

*Special Announcement to all State of Tennessee employers:*

The State of Tennessee recently passed the “Tennessee Lawful Employment Act”. This law requires most Tennessee employers to utilize the U.S. Department of Homeland Security’s E-verify program to ensure that an employee is authorized to work in the United States. The law’s implementation date is staggered based on an employers’ total number of employees - 01/01/12 for any business w/ 500 or more employees; 07/01/12 for any business w/ 200 or more employees; 01/01/13 for any business w/ 6 or more employees.

The federal E-verify program requires employers to verify the information provided by newly hired employees during the I-9 process against information contained in federal databases maintained by the Department of Homeland Security and the Social Security Administration.

The complete text can be found here:

<http://state.tn.us/sos/acts/107/pub/pc0436.pdf>

Justifacts recommends that you consult with your legal department to determine what changes, if any, need to be made to your hiring process in order to comply with this law.

For your information, Justifacts is a recognized “Designated Agent” for the E-verify program and can easily integrate this process into your current background screening process. Contact your Justifacts Sales Manager for more information on participating in the E-verify program.

*It is important to note that Justifacts is providing this information as a service to our clients. None of the information contained herein should be construed as legal advice, nor is Justifacts engaged to provide legal advice. Although we go to great lengths to make sure our information is accurate and useful, we recommend you consult your attorney or legal department if you want assurance that our information, and your interpretation of it, is appropriate to your particular situation.*