

# Mdivani Business Immigration Checklist



## 1. Does Employer Understand Consequences of Immigration Non-Compliance?

### **Criminal:**

By DHS, DOL & DOJ: IRCA & RICO arrests, jail terms, fines, assets forfeiture: Golden Fence, IFCO, Agriprocessors

### **Civil Sanctions:**

by DHS under IRCA

### **Civil [Class] Actions:**

By Employees: Zirkle Fruit Company; Elite Logistics, By Competitors: Commercial Cleaning

### **Under State Law:**

Loss of State Credits, Loss of Business License,

### **What else?**

Everything else could be triggered: Tax, Child labor

## 2. Immigration Compliance Officer: Is Anyone In Charge?

## 3. Written Immigration Compliance Plan: Use ICE Best Employment Practices

Immigration Compliance and Non-Discrimination **Policy E-Verify**

Annual **I-9 Training** Procedures and Schedule

Designated **I-9 Administrators**

Annual **I-9 Audits** Procedures and Schedule

SSN and DHS **No-Match** Letters Procedures

**Contractor** Immigration Compliance Procedures

**Work Visa** Procedures

**Government Audit** Procedures

## 4. Mergers & Acquisitions

New **Visas** for Acquired Employees?

Liability for **Incoming I-9s**?