

---

**From:** E-Verify <E-Verify.USCIS@public.govdelivery.com>  
**Sent:** Monday, October 26, 2020 10:37 AM  
**To:**  
**Subject:** The E-Verify TNC Series - Employer Responsibilities



## E-Verify Employer Responsibilities in the TNC Process

---

E-Verify works by comparing the information employees provide for Form I-9, Employment Eligibility Verification, against records available to SSA and DHS. Generally, if the information matches, the employee's case receives an **Employment Authorized** result in E-Verify. If the information does not match, the case will receive a **Tentative Nonconfirmation (TNC)** result and the employer must give the employee an opportunity to take action to resolve the mismatch.

E-Verify requires enrolled employers take action on Tentative Nonconfirmations (TNCs) for their employees within 10 federal government working days. Employers must understand and follow the proper E-Verify procedures which are designed to ensure fair treatment and due process for all employees. If E-Verify cannot instantly confirm employment eligibility, it must manually review government records. DHS will respond to most of these cases within 24 hours.

Employers cannot take adverse action against an employee—including terminating employment, suspending employment, withholding pay or training, delaying a start date, or otherwise limiting employment—because of their decision to contest a TNC or because their E-Verify case is still pending with DHS or SSA. Completing the TNC process will strengthen the E-Verify system integrity and will help ensure employers close E-Verify cases according to the requirements of the [E-Verify User Manual](#).



---

To learn more about the TNC process, please visit [Tentative Nonconfirmations](#). Visit our [Temporary Policy Related to COVID-19](#) page for E-Verify and Form I-9 changes due to the coronavirus. Stay tuned for more! Follow us [@EVerify](#) on Twitter.

**Please do not reply to this message.**

Don't forget to text "EVERIFY UPDATES" to 468311 to get the latest E-Verify news.

---

Apply to use the E-Verify logo. Complete and submit the [License Application for the Use of the E-Verify Trademark](#).



SUBSCRIBER SERVICES: