

**BASIC EMPLOYMENT VERIFICATION PILOT  
NOTICE TO EMPLOYEE OF TENTATIVE NONCONFIRMATION**

Employee Name: \_\_\_\_\_

SSN: \_\_\_\_\_

Date of Tentative Nonconfirmation: \_\_\_\_\_

Agency Providing Tentative  
Nonconfirmation: **Social Security Administration**

This employer is participating in a pilot project with the Social Security Administration (SSA) and the Department of Homeland Security to verify employment eligibility information you provided when you completed the Form I-9. **When your information was compared electronically to government records, SSA could not confirm that you are eligible to work in the United States. This tentative nonconfirmation does not mean that you are not work authorized, or that the information you provided is incorrect. There are many reasons why a work authorized employee could be the subject of a tentative nonconfirmation. The tentative nonconfirmation means, however, that you must contact the SSA to resolve the situation if you wish to continue your employment.**

You have a voluntary choice. You may **Contest** the tentative nonconfirmation, or you may choose to **Not Contest** the tentative nonconfirmation.

If you **Contest** this tentative nonconfirmation, you must contact the SSA. By contesting, your employer will refer your case through the Basic Pilot system, and provide you with a referral notice that will tell you how to contact the SSA. You will be provided 8 Federal government work days from the date of that referral notice to resolve your situation with SSA. At the SSA office, you may have to provide additional information or documents that will permit the SSA to notify your employer that you are work authorized. During the 8 Federal government work days your employer may not terminate your employment or take adverse action against you based upon your employment eligibility status or because you have chosen to contest the tentative nonconfirmation.

If you do **Not Contest** the tentative nonconfirmation, you are making a choice voluntarily to give up your opportunity to correct the tentative nonconfirmation. If you do not contest the tentative nonconfirmation, it automatically becomes a final nonconfirmation. That means that your employer may terminate you immediately as an unauthorized employee. If you do not contest the tentative nonconfirmation, a legal presumption is created that your employer is in violation of the law if it continues your employment.

If you have questions or concerns about immigration-related unfair employment practices, you may call the Office of Special Counsel for Immigration-Related Unfair Employment Practices toll free at 1-800-255-7688 or 1-800-237-2515 (TDD) for the hearing impaired.

**I choose to (check one):**

\_\_\_\_\_ **Contest** the tentative nonconfirmation. I understand that I must contact the Social Security Administration within 8 Federal Government work days from the date shown on the referral notice which is to be provided by my employer.

\_\_\_\_\_ **Not Contest** the tentative nonconfirmation. I choose voluntarily to give up my opportunity to correct the tentative nonconfirmation. I understand that my voluntary choice not to contest the tentative nonconfirmation authorizes my employer to terminate my employment immediately.

Signature of Employee: \_\_\_\_\_

Date: \_\_\_\_\_

**BASIC EMPLOYMENT VERIFICATION PILOT  
NOTICE TO EMPLOYEE OF TENTATIVE NONCONFIRMATION**

**Employer's Certification**

I certify that this employer has received a tentative nonconfirmation relating to the employee whose name and signature appear above and that the employee has made the choice indicated. I also certify that the employee has executed and signed this document, that the employee's choice to the best of my knowledge was a knowing and voluntary choice, and that the employee has not been coerced or pressured in any way by this employer regarding his or her choice whether to contest the tentative nonconfirmation.

Name of Employer: \_\_\_\_\_

Signature of Employer Representative: \_\_\_\_\_

Date: \_\_\_\_\_

**BASIC EMPLOYMENT VERIFICATION PILOT  
NOTICE TO EMPLOYEE OF TENTATIVE NONCONFIRMATION**

Employee Name: \_\_\_\_\_

SSN: \_\_\_\_\_

Employee's A Number: \_\_\_\_\_

Employee's I-94 Number: \_\_\_\_\_

Date of Tentative Nonconfirmation: \_\_\_\_\_

Agency Providing Tentative  
Nonconfirmation: **Department of Homeland Security**

This employer is participating in a pilot project with the Social Security Administration (SSA) and the Department of Homeland Security to verify employment eligibility information you provided when you completed the Form I-9. **When your information was compared electronically to government records, the Department of Homeland Security could not confirm that you are eligible to work in the United States. This tentative nonconfirmation does not mean that you are not work authorized, or that the information you provided is incorrect. There are many reasons why a work authorized employee could be the subject of a tentative nonconfirmation. The tentative nonconfirmation means, however, that you must contact the Department of Homeland Security to resolve the situation if you wish to continue your employment.**

You have a voluntary choice. You may **Contest** the tentative nonconfirmation, or you may choose to **Not Contest** the tentative nonconfirmation.

If you **Contest** the tentative nonconfirmation, you must contact the Department of Homeland Security (DHS). By contesting, your employer will refer your case through the Basic Pilot system, and provide you with a referral notice that will tell you how to contact the DHS. You will be provided 8 Federal government work days from the date of that referral notice to resolve your situation with DHS. Upon contacting the DHS, you may have to provide additional information or documents that will permit the DHS to notify your employer that you are work authorized. During the 8 Federal government work days your employer may not terminate your employment or take adverse action against you based upon your employment eligibility status or because you have chosen to contest the tentative nonconfirmation.

If you do **Not Contest** the tentative nonconfirmation, you are making a choice voluntarily to give up your opportunity to correct the tentative nonconfirmation. If you do not contest the tentative nonconfirmation, it automatically becomes a final nonconfirmation. That means that your employer may terminate you immediately as an unauthorized employee. If you do not contest the tentative nonconfirmation, a legal presumption is created that your employer is in violation of the law if it continues your employment.

If you have questions or concerns about immigration-related unfair employment practices, you may call the Office of Special Counsel for Immigration-Related Unfair Employment Practices toll free at 1-800-255-7688 or 1-800-237-2515 (TDD) for the hearing impaired.

**I choose to (check one):**

\_\_\_\_\_ **Contest** the tentative nonconfirmation. I understand that I must contact the Department of Homeland Security within 8 Federal Government work days from the date shown on the referral notice which is to be provided by my employer.

\_\_\_\_\_ **Not Contest** the tentative nonconfirmation. I choose voluntarily to give up my opportunity to correct the tentative nonconfirmation. I understand that my voluntary choice not to contest the tentative nonconfirmation authorizes my employer to terminate my employment immediately.

Signature of Employee: \_\_\_\_\_

Date: \_\_\_\_\_

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Name of Employer: \_\_\_\_\_

Signature of Employer Representative: \_\_\_\_\_

Date: \_\_\_\_\_