Foreign National Employees

Completing the I-9 Form for foreign nationals can be challenging. For example, often the identity or work eligibility documents must be presented in combination with other documents. To further complicate matters, the identity and work eligibility documents are often unfamiliar to most U.S. citizens. The initial challenge, however, quickly goes away once you know what to look for.



Foreign National Employees



- Foreign National employees can present whichever documents they possess. However, as a practical matter, most will probably only be able to present List A documents, not a combination of List B and List C documents.
- Virtually all visa holders will have the following combination:
 - Passport
 - o I-94 card
 - I-20/DS-2019/I-797 (this document will vary based on visa status)
- Some may also possess an unexpired Employment Authorization Document (EAD) card, which is also a valid List A document.

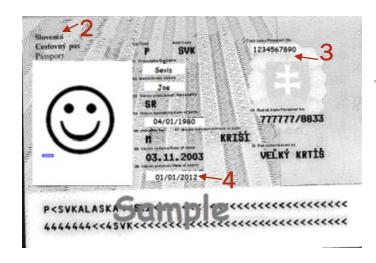
H-1b Visa Holders

- H-1b Visa holders are temporary specialty workers who perform services in a specialty occupation. A specialty occupation is one that requires theoretical and practical application of a body of highly specialized knowledge.
- H-1b visa holders at the University of North Texas can be a full-time faculty or staff employee – often, someone with a PhD or a Post-doc Research position.



H-1b Visa Holders

documentation is not required.





U.S. Department of Justice Notice of Action Immigration and Naturalization Service WAC-05-008-50123 PETITION FOR A NONIMMIGRANT WORKER RECEIPT DATE PRIORITY DATE October 13, 2004 UNIVERSAL EXPORT BENEFICIARY October 19, 2004 1 of 1 KINT, ROGER V. JAMES R. GOTCHER Notice Type: Approval Notice THE GOTCHER LAW GRP Class: H1B1 RE: UNIVERSAL EXPORT Valid from 10/18/2004 to 04/20/2006 15300 VENTURA BLVD ST The above peticion for a change in the conditions of the ployment that was previously authorized in this classification has been approved. It is valid for the period shown above. The named foreign worker(s) are authorized to be employed for this period pursuant to the terms and conditions of the petition. If the petitioner requested that the temporary stay of the named foreign worker(s) be extended, then the named workers' temporary stay has been extended for the period shown above. Since this employment authorization stems from the filing of this petition, separate employment authorization

H-1b Visa Holders

Department of Homeland Security U.S. Citizenship and Immigration Services Read instructions carefully before completing this form. 1	The instructions must be available during	Form I-9, Employment Eligibility Verification empletion of this form.	1) 2)	Document title = For Issuing Authority =	•	•
ANTI-DISCRIMINATION NOTICE: It is illegal to discriminate against work-authorized individuals. Employers CANNOT specify which document(s) they will accept from an employee. The refusal to hire an individual because the documents have a future expiration date may also constitute illegal discrimination.			•	government that iss	sued the	passport
Section 1. Employee Information and Verification (1 Print Name: Last First Kint Roger		at the time employment begins.) Maiden Name	3)	Document # = docu	ıment nı	ımber listed in the
Address (Street Name and Number) 1000 Main Street	Apt. #	Date of Birth (month/day/year) 01/01/1970		passport		
City State Any City MD	Zip Code 2074& I attest, under penalty of perjury, that	Social Security # 100-00-0000 Lam (check one of the following):	4)	Expiration Date = th	ne expira	tion date listed in the
I am aware that federal law provides for imprisonment and/or fines for false statements or use of false documents in connection with the A noncitizen national of the United States (see instructions)				passport (usually o	n the pag	ge with the photo)
completion of this form.	A lawful permanent resident (Alien *) An alien authorized to work (Alien * or Admission *) until (expiration date, if applicable - month/day/year) 04/20/2006		5)	Document # = Departure number listed on the I-		
Employee's Signature Rager. Kind Date (month/day/year) 04/03/2005				94 card		
Preparer and/or Translator Certification (To be completed and signed (Section 1 is prepared by a person other than the employee.) I attest, under penalty of perjury, that I have assisted in the completion of this form and that to the best of my knowledge the information is true and correct. Preparer's Translator's Signature Print Name			6)	Expiration Date = the date or notation listed on		
Address (Street Name and Number, City, State, Zip Code)	,	Date (month/day/year)		the I-94 card		
Section 2. Employer Review and Verification (To be completed and signed by employer. Examine one document from List A OR examine one document from List B and one from List C, as listed on the reverse of this form, and record the title, number, and expiration date, if any, of the document(s).			7)	Expiration Date = the expiration date on the		
List A OR Document title: Foreign Passport	List B AND	List C		I-797		
Issuing authority: Republic of Document #: 1234567890 Expitation Date (f/any): 01/01/2012 Document #: H-1b/I-94 62663312312 Expitation Date (f/any): 04/20/2006 CERTIFICATION: I attest, under penalty of per the above-listed document(s) appear to be genuin (month/day/year) and that to the employment agencies may omit the date the emp Signature of Employer or Authorized Expresentative ———————————————————————————————————	examine one documexpiration date, if a	nent from List B and one, any, of the document(s).) List A Coneign Passport Lepublic of 1234567890	or OR	o be completed and signed by emp st C, as listed on the reverse of thi List B	loyer. Examine is form, and red AND	e one document from List A OR cord the title, number, and List C
C. If employee's previous grant of work authorization has Document Title: Lattest, under penalty of perjury, that to the best of my	5 Document #: H-1b/	I-94 62663312312			-	
document(s), the document(s) I have examined appear Signature of Employer or Authorized Representative	6 Expiration Date (if	, <u>0 1/ 2 0/ 2 0 0 0</u>				
CERTIFICATION: I attest, under penalty of perjury, that I have examined the document(s) presented by the above-named employee,						