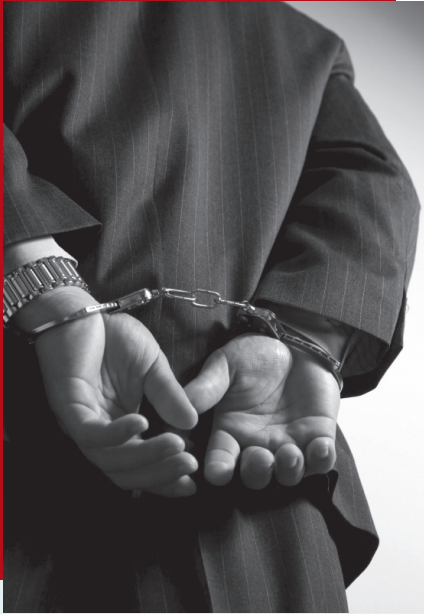


MEETING THE “NO-MATCH” CHALLENGE

HRI OFFERS THE TOOLS NEEDED TO WALK THE FINE LINE TO SAFE HARBOR



CRIMINAL LIABILITY

The risks of violating of the statutes for California employers include:

- Fines up to \$250,000 and jail time
- RICO violations and the freezing of assets
- Targeting by vigilante websites, Facebook pages, and other coalitions

Under the RICO act, employers have been charged with felonies such as conspiracy to transport and harbor unlawful aliens for financial gain, as well as fraud and misuse of immigration documents.

NEW “NO-MATCH LETTER” REGULATIONS

The Department of Homeland Security announced the final adoption of new rules governing employer responses to Social Security Administration “No-Match” letters. Under these regulations, an employer that fails to follow up on a no-match letter can be charged with knowingly employing an unauthorized worker. Employers who over-react to these letters open themselves up to anti-discrimination actions and labor law sanctions.

NO-MATCH RESPONSE KITS

HRI has prepared a No-Match Response Kit that contains all the forms and information employers need to gain safe harbor by helping them properly respond to governing agencies and employees when a no-match letter is received. Included in these materials are:

DOCUMENT	PURPOSE
Initial Response Steps	Outlines steps employers should take to respond to a “no-match” letter.
Employer Checklist	Helps employer take all the necessary steps outlined to receive a safe-harbor.
Form I-9 (English & Spanish)	If employee cannot correct SSN, then form I-9 must be completed again.
SSN No-Match Notification of Resolution	Form letter notifying SSA of no-match investigation outcome.
Options for Verifying SSN	Comparison of electronic SSN verification system choices
Employee No-Match Notice (English & Spanish)	Notice to employee when employer cannot correct SSN mismatch
Employer Correction Notice (English & Spanish)	Notice to employee when employer can correct SSN mismatch
Frequently Asked Questions (English & Spanish)	FAQ document employers give to employees
SS-5 Form	SSA form to apply for SS card in the event of loss or name change
Local Social Security Offices	Office locations for employees

ORDER YOUR “NO-MATCH” RESPONSE KIT TODAY

The No-Match Response Kit is available for \$149.99. To order, fill out the form below and fax it to the number listed, or email it to cstockwell@HRIdeas.com.

If you sign up for any of our HR Shield services, the No-Match Response Kit is free. Call us today at 925.556.4404 to find out how you can protect yourself and your business.



Company _____

Business Address _____

Contact Name _____ Email _____

Contact Phone _____ Number of Employees _____

COMPLETE AND FAX TO:
925.359.1470