**Key Findings of the 2013 E-Verify User Survey**
June 2014

More than 520,000 employers at over 1.5 million hiring sites nationwide are using E-Verify to help them confirm whether their newly hired employees are eligible to work in the United States. In 2013, the research firm Westat conducted an in-depth survey of nearly 3000 randomly sampled E-Verify employers to assess their satisfaction with the program, shed light on how they are using E-Verify, and suggest recommendation for further improvements. The following are key findings from the survey.

Employer Confidence and Satisfaction with E-Verify

1. Most E-Verify employers believe that E-Verify is effective (92 percent) and perceive it as highly accurate (89 percent).

2. Overall, 97 percent of E-Verify employers agree that the system is user friendly. They continue to express high levels of satisfaction with E-Verify's features and processes, including enrollment and start-up, system navigation, system reliability, program resources, and technical help.

3. Most E-Verify employers agree that the mandatory tutorial adequately prepared them to use E-Verify (93 percent), that the tutorial was easy to understand (91 percent), and that it answered all of their questions (87 percent).

4. Among employers who participate in E-Verify because of federal, state, or local government requirements, 70 percent say that they would be "likely" or "very likely" to continue with the program even if they were not required to do so.

5. For 84 percent of employers, using E-verify has either had a positive or neutral effect on their willingness to hire job applicants who appear to be foreign born.

   o Of the employers for whom using E-Verify has *increased* their willingness to hire workers who appear to be foreign born, virtually all express positive attitudes about the benefits of E-Verify. Specifically, they mention that using E-Verify takes the guesswork out of determining the validity of documents, provides immediate results, offers reassurance that the company is not hiring unauthorized workers, and helps them show a good faith effort to comply with the law.

Acceptable Use of E-Verify
U.S. Citizenship and Immigration Services strictly prohibits the use of E-Verify for discriminatory practices such as pre-screening applicants before they are hired; selectively screening workers; firing workers because they receive Tentative Nonconfirmations (TNCs) of their employment eligibility; and restricting work assignments, delaying training, or reducing pay until work authorization is confirmed. This report finds that very few employers engage in these unacceptable uses of the E-Verify system.

1. Ninety-seven percent of E-Verify employers reported using the program for all new hires.

2. A large majority (98 to 99 percent) of employers report that they always provide written notification of TNCs and notify workers about TNCs within three days, as required. Ninety-three percent say that they always do so in private.

3. Less than 1 percent of employers who experienced having an employee receive an E-Verify TNC reported firing the employee.