

i9 Advantage Introduces Remote⁹ to Help Employers Deal with Remote Hiring Challenge

As remote hires continue to increase, companies are faced with finding a way to comply with Form I-9 rules – completing within the one-day/three-day rule, and ensuring a company representative views original documents, with the employee present.

The number of employees who telecommute continues to increase, according to TeleworkResearchNetwork.com. As companies hire talent from across the country, they are finding a new compliance challenge cropping up – ensuring the Form I-9 is completed within the one-day/three-day rule.

“Due to the needs of organizations to have employees based across the United States, companies are no longer bound by geography when hiring,” says Aaron Bernstine, i9 Advantage Director of Business Development. “As a result, we’re seeing these businesses struggle to maintain compliance by having the Form I-9 completed within the time frame provided by the government.”

Those companies who are not compliant could face harsh penalties if audited by U.S. Immigration and Customs Enforcement (ICE.)

“Companies are doing their best to get the Form I-9s completed,” says Bernstine. “They’re faxing copies, at times, and may not have a designated representative completing Section 2 in person. Though they are putting their best foot forward, they continue to remain non-compliant by the standards put forth by the federal government.”

Three important rules about the Form I-9 - completing Section 1 by the first day of hire, and Section 2 by the third day of paid employment, coupled with the requirement that original documents for Section 2 must be viewed – are difficult when the employee is working remotely from their home office in Tortilla Flat, Arizona (population 6.)

“At i9 Advantage, we saw this as a tremendous opportunity to assist companies with their I-9s and remain, and in some cases, reach a level of compliance that they previously felt was impossible,” says Bernstine.

As a result, i9 Advantage, the leading provider of electronic I-9 software for resellers, is introducing a Remote⁹, a Remote Hire module that will allow companies to ensure all of their hires are in compliance. Through the I-9 software, remote employees and the authorized agent (if known) receive unique login and password information, enabling them to log directly into the i9 System to complete the Form I-9 correctly and in compliance. If the authorized agent isn’t known, the employee receives instructions about how to locate an acceptable authorized agent to act on behalf of the company.

Company Administrators can track and manage the Remote Hire cases from their dashboard, while customized reports provide updates about remote hire activity in the field.

If you are interested in learning more about i9 Advantage and how the Remote Hire option can help you or your clients, contact sales@i9advantage.com.