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ICE Serves Audit Notices to Employers

Recently, U.S. Immigration and Customs Enforcement (ICE) sent out 180 Notices of Inspection to employers across the country, including employers in Tennessee. As part of the inspection process, ICE will be conducting a comprehensive review of each employer's Form I-9s. This action demonstrates the increasing enforcement activity of ICE and the importance of fully complying with all immigration laws prior to ICE's arrival. It is anticipated that similar audits will occur in other states in the near future.

By law, employers are required to complete a Form I-9 for every employee hired in the United States after November 6, 1986. Employers who fail to properly complete the requisite Form I-9 can be fined up to \$1,100 per employee (or up to \$16,000 per employee for knowing violations which demonstrate a pattern of non-compliance). In light of the recent increase in employer audits, it is imperative that all employers develop and implement I-9 policies and procedures as well as periodically conduct internal I-9 reviews with a knowledgeable immigration attorney.

For more information, please contact [Ian Leavy](#) at (423) 785-8493, [Rebecca Rojas](#) at (423) 785-8264, or any other member of [Miller & Martin's Immigration Law Department](#).

The opinions expressed in this bulletin are intended for general guidance only. They are not intended as recommendations for specific situations. As always, readers should consult a qualified attorney for specific legal guidance. Should you need assistance from a Miller & Martin attorney, please call 1-800-275-7303.

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