



Henry G. Jackson, CPA
President and Chief Executive Officer

September 15, 2011

The Honorable Lamar Smith
Chairman
Committee on the Judiciary
U.S. House of Representatives
Washington, D.C. 20515

Dear Chairman Smith:

On behalf of approximately 260,000 members of the Society for Human Resource Management (SHRM), I am writing in strong support of H.R. 2885, *The Legal Workforce Act*, which creates a fully integrated, federal, electronic employment verification system.

HR professionals are on the front lines of employment verification and are fully committed to only hiring work-authorized individuals. We also recognize, however, that the current employment verification system is in need of real reform. The patchworks of state and local verification laws are unworkable and creating a confusing set of legal requirements for American employers and employees. We, therefore, applaud you, Mr. Chairman, for including federal preemption provisions in your legislation to address the disparate network of state laws and provide for a uniform national system.

There is also ample evidence that the employment verification system is prone to fraud, forgeries and identity theft, making it difficult, if not impossible, for an employer to differentiate between the legal and illegal worker. SHRM believes inclusion of a biometric pilot program in *The Legal Workforce Act* will give employers the tools they need to keep illegal workers off their payrolls and to hire legal workers quickly, fairly, and with confidence.

While we are strongly supportive of *The Legal Workforce Act*, we do look forward to continuing to work with you and your staff to improve the legislation in cooperation with other stakeholders as the bill proceeds to House consideration.

SHRM is the world's largest association devoted to human resource management. The Society serves the needs of HR professionals and advances the interests of the HR profession. Founded in 1948, SHRM has more than 575 affiliated chapters within the United States and over 140 countries and subsidiary offices in China and India.

Sincerely,

A handwritten signature in black ink, appearing to read "Henry G. Jackson", is written over a horizontal line. The signature is fluid and cursive.

Henry G. Jackson, CPA
President & CEO