

## **Employment Eligibility Verification**

#### **Department of Homeland Security**

U.S. Citizenship and Immigration Services

USCIS Form I-9

OMB No.1615-0047 Expires 07/31/2026

START HERE: Employers must ensure the form instructions are available to employees when completing this form. Employers are liable for failing to comply with the requirements for completing this form. See below and the <a href="Instructions">Instructions</a>.

**ANTI-DISCRIMINATION NOTICE:** All employees can choose which acceptable documentation to present for Form I-9. Employers cannot ask employees for documentation to verify information in **Section 1**, or specify which acceptable documentation employees must present for **Section 2** or Supplement B, Reverification and Rehire. Treating employees differently based on their citizenship, immigration status, or national origin may be illegal.

Section 1. Employee day of employment,	Inforn but not	<b>nation</b> t befor	and e acc	<b>Attesta</b> epting a	tion: E job off	mplo er.	oyees	must comp	lete an	d sig	ın Secti	on 1 of F	orm I-9 n	o late	er than the <b>first</b>
Last Name (Family Name)				First Na	me (Give	n Nan	ne)		Middle Initial (if any) Other La		Other Last	st Names Used (if any)			
Address (Street Number ar	nd Name	·)	'		Apt. Nu	mber	(if any)	City or Tow	n		'		State		ZIP Code
Date of Birth (mm/dd/yyyy)	[	U.S. Soc	cial Sec	urity Num	ber	Em	ployee's	Email Addres	SS				Employee	's Tele	ephone Number
I am aware that federa provides for imprison fines for false stateme use of false document	ment ar ents, or ts, in	the		1. A citize	en of the citizen na	United tional	d States of the U	Inited States (	See Instr	uction		status (See	page 2 and	1 3 of t	he instructions.):
connection with the co			-					(Enter USCIS			L				
of perjury, that this inf including my selection	formation	on,		4. A nonc	otizen (ot	her th	an Item	Numbers 2.	and <b>3.</b> ab	ove) a	authorize	d to work un	til (exp. dat	e, if ar	y) 
attesting to my citizen	ship or	r				er 4.,		e of these:			_				
immigration status, is correct.	true an	nd	U	SCIS A-N	umber	OR		I-94 Admissi	on Numi		OR Fore	eign Passpo	rt Number	and (	Country of Issuance
Signature of Employee										Toda	y's Date	(mm/dd/yyy	/)		
If a preparer and/or to	ranslato	r assist	ed you	in compl	eting Se	ction	1, that	person MUST	comple	te the	Prepare	r and/or Tra	anslator Ce	ertifica	ation on Page 3.
Section 2. Employer business days after the e authorized by the Secret documentation in the Add	employe arv of D	ee's firs )HS. do	t day c cumer	of employ	ment, a om List	nd m A OR	or their ust phy t a com	authorized r sically examusion of d	epreser nine, or e locumer	ntative exam ntatio	e must o ine cons n from L	complete a sistent with ist B and L	nd sign <b>Se</b> an altern ist C. En	ectior ative ter an	1 2 within three procedure y additional
			List	Α		OR		Lis	st B		P	AND		List	t C
Document Title 1															
Issuing Authority															
Document Number (if any)															
Expiration Date (if any)							<u> </u>								
Document Title 2 (if any)						A	ddition	al Informati	on						
Issuing Authority															
Document Number (if any)															
Expiration Date (if any)															
Document Title 3 (if any)															
Issuing Authority															
Document Number (if any)															
Expiration Date (if any)							Check	here if you us	ed an alt	ernati	ve proce	dure authori	,		amine documents.
Certification: I attest, undo employee, (2) the above-lis best of my knowledge, the	sted doc	umenta	ition ap	pears to	be genu	ine ar	nd to re	late to the em					First Da (mm/dd/		mployment
Last Name, First Name and	Title of E	mploye	r or Aut	horized R	epresent	ative	S	ignature of En	nployer o	r Auth	orized Re	epresentativ	е	Today	y's Date (mm/dd/yyyy)
Employer's Business or Orga	anization	n Name			Em	ployer	r's Busir	ness or Organi	zation Ac	dress	, City or	Town, State	ZIP Code		
Parabellum Cor	p DBA	Canal	es Fui	rniture											

For reverification or rehire, complete Supplement B, Reverification and Rehire on Page 4.

### LISTS OF ACCEPTABLE DOCUMENTS

All documents containing an expiration date must be unexpired.

\* Documents extended by the issuing authority are considered unexpired.

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

## Examples of many of these documents appear in the Handbook for Employers (M-274).

LIST A		LIST B	LIST C
Documents that Establish Both Identity and Employment Authorization	OR	Documents that Establish Identity AN	D Documents that Establish Employment Authorization
U.S. Passport or U.S. Passport Card     Permanent Resident Card or Alien		Driver's license or ID card issued by a State or outlying possession of the United States	A Social Security Account Number card, unless the card includes one of the following restrictions:
Registration Receipt Card (Form I-551)	_	provided it contains a photograph or information such as name, date of birth, gender, height, eye color, and address	(1) NOT VALID FOR EMPLOYMENT
Foreign passport that contains a temporary I-551 stamp or temporary I-551 printed notation on a machine-readable immigrant visa		ID card issued by federal, state or local government agencies or entities, provided it contains a photograph or information such as	(2) VALID FOR WORK ONLY WITH INS AUTHORIZATION  (3) VALID FOR WORK ONLY WITH DHS AUTHORIZATION
4. Employment Authorization Document that contains a photograph (Form I-766)		name, date of birth, gender, height, eye color, and address	2. Certification of report of birth issued by the
5. For an individual temporarily authorized to work for a specific employer because		3. School ID card with a photograph	Department of State (Forms DS-1350, FS-545, FS-240)
of his or her status or parole:		4. Voter's registration card	Original or certified copy of birth certificate issued by a State, county, municipal
a. Foreign passport; and		5. U.S. Military card or draft record	authority, or territory of the United States bearing an official seal
<b>b.</b> Form I-94 or Form I-94A that has the following:		6. Military dependent's ID card	Native American tribal document
(1) The same name as the		7. U.S. Coast Guard Merchant Mariner Card	5. U.S. Citizen ID Card (Form I-197)
passport; and (2) An endorsement of the		8. Native American tribal document	<b>6.</b> Identification Card for Use of Resident
individual's status or parole as long as that period of		Driver's license issued by a Canadian government authority	Citizen in the United States (Form I-179)
endorsement has not yet expired and the proposed employment is not in conflict with any restrictions or		For persons under age 18 who are unable to present a document listed above:	7. Employment authorization document issued by the Department of Homeland Security
limitations identified on the form.	_	10. School record or report card	For examples, see Section 7 and Section 13 of the M-274 on uscis.gov/i-9-central.
6. Passport from the Federated States of Micronesia (FSM) or the Republic of the		11. Clinic, doctor, or hospital record	The Form I-766, Employment
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		12. Day-care or nursery school record	Authorization Document, is a List A, Item Number 4. document, not a List C document.
		Acceptable Receipts	
May be prese		d in lieu of a document listed above for a t	emporary period.
		For receipt validity dates, see the M-274.	
<ul> <li>Receipt for a replacement of a lost, stolen, or damaged List A document.</li> </ul>	OR	Receipt for a replacement of a lost, stolen, or damaged List B document.	Receipt for a replacement of a lost, stolen, or damaged List C document.
<ul> <li>Form I-94 issued to a lawful permanent resident that contains an I-551 stamp and a photograph of the individual.</li> </ul>			
<ul> <li>Form I-94 with "RE" notation or refugee stamp issued to a refugee.</li> </ul>			

<sup>\*</sup>Refer to the Employment Authorization Extensions page on <u>I-9 Central</u> for more information.

Form I-9 Edition 08/01/23 Page 2 of 4



Last Name (Family Name) from Section 1.

Address (Street Number and Name)

# Supplement A, Preparer and/or Translator Certification for Section 1

## **Department of Homeland Security**

U.S. Citizenship and Immigration Services

First Name (Given Name) from Section 1.

USCIS Form I-9 Supplement A OMB No. 1615-0047 Expires 07/31/2026

Middle initial (if any) from Section 1.

State

ZIP Code

<b>Instructions:</b> This supplement must be completed by any preparer and/or translator who assists an employee in completing Section 1 of Form I-9. The preparer and/or translator must enter the employee's name in the spaces provided above. Each preparer or translator must complete, sign, and date a separate certification area. Employers must retain completed supplement sheets with the employee's completed Form I-9.								
I attest, under penalty of perjury, that I have assisted in the completion of Section 1 of this form and that to the best of my knowledge the information is true and correct.								
Signature of Preparer or Translator		Date (mm/dd/yyyy)						
Last Name (Family Name)	First Name (Given Name	) Middl	e Initial (if any)					

I attest, under penalty of perjury, that I have assisted in the completion of Section 1 of this form and that to the best of my knowledge the information is true and correct.

City or Town

knowledge the information is true and correct.					
Signature of Preparer or Translator	Date (mm.	/dd/yyyy)			
Last Name (Family Name)	First I	Name <i>(Given Name)</i>			Middle Initial (if any)
Address (Street Number and Name)	•	City or Town		State	ZIP Code

I attest, under penalty of perjury, that I have assisted in the completion of Section 1 of this form and that to the best of my knowledge the information is true and correct.

•					
Signature of Preparer or Translator			Date (mm	/dd/yyyy)	
Last Name (Family Name)	First I	Name (Given Name)			Middle Initial (if any)
Address (Street Number and Name)		City or Town		State	ZIP Code

I attest, under penalty of perjury, that I have assisted in the completion of Section 1 of this form and that to the best of my knowledge the information is true and correct.

Signature of Preparer or Translator			Date (mr	n/dd/yyyy)	
Last Name (Family Name)	First Name (Given Name)				Middle Initial (if any)
Address (Street Number and Name)		City or Town		State	ZIP Code

Form I-9 Edition 08/01/23 Page 3 of 4



# **Supplement B, Reverification and Rehire (formerly Section 3)**

#### **Department of Homeland Security**

U.S. Citizenship and Immigration Services

USCIS Form I-9 Supplement B OMB No. 1615-0047 Expires 07/31/2026

Last Name (Family Name) from Section 1.	First Name (Given Name) from Section 1.	Middle initial (if any) from <b>Section 1</b> .

Instructions: This supplement replaces Section 3 on the previous version of Form I-9. Only use this page if your employee requires reverification, is rehired within three years of the date the original Form I-9 was completed, or provides proof of a legal name change. Enter the employee's name in the fields above. Use a new section for each reverification or rehire. Review the Form I-9 instructions before completing this page. Keep this page as part of the employee's Form I-9 record. Additional guidance can be found in the Handbook for Employers: Guidance for Completing Form I-9 (M-274)

	p this page as part of the election of the ele		d. Additional guidance can b	e found in the	
Date of Rehire (if applicable)	New Name (if applicable)				
Date (mm/dd/yyyy)	Last Name (Family Name)		First Name (Given Name)		Middle Initial
	ree requires reverification, you prization. Enter the document		present any acceptable List A opelow.	or List C documenta	tion to show
Document Title		Document Number (if any)		Expiration Date (if an	y) (mm/dd/yyyy)
			yee is authorized to work in o be genuine and to relate to		
Name of Employer or Authoriz	ed Representative	Signature of Employer or Aut	horized Representative	Today's Date	(mm/dd/yyyy)
Additional Information (Initi	al and date each notation.)				ou used an cedure authorized mine documents.
Date of Rehire (if applicable)	New Name (if applicable)				
Date (mm/dd/yyyy)	Last Name (Family Name)		First Name (Given Name)		Middle Initial
	ree requires reverification, you prization. Enter the document		present any acceptable List A o pelow.	or List C documenta	tion to show
Document Title		Document Number (if any)		Expiration Date (if an	y) (mm/dd/yyyy)
			yee is authorized to work in o be genuine and to relate to		
Name of Employer or Authoriz	ed Representative	Signature of Employer or Autl	norized Representative	Today's Date	(mm/dd/yyyy)
Additional Information (Initi	al and date each notation.)				ou used an cedure authorized mine documents.
Date of Rehire (if applicable)	New Name (if applicable)				
Date (mm/dd/yyyy)	Last Name (Family Name)		First Name (Given Name)		Middle Initial
	ree requires reverification, you prization. Enter the document		present any acceptable List A o pelow.	or List C documenta	tion to show
Document Title		Document Number (if any)	Expiration Date (if any) (mm/dd/yyyy)		
			yee is authorized to work in o be genuine and to relate to		
Name of Employer or Authoriz	ed Representative	Signature of Employer or Aut	horized Representative	Today's Date	(mm/dd/yyyy)
Additional Information (Initi	al and date each notation.)				ou used an cedure authorized mine documents.

Form I-9 Edition 08/01/23 Page 4 of 4