card issued by federal, state or local government agencies or entities, provided it contains a photograph or information such as name, date of birth, gender, height, eye color, and address	
3. Foreign passport that contains a temporary I-551 stamp or temporary I-551 printed notation on a machine-readable immigrant visa		3. School ID card with a photograph	
4. Employment Authorization Document that contains a photograph (Form I-766)		4. Voter's registration card	2. Certification of Birth Abroad issued by the Department of State (Form FS-545) 3. Certification of Report of Birth issued by the Department of State (Form DS-1350)
5. For a nonimmigrant alien authorized to work for a specific employer because of his or her status: a. Foreign passport; and b. Form I-94 or Form I-94A that has the following: (1) The same name as the passport, and (2) An endorsement of the alien's nonimmigrant status as long as that period of endorsement has not yet expired and the proposed employment is not in conflict with any restrictions or limitations identified on the form.		5. U.S. Military card or draft record	
		6. Military dependent's ID card	4. Original or certified copy of birth certificate issued by a State, county, municipal authority, or territory of the United States bearing an official seal
		7. U.S. Coast Guard Merchant Mariner Card	
		8. Native American tribal document	5. Native American tribal document
		9. Driver's license issued by a Canadian government authority	6. U.S. Citizen ID Card (Form I-197)
6. Passport from the Federated States of Micronesia (FSM) or the Republic of the Marshall Islands (RMI) with Form I-94 or Form I-94A indicating nonimmigrant admission under the Compact of Free Association Between the United States and the FSM or RMI		For persons under age 18 who are unable to present a document listed above:	
		10. School record or report card	7. Identification Card for Use of Resident Citizen in the United States (Form I-179) 8. Employment authorization document issued by the Department of Homeland Security
		11. Clinic, doctor, or hospital record	
		12. Day-care or nursery school record	

A Word of Caution: The Interplay Between The I-9 and Discrimination



- Generally, employers are required to accept facially-valid documents from the list of the I-9 acceptable documents list **without** further inquiry.
- Duty to inquire further under government's **“constructive knowledge”** standards.
- But, if employer terminates employee, **could implicate** discrimination concerns.

Tips



- You're not a document expert. **Apply common sense.**
- Carefully **review** original documents.
- **Ensure** documents “reasonably appear” to be genuine (free of typos, obviously altered, cut and paste).
- **Ensure** documents reasonable appear to relate to the person presenting them (age, appearance).
- **Check** the document's expiration date.
- If you are unsure, make a clear copy and have an immigration attorney **review** the document.
- **Sign up** for E-Verify, which can be helpful.



- **Federal:** Voluntary federal program allows employers to submit information from employees' I-9 forms to the U.S. government for confirmation that the employee is work-authorized.
- **Utah:** A private employer who employs 150 or more employees on or after May 4, 2022, may **not** hire a new employee on or after May 4, 2022, **unless** the employer is registered with and uses a status verification system such as E-Verify to verify the federal legal working status of any new employee.
 - <https://corporations.utah.gov/business-entities/verifyutah/>

What Employers Should Do Now

Conduct I-9 Audits and Remediation

- Initial Inventory Audit—Document Your Audit
 - Identify** missing I-9s
 - Address** lingering gaps from the COVID-19 era, such as incomplete remote-work documentation and the original virtual process
 - Ensure** you have retained a completed Form I-9 for all active employees. Keep separately from personnel records.
 - Be sure to **retain** I-9s for the mandatory period. The later of:
 - Three years after the date of hire.
 - One year after the date employment ends. for terminated employees.

USCIS
Form I-9
OMB No. 1515-0047
Expires 09/31/2019

Employment Eligibility Verification
Department of Homeland Security
U.S. Citizenship and Immigration Services

ADDITIONAL

▶ **START HERE:** Read instructions carefully before completing this form. The instructions must be read in paper or electronically.

ANTI-DISCRIMINATION: It is illegal to discriminate against a person because of race, ethnicity, or national origin. Employers CANNOT specify which documents an employee may present to establish employment authorization, and may not constitute an individual because the document presented was a false expiration date, or may constitute discrimination.

Section 1. Employee Information and Attestation

Last Name (Family Name) First Name Middle Initial Other Names Used (if any)

Address (Street Number and Name) City or Town State ZIP Code

Date of Birth (mm/dd/yyyy) U.S. Social Security Number Employee's Email Address Employee's Telephone Number

I am aware that federal law provides for imprisonment and/or fines for false statements or use of false documents in connection with the completion of this form.

I attest, under penalty of perjury, that I am (check one of the following boxes):

☐ 1. A citizen of the United States

☐ 2. A noncitizen national of the United States (See instructions)

☐ 3. A lawful permanent resident (Alien Registration Number/USCIS Number: _____)

☐ 4. An alien authorized to work until (expiration date, if applicable, mm/dd/yyyy): _____

Some aliens may write "N/A" in the expiration date field. (See instructions)

Aliens authorized to work must provide only one of the instruction document numbers to complete Form I-9:

QR Code - Section 1

What Employers Should Do Now

Review and Strengthen Policies

- **Track** re-verifications and temporary visas that will expire.
- **Develop** robust employment verification policies that integrate state and federal contract E-Verify requirements.
- **Establish** protocols for addressing SSA number mismatches.
- **Develop** escalation SOPs for fraudulent documents or unknown document concerns.
- **Reinforce** the importance of avoiding discrimination while adhering to federal and state laws.



Monitor Third Party Labor and Service Providers

Check Your Agreements with Staffing Companies, PEOs, Vendors, etc.



- **Review** the language and ensure reasonable representations and warranties are in place.
- Staffing agencies should **consider and adopt** best practices and be fully compliant with the I-9 laws and other relevant immigration laws.
- Vendors who provide contractors should **have contract language** ensuring they provide contractors legally authorized to work in the U.S.

Unannounced Visits

Visa Sponsorship Verification

(employers who have sponsored certain visa types, such as H-1B, L-1, or F-1 STEMP Opt).

- Does **not** require a subpoena or warrant. Visits are to ensure compliance with employer-sponsored visa program.



Unannounced Visits



Form I-9 Audit

- An immigration agent **may** visit and request the employer produce Form I-9 and supporting documents.
- **Typically**, the agent will deliver a written request for documents, often in conjunction with a subpoena.
- Agents are **not** permitted to ask questions or search the premises and must leave after delivering the government's written request.

Unannounced Visits



Warrant

- An immigration agent **may** present an arrest warrant or search warrant.
- A judicial warrant is signed by the judge and is the only type of document that authorizes government agents to enter private areas of a business and **must** specifically describe the areas that may be accessed.

ICE Workforce Enforcement Actions: Considerations for Employers

- ICE agents may arrive at a worksite **without** prior notice as part of an investigation.
- ICE agents are **not** police officers, but their uniforms may display “Police” or “Federal Agent.”
- They **may** be armed.
- Occasionally, local police officers **may** accompany ICE agents during these actions.
- ICE agents **may** visit your business to locate a specific individual or individuals. During their visit, they **may attempt** to question, detain, or arrest other individuals present.

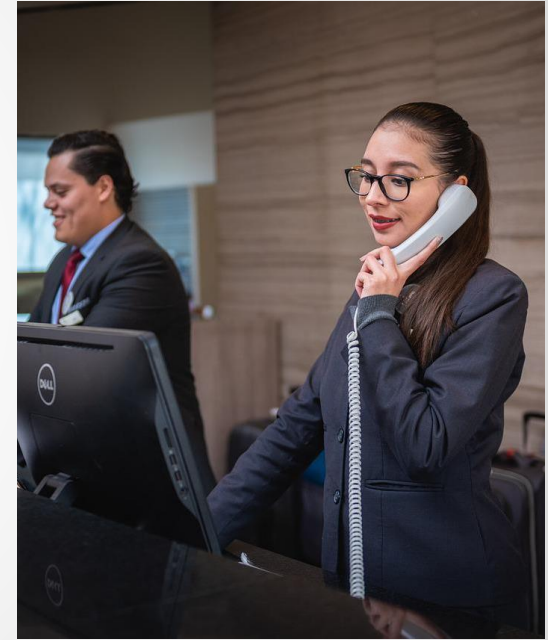


How Employers Can Prepare for Immigration Agents



Develop a Written Response Plan in Advance

- **Create** a response plan, including a Front Desk Procedure.
- **Designate** Points of Contact within the legal and management team. These individuals will be responsible for coordinating the response to any government request and/or search warrant.
- The Points of Contact should have the **name and phone number** of the company's counsel and management team.
- **Contact** the company's counsel and management team immediately should a search warrant be presented at the facility.





Front Desk Procedure and Steps to Follow if Immigration Arrives at the Work Site

- **Request** identification and contact information of the government agent (name, phone, email, business card, badge number) and **calmly ask** the agent to wait while the appropriate contacts are notified and consulted.
- **Immediately** reach out to the Company's designated Points of Contact.
- **Confirm** whether the government agent has a search warrant.
- If the agent does **not** have a search warrant, the agent's access should be limited to a reception area or adjacent conference room, and the agent should always be accompanied.
 - The agent should not be given access to inspect the facility or worksite, nor be allowed to interview employees until after a discussion between the agent and the Company.

Train Your Staff to Avoid Interaction with ICE Agents



- An agent will serve the search warrant on a receptionist or company representative and alert other agents to enter.
- **Your company can accept the warrant but not consent to the search.** If you do not consent to the search, the search will proceed anyway but you can later challenge it if there are grounds to do so.
 - Employees may respond with,
“I can’t give you permission to enter. You must speak with my employer.”
- Agents **may** demand that equipment be shut down and that no one leave the premises without permission.
- Agents **may** move employees into a contained area for questioning.

Evaluating a Search Warrant

- Understand Private vs. Public Areas
 - Private Areas: Doors that are locked, areas where “Private” signs are posted. Areas not accessible by anyone without permission.
 - Public Areas: Reception or lobby area, dining areas, parking lots, waiting areas, which can be accessed by anyone without permission.



Public Areas

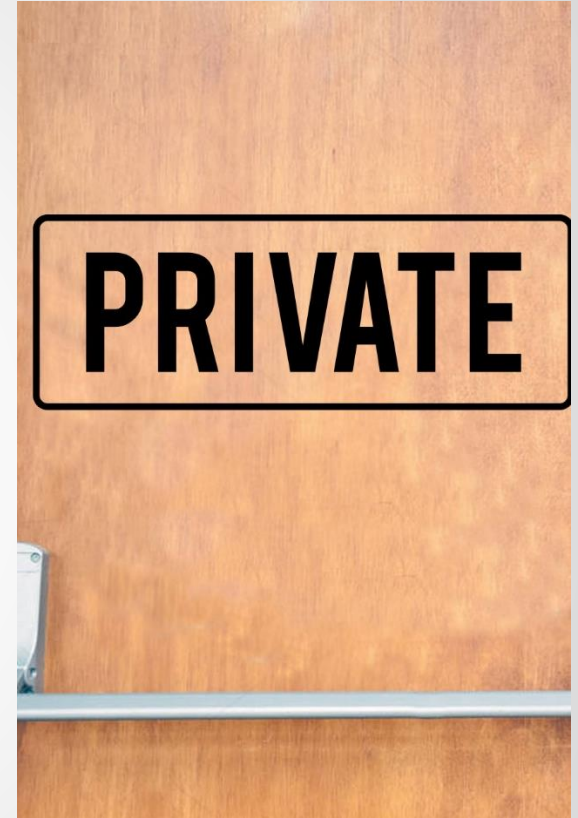


- Public areas of your business, such as dining areas, parking lots, lobbies, or waiting areas, can be accessed by anyone, including ICE agents, without permission.
- Being in a public area does **not** grant ICE the authority to stop, question, or arrest individuals indiscriminately.

Private Areas

Private areas of your business **cannot** be entered without your permission (consent) or a judicial warrant.

- **Mark** private areas “Private”
- **Keep** doors closed or locked
- **Enforce** a policy that visitors and the public cannot enter these areas without permission. Make sure employees know not to grant permission to private areas.



For Private Areas

ICE agents can only enter **private** areas **with** a judicial warrant.

Without a judicial warrant, ICE agents need your permission to enter private areas of your business.



Judicial Warrant: What to Look For

- A judicial warrant must be signed by a judge.
- A judicial warrant must indicate “U.S. District Court” or a State Court at the top of the warrant.
- If ICE agents attempt to enter a private area, state: *“This is a private area. You cannot enter without a judicial warrant signed by a judge. Do you have a judicial warrant?”*
- Make sure to request to see it and review it!

UNITED STATES DISTRICT COURT

for the
Eastern District of California

In the Matter of the Search of
(Briefly describe the property to be searched
or identify the person by name and address)

540 Oak Avenue
Davis, California 95616

Case No.

SEARCH AND SEIZURE WARRANT

To: Any authorized law enforcement officer

2:11-SW-0161 EFB

An application by a federal law enforcement officer or an attorney for the government requests the search of the following person or property located in the EASTERN District of CALIFORNIA
(Identify the person or describe the property to be searched and give its location):
SEE ATTACHMENT A, ATTACHED HERETO AND INCORPORATED BY REFERENCE

The person or property to be searched, described above, is believed to conceal (Identify the person or describe the property to be seized):
SEE ATTACHMENT B, ATTACHED HERETO AND INCORPORATED BY REFERENCE

I find that the affidavit(s), or any recorded testimony, establish probable cause to search and seize the person or property.

YOU ARE COMMANDED to execute this warrant on or before

5-9-2011
(not to exceed 14 days)

☐ in the daytime 6:00 a.m. to 10 p.m. ☐ at any time in the day or night as I find reasonable cause has been established.

Unless delayed notice is authorized below, you must give a copy of the warrant and a receipt for the property taken to the person from whom, or from whose premises, the property was taken, or leave the copy and receipt at the place where the property was taken.

The officer executing this warrant, or an officer present during the execution of the warrant, must prepare an inventory as required by law and promptly return this warrant and inventory to United States Magistrate Judge

(name)

☐ I find that immediate notification may have an adverse result listed in 18 U.S.C. § 2705 (except for delay of trial), and authorize the officer executing this warrant to delay notice to the person who, or whose property, will be searched or seized (check the appropriate box) ☐ for _____ days (not to exceed 30).

☐ until, the facts justifying, the later specific date of _____.

Date and time issued: 4-25-2011
9:10:00 AM


Judge's signature

City and state: SACRAMENTO, CALIFORNIA

EDMUND F. BRENNAN, U.S. MAGISTRATE JUDGE
Printed name and title

Administrative Warrant

- An administrative warrant does **not** permit ICE agents to enter **private** areas without your permission.
- Administrative warrants are issued by the Department of Homeland Security.
 - Look for a DHS seal, label, and/or the actual form number, i.e., DHS Form I-200, “Warrant for Arrest” or Form I-205, “Warrant for Removal/Deportation.”
- If presented with an administrative warrant, **you may refuse to comply** with the warrant and ask the agents to leave.

U.S. DEPARTMENT OF HOMELAND SECURITY Warrant for Arrest of Alien

File No. _____

Date: _____

To: Any immigration officer **authorized** pursuant to sections 236 and 287 of the Immigration and Nationality Act and part 287 of title 8, Code of Federal Regulations, to serve warrants of arrest for immigration violations

I have determined that there is probable cause to believe that _____ is removable from the United States. This determination is based upon:

- ☐ the execution of a charging document to initiate removal proceedings against the subject;
- ☐ the pendency of ongoing removal proceedings against the subject;
- ☐ the failure to establish admissibility subsequent to deferred inspection;
- ☐ biometric confirmation of the subject's identity and a records check of federal databases that affirmatively indicate, by themselves or in addition to other reliable information, that the subject either lacks immigration status or notwithstanding such status is removable under U.S. immigration law; and/or
- ☐ statements made voluntarily by the subject to an immigration officer and/or other reliable evidence that affirmatively indicate the subject either lacks immigration status or notwithstanding such status is removable under U.S. immigration law.

YOU ARE COMMANDED to arrest and take into custody for removal proceedings under the Immigration and Nationality Act, the above-named alien.

Signed by an immigration officer, NOT a judge

(Signature of Authorized Immigration Officer)

(Printed Name and Title of Authorized Immigration Officer)

Certificate of Service

I hereby certify that the Warrant for Arrest of Alien was served by me at _____
(Location)

on _____ on _____, and the contents of this
(Name of Alien) (Date of Service)

notice were read to him or her in the _____ language.
(Language)

Name and Signature of Officer

Name or Number of Interpreter (if applicable)

With a Warrant: Employer's Initial Procedures

- If ICE agents claim to have a warrant, **request** a copy and **review** it.
- **Immediately** send a copy of the warrant to the Company's designated Points of Contact
- Designated Points of Contact should examine the search warrant to **make sure**:
 - It is signed by a judge
 - It is valid:
 - The period of validity has not expired;
 - The office address is listed as the place to be searched;
 - There is a description of the items to be searched.

UNITED STATES DISTRICT COURT
for the
Eastern District of California

In the Matter of the Search of
(Briefly describe the property to be searched
or identify the person by name and address)

540 Oak Avenue
Davis, California 95616

Case No.

SEARCH AND SEIZURE WARRANT

To: Any authorized law enforcement officer 2:11-SW-0161 EFB

An application by a federal law enforcement officer or an attorney for the government requests the search of the following person or property located in the EASTERN District of CALIFORNIA
(Identify the person or describe the property to be searched and give its location):
SEE ATTACHMENT A, ATTACHED HERETO AND INCORPORATED BY REFERENCE

The person or property to be searched, described above, is believed to conceal (Identify the person or describe the property to be seized):
SEE ATTACHMENT B, ATTACHED HERETO AND INCORPORATED BY REFERENCE

I find that the affidavit(s), or any recorded testimony, establish probable cause to search and seize the person or property.

YOU ARE COMMANDED to execute this warrant on or before 5-9-2011
(not to exceed 14 days)

☐ in the daytime 6:00 a.m. to 10 p.m. ☐ at any time in the day or night as I find reasonable cause has been established.

Unless delayed notice is authorized below, you must give a copy of the warrant and a receipt for the property taken to the person from whom, or from whose premises, the property was taken, or leave the copy and receipt at the place where the property was taken.

The officer executing this warrant, or an officer present during the execution of the warrant, must prepare an inventory as required by law and promptly return this warrant and inventory to United States Magistrate Judge _____
(name)

☐ I find that immediate notification may have an adverse result listed in 18 U.S.C. § 2705 (except for delay of trial), and authorize the officer executing this warrant to delay notice to the person who, or whose property, will be searched or seized (check the appropriate box) ☐ for _____ days (not to exceed 30).
☐ Until, the facts justifying, the later specific date of _____

Date and time issued: 4-25-2011
9:10:00 AM

City and state: SACRAMENTO, CALIFORNIA EDMUND F. BRENNAN, U.S. MAGISTRATE JUDGE
Printed name and title

With a Warrant: Employer's Initial Procedures

- If agents present an administrative warrant, the employer may **choose to decline** further cooperation.
- If presented with an administrative warrant naming an employee:
 - An employer is **not** obligated to disclose whether the employee is present.
 - An employer is **not** required to lead ICE agents to the named employee.

U.S. DEPARTMENT OF HOMELAND SECURITY Warrant for Arrest of Alien

File No. _____
Date: _____

To: Any immigration officer authorized pursuant to sections 236 and 287 of the Immigration and Nationality Act and part 287 of title 8, Code of Federal Regulations, to serve warrants of arrest for immigration violations

I have determined that there is probable cause to believe that _____ is removable from the United States. This determination is based upon:

- ☐ the execution of a charging document to initiate removal proceedings against the subject;
- ☐ the pendency of ongoing removal proceedings against the subject;
- ☐ the failure to establish admissibility subsequent to deferred inspection;
- ☐ biometric confirmation of the subject's identity and a records check of federal databases that affirmatively indicate, by themselves or in addition to other reliable information, that the subject either lacks immigration status or notwithstanding such status is removable under U.S. immigration law; and/or
- ☐ statements made voluntarily by the subject to an immigration officer and/or other reliable evidence that affirmatively indicate the subject either lacks immigration status or notwithstanding such status is removable under U.S. immigration law.

YOU ARE COMMANDED to arrest and take into custody for removal proceedings under the Immigration and Nationality Act, the above-named alien.

(Signature of Authorized Immigration Officer)

(Printed Name and Title of Authorized Immigration Officer)

Certificate of Service

I hereby certify that the Warrant for Arrest of Alien was served by me at _____ (Location)
on _____ (Name of Alien) on _____ (Date of Service), and the contents of this notice were read to him or her in the _____ (Language) language.

Name and Signature of Officer

Name or Number of Interpreter (if applicable)

Form I-200 (Rev. 09/10)

During the Worksite Enforcement Action

- **Remain calm** and instruct employees to do the same.
- If a government agent enters private areas either with or without a warrant, **assign employees to follow each agent**. The employee may take notes and/or record video if possible.
- **Observe the agents** to ensure they comply with the warrant's terms.
- **Do not block** or interfere with the agent's activities.
- **Do not** allow news reporters to have access to the work site.



During the Worksite Enforcement Action

- **Do not discuss** the company's policies or practices **or answer** questions.
- **Ask** if employees may leave if it seems they have been detained.
- An employee **should not be detained** for an unreasonable amount of time without probable cause.
- **Inform the agent** of any detained employees with known special needs (medical, childcare, etc.).
- **Unlock** any locked facilities to which the agent requests access—otherwise the agent may force the facility open.

Administrative Warrant Naming an Employee

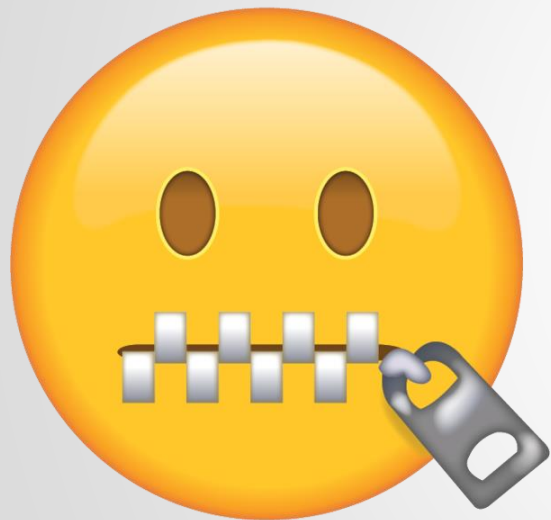
- If ICE presents you with an administrative warrant naming an employee:
 - You are not obligated to disclose whether the employee is present.
 - You are not required to lead ICE agents to the named employee.

During the Worksite Enforcement Action

- **Ask** the agent to leave a list of all property taken and the names of any employees arrested.
- If any workers are arrested, **ask** ICE agents where they are being taken to assist the worker's family and lawyer in locating them.
- **Prepare** a detailed written summary of what happened immediately after the search has concluded.
- **Contact** worker's emergency contact to notify them of arrest and location of where the worker was taken.



If ICE Agents Attempt to Stop, Question, Detain, or Arrest a Worker



- **Your employees have the right to remain silent**
 - Employees **do not** need to answer questions about their immigration status, where they were born, or how they entered the United States.
 - They **may** exercise their right to remain silent and **may** ask to speak to an attorney.

Control the Flow of Information

- As the employer (or employer representative), provide **only** information that ICE requests, when they request it.
- **Advise** your representative **not to PROVE** their case or defend the worksite enforcement action.
- Any additional information offered verbally **can** be used against the employer.



Questions?



Resources

- USCIS I-9 Handbook
 - <https://www.uscis.gov/i-9-central/form-i-9-resources/handbook-for-employers-m-274>
 - Searchable, updated regularly
 - Includes a specific searchable section on receipts: <https://www.uscis.gov/i-9-central/form-i-9-acceptable-documents/receipts>
- USCIS I-9 Central
 - <https://www.uscis.gov/i-9-central>
 - Breaking news
 - Helpful tools
- DOJ Immigrant and Employee Rights Section
 - <https://www.justice.gov/crt/employer-information>
 - On-demand Training
 - Best practices to avoid I-9 discrimination

Thank you!

Kathleen D. Weron

OGLETREE, DEAKINS, NASH, SMOAK & STEWART, P.C.

15 West South Temple, Suite 950 | Salt Lake City, UT 84101

801-658-6166

Kathleen.Weron@ogletree.com



Ogletree
Deakins

Find Us Online



www.ogletree.com



twitter.com/ogletreedeakins



linkedin.com/company/ogletree-deakins

Ogletree
Deakins