

# Practical Briefs

Legal Updates for Today's Proactive Manager

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## Special Alert:

### ICE Issues 652 Audit Notices in One Day— Employers Beware!

U.S. Immigration and Customs Enforcement (ICE) has begun serious implementation of what it calls its “new comprehensive strategy to reduce the demand for illegal employment and protect employment opportunities for the nation's lawful workforce.” This week, ICE reported that it issued Notices of Inspection (NOIs) to 652 businesses nationwide. The number of NOIs issued on July 1<sup>st</sup> is substantially more than the number issued overall in the prior fiscal year.

ICE reports that it will carry out its increased enforcement by focusing on worksite audits and investigations, particularly of employers that ICE suspects of “cultivating illegal workplaces by knowingly employing illegal workers.”

**Businesses should act quickly to review their internal policies, procedures, and I-9 records to ensure they are in compliance with federal immigration and other federal and state workplace laws.** Employers of any size are required by fed-

eral immigration laws to complete and retain a Form I-9 for each individual they hire in the U.S., and employers must also review and record each worker's employment eligibility and identity documents and determine whether the documents reasonably appear to be genuine and related to the individual.

Should ICE perform an audit at a worksite and determine that a business has not complied with I-9 requirements or has hired illegal workers, the penalties can be severe. In recent months, ICE and the U.S. Department of Justice have seized business assets, imposed substantial fines, and even arrested and prosecuted business owners, human resource managers, and other supervisors.

If you need assistance in preparing for or responding to an NOI, or if you would like assistance in performing an internal audit to ensure compliance with applicable immigration and other workplace-related laws, please contact one of our attorneys to discuss further.

#### SPECIAL POINTS OF INTEREST:

- *ICE Issues 652 Audit Notices in One Day—Employers Beware!*

#### UPCOMING COMMUNITY EVENTS:

To Register for our Seminar:  
**“Succession Planning for the  
Family Owned Business”**

July 29, 2009 from 11:30 to 1,  
please visit

[www.adgloballaw.com](http://www.adgloballaw.com)

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