

# **AMENDED FORM I-9 FORM INSTRUCTIONS**

## **1. PURPOSE:**

- 1.1. Companies hiring new workers typically will insist on verifying their eligibility to work using one or more of the following:
  - 1.1.1. Government ID, such as a passport.
  - 1.1.2. Form I-9 in the case of those without a passport.
  - 1.1.3. The E-Verify System operated by the Department of Homeland Security (DHS).
- 1.2. The form has several pitfalls to avoid, including:
  - 1.2.1. The US Citizenship and Immigration Service says that the form IS NOT required as eligibility to work for those possessing a USA passport. You compromise your civil status and acquire a STATUTORY status if you are a state national and fill out the form anyway. See:

*"The documents on List A show both identity and employment authorization. **Employees presenting an acceptable List A document should not be asked to present any other document.** Some List A documents are in fact a combination of 2 or more documents. In these cases, the documents presented together count as one List A document."*

*[List A Documents; <https://www.uscis.gov/i-9-central/acceptable-documents/list-documents/form-i-9-acceptable-documents>]*

- 1.2.2. If uses the statutory words "Employer", which wrongfully associates the hiring company with the statutory status of "Employer" found at 26 U.S.C. §3401(d).
- 1.2.3. If uses the statutory words "Employee", which wrongfully associates the worker company with the statutory status of "Employee" found at 26 U.S.C. §3401(c), and 5 U.S.C. §2105(a).
- 1.2.4. It limits the citizenship choices to not include either a state citizen, "state national", and "non-resident non-person".
- 1.2.5. It misrepresents who is required to complete the I-9 Form. The law at 8 U.S.C. §1324a says that the only people required to fill out the I-9 form are federal instrumentalities, not private people.

*8 U.S.C. §1324a*

*(7) Application to Federal Government*

*For purposes of this section, the term "entity" includes an entity in any branch of the Federal Government.*

To do otherwise would constitute involuntary servitude.

- 1.2.6. The perjury statement places the submitter on federal territory per 28 U.S.C. §1746. Most submitters of this form are in states of the Union and OUTSIDE the statutory "United States"/federal territory. Therefore it would be fraudulent to complete the perjury statement as presented on the form.
- 1.3. This amended form I-9 remedies the following deficiencies found in the standard form I-9:
  - 1.3.1. WARNING: Those who are state nationals possessing a USA passport DO NOT need to submit this form and SHOULD not submit it. If the company they are applying with demands the form, show them the link in section 1.2.1 above proving that it is NOT required.
  - 1.3.2. Defines the word "Employer" to mean "Private Company" and not a statutory "Employer" per 26 U.S.C. §3401(d).
  - 1.3.3. Defines the word "Employee" with "Private Worker" and NOT a statutory "employee" per 26 U.S.C. §3401(c) or 5 U.S.C. §2105(a).
  - 1.3.4. Excludes any statutory meaning of ANY term used on the form.
  - 1.3.5. Indicates that any attempt to treat or interpret the terms on the form as having a statutory meaning makes the form CRIMINAL perjury on the part of anyone doing so.
  - 1.3.6. Defines the citizenship terms to exclude statutory statuses. "citizen of the United States" has been replaced with "citizen of the United States of America" and it the option points to the *Affidavit of Citizenship, Domicile, and Tax Status*, Form #02.001.
  - 1.3.7. Defines the term "United States" to exclude federal territory or the government as a legal person.
  - 1.3.8. Adds a warning about the compelled use of government identifying numbers.

- 1.3.9. It changes the perjury statement to refer to 28 U.S.C. §1746(1).
- 1.3.10. It fills in the SSN block and points it to *Why It is Illegal for Me to Request or Use a Taxpayer Identification Number*, Form #04.205.
- 1.3.11. It allows you to fully and unambiguously describe your status. When you check “citizen of the United States OF AMERICA”, it points the recipient to an attached *Affidavit of Citizenship, Domicile, and Tax Status*, Form #02.001, which ensures that no court or government officer who ever accepts or reads the form has an opportunity to make false presumptions about your status.

1.4. NOTE about changes to government forms:

Nowhere in the underlying law are the terms “employee”, “employer”, or “United States” defined or even required. The implementation of the underlying law at 8 U.S.C. §1124a does not require the use or definition of the terms on the form. Therefore, there is no prohibition against publishing a modified version of the form that does not use a specific term or which defines all terms used.

**2. PROCEDURE FOR USE:**

2.1. Download and read the following so you are familiar with all the nuances of government numbers.

*About SSNs/TINs on Government Forms and Correspondence*, Form #05.012-describes fraud and deception in the use of government numbers and why you shouldn’t use them  
<http://sedm.org/Forms/FormIndex.htm>

2.2. Complete the citizenship block to check the first item.

2.3. Sign this form under “Worker’s Signature”.

2.4. Download the following forms:

2.4.1. *Affidavit of Citizenship, Domicile, and Tax Status*, Form #02.001

<http://sedm.org/Forms/FormIndex.htm>

2.4.2. *Why It is Illegal for Me to Request or Use a Taxpayer Identification Number*, Form #04.205

<http://sedm.org/Forms/FormIndex.htm>

2.5. Complete and sign the forms that you want to attach this form to.

2.6. **WARNING:** If you are a member, you SHOULD NOT be checking “Alien” on this form. The term “alien” used on the form refers to CONSTITUTIONAL aliens, not statutory aliens. The main thing you want to avoid is being connected with statutory citizen status, or having the recipient confuse CONSTITUTIONAL citizen status with STATUTORY citizen status, which this form does very well. The following injurious consequences could result if you check “Alien” on this form and are a compliant member:

2.6.1. The recipient may demand an Alien identification Number and you won’t have it.

2.6.2. The recipient may demand PROOF of PERMISSION to work in the United States, and you won’t have it.

2.6.3. You will be entered on the DHS list of privileged aliens and subjected to discriminatory treatment at airports. Aliens are searched much more thoroughly than citizens BY LAW. See 8 CFR 235(b).

2.6.4. If you do and you are a public officer in the government, you could make yourself ineligible for office, because all public offices must be constitutional citizens.

2.6.5. You could be accused of perjury, because the form is signed under perjury. The reason is that you will identify yourself as a nonresident alien on tax forms but a Citizen on the I-9, which would appear to be a contradiction, but isn’t because Title 8 and Title 26 depend on DIFFERENT definitions of “United States”.

2.7. If you submit this form and describe yourself as a citizen, and yet also claim to be a nonresident alien, you should do your homework and be prepared to educate the recipient of the form because they will usually falsely PRESUME all the following:

2.7.1. That NATIONALITY and DOMICILE are equivalent, even though they are not.

2.7.2. That a CONSTITUTIONAL and a STATUTORY “citizen” are equivalent, even though they are not.

2.7.3. That the “United States” you are a citizen of has the same meaning within Title 8 as it does in Title 26, which it DOES NOT.

You should therefore fully understand the distinctions of all the above and be able to calmly discuss it with the acceptance agent, who is usually an uninformed payroll clerk who doesn’t read the law. You should carefully read and review the following document so that you are prepared to answer any questions or objections the payroll clerk might have arising from the above FALSE presumptions:

*Why You are a “national”, “state national”, and Constitutional but not Statutory Citizen*, Form #05.006  
<http://sedm.org/Forms/FormIndex.htm>

**3. FURTHER READING AND RESEARCH:**

3.1. *Federal and State Tax Withholding Options for Private Employers*, Form #09.001-Detailed information about how to correctly complete withholding paperwork. For workers and companies. Section 21.9 deals with the I-9 form.

- <http://sedm.org/Forms/FormIndex.htm>
- 3.2. *Income Tax Withholding and Reporting Course*, Form #12.004  
<http://sedm.org/Forms/FormIndex.htm>
- 3.3. *About SSNs/TINs on Government Forms and Correspondence*, Form #05.012-describes fraud and deception in the use of government numbers and why you shouldn't use them  
<http://sedm.org/Forms/FormIndex.htm>
- 3.4. *Affidavit of Citizenship, Domicile, and Tax Status*, Form #02.001  
<http://sedm.org/Forms/FormIndex.htm>
- 3.5. *Why It is Illegal for Me to Request or Use a Taxpayer Identification Number*, Form #04.205  
<http://sedm.org/Forms/FormIndex.htm>



# Instructions for Work Eligibility Verification

Department of Homeland Security  
U.S. Citizenship and Immigration Services

USCIS  
Form I-9  
OMB No. 1615-  
0047

**Read all instructions carefully before completing this form.**

**Anti-Discrimination Notice.** It is illegal to discriminate against any work-authorized individual in hiring, discharge, or recruitment or referral for a fee, or in the work eligibility verification (Form I-9 and E-Verify) process based on the individual's citizenship status, immigration status or national origin. Companies **CANNOT** specify which document(s) they will accept for a worker. The refusal to hire an individual because the documents presented have a future expiration date may also constitute illegal discrimination. For more information, call the Office of Special Counsel for Immigration-Related Unfair Employment Practices (OSC) at 1-800-255-7688(workers), 1-800-255-8155 (companies), or 1-800-237-2515 (TDD), or visit [www.justice.gov/crt/about/osc](http://www.justice.gov/crt/about/osc).

## What Is the Purpose of This Form?

Companies must complete Form I-9 to document verification of the identity and work authorization of each new worker (both citizen and noncitizen) hired after November 6, 1986, to work in the United States. In the Commonwealth of the Northern Mariana Islands (CNMI), companies must complete Form I-9 to document verification of the identity and work authorization of each new worker (both citizen and noncitizen) hired after November 27, 2011. Companies should have used Form I-9 CNMI between November 28, 2009 and November 27, 2011.

## General Instructions

Companies are responsible for completing and retaining Form I-9. For the purpose of completing this form, the term "company" means all companies, including those recruiters and referrers for a fee who are agricultural associations, agricultural companies, or farm labor contractors.

Form I-9 is made up of three sections. Companies may be fined if the form is not complete. Companies are responsible for completed forms. Do not mail completed forms to the U.S. Citizenship and Immigration Services (USCIS) or Immigration and Customs Enforcement (ICE).

## Section 1. Worker Information and Attestation

Newly hired workers must complete and sign Section 1 of Form I-9 **no later than the first day of work**. Section 1 should never be completed before an worker has accepted a job offer.

**Name:** Provide your full legal last name, first name, and middle initial. Your last name is your family name or surname. If you have two last names or a hyphenated last name, include both names in the last name field. Your first name is your given name. Your middle name is the first letter of your second given name, or the first letter of your middle name, if any.

**Other names used:** Provide all other names used, if any (including maiden name). If you have no other legal names, write "N/A".

**Address:** Provide the address where you currently live, including Street Number and Name, Apartment Number (if applicable), City, State, and Zip Code. Do not provide a post office box address (P.O. Box). Only border commuters from Canada or Mexico may use an international address in this field.

**Date of Birth:** Provide your date of birth in the mm/dd/yyyy format. For example, January 23, 1950, should be written as 01/23/1950.

**U.S. Social Security Number:** Provide your 9-digit Social Security number. Providing your Social Security Number is voluntary. However, if your company participates in E-verify, you must provide your Social Security number.

**E-mail Address and Telephone Number (Optional):** You may provide your e-mail address and telephone number. Department of Homeland Security (DHS) may contact you if DHS learns of a potential mismatch between the information provided and the information in DHS or Social Security Administration (SSA) records. You may write "N/A" if you choose not to provide this information.

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All workers must attest in Section 1, under penalty of perjury, to their citizenship or immigration status by checking one of the following four boxes provided on the form:

**1. A citizen of the United States**

**2. A noncitizen national of the United States:** Noncitizen nationals of the United States are persons born in American Samoa, certain former citizens of the Trust Territory of the Pacific Islands, and certain children of noncitizen nationals born abroad.

**3. Lawful permanent resident:** A lawful permanent resident is any person who is not a U.S. citizen and who resides in the United States under legally recognized and lawfully recorded permanent residence as an immigrant. The term “lawful permanent resident” includes conditional residents. If you check this box, write either your Alien Registration Number (A-Number) or USCIS Number in the field next to your selection. At this time, the USCIS Number is the same as the A-Number without the “A” prefix.

**4. An alien authorized to work:** If you are not citizen or national of the United States or a lawful permanent resident, but are authorized to work in the United States, check this box.

- a Record the date that your work authorization expires, if any. Aliens whose work authorization does not expire, such as refugees, asylees, and certain citizens of the Federate States of Micronesia, the Republic of the Marshall Islands, or Palau, may write “N/A” on this line.
- b Next, enter your Alien Registration Number (A-Number)/USCIS Number. At this time, the USCIS Number is the same as your A-Number without the “A” prefix. If you have not received an A-Number/USCIS Number, record your Admission Number. You can find your Admission Number on Form I-94, “Arrival-Departure Record,” or as directed by USCIS or U.S. Customs and Border Protection (CBP).
  - (1) If you obtained your admission number from CBP in connection with arrival in the United States, then also record information about the foreign passport you used to enter the United States (number and country of issuance).
  - (2) If you obtained your admission number from USCIS *within the United States*, or you entered the United States without a foreign passport, you must write “N/A” in the Foreign Passport Number and Country of Issuance fields.

Sign your name in the “Signature of Worker” block and record the date you completed and signed Section 1. By signing and dating this form, you attest that the citizenship and immigration status you selected is correct and that you are aware that you may be imprisoned and/or fined for making false statements or using false documentation when completing this form. To fully complete this form, you must present to your company documentation that establishes your identity and work authorization. Choose which documents to present from the Lists of Acceptable Documents, found on the last page of this form. You must present this documentation no later than the third day after beginning work, although you may present the required documentation before this date.

**Preparer and/or Translator Certification**

The Preparer and/or Translator Certification must be completed if the worker requires assistance to complete Section 1 (e.g., the worker needs the instructions or responses translated, someone other than the worker fills out the information blocks, or someone with disabilities needs additional assistance). The worker must sign Section 1.

**Minors and Certain Workers with Disabilities (Special Placement)**

Parents or legal guardians assisting minors (individuals under 18) and certain workers with disabilities should review the guidelines in *Handbook for Companies: Instructions for Completing Form I-9 (M-274)* on [www.uscis.gov/I-9Central](http://www.uscis.gov/I-9Central) before completing Section 1. These individuals have special procedures for establishing identity if they cannot present any identity document for Form I-9. The special procedures include (1) the parent or legal guardian filling out Section 1 and writing “minor under age 18” or “special placement,” whichever applies, in the worker signature block; and (2) the company writing “minor under age 18” or “special placement” under List B in Section 2.

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## Section 2. Company or Authorized Representative Review and Verification

Before completing Section 2, companies must ensure that Section 1 is completed properly and on time. Companies may not ask an individual to complete Section 1 before he or she has accepted a job offer.

Companies or their authorized representatives must complete Section 2 by examining evidence of identity and work authorization within 3 business days of the worker's first day of work. For example, if an worker begins work on Monday, the company must complete Section 2 by Thursday of that week. However, if an company hires an individual for less than 3 business days, Section 2 must be completed no later than the first day of work. An company may complete Form I-9 before the first day of work if the company has offered the individual a job and the individual has accepted.

Companies cannot specify which documents(s) workers may present from the List of Acceptable Documents, found on the last page of Form I-9, to establish identity and work authorization. Workers must present one selection from List A **OR** a combination of one selection from List B and one selection from List C. List A contains documents that show both identity and work authorization. Some List A documents are combination documents. The worker must present combination documents together to be considered a List A document. For example, a foreign passport and a Form I-94 containing an endorsement of the alien's nonimmigrant status must be presented together to be considered a List A document. List B contains documents that show identity only, and List C contains document that show work authorization only. If an worker presents a List A document, he or she should not present a List B or List C document, and vice versa. If an company participates in E-Verify, the List B document must include a photograph.

In the field below the Section 2 introduction, companies must enter the last name, first name and middle initial, if any, that the worker entered in Section 1. This will help to identify the pages of the form should they get separated.

Companies or their authorized representative must:

1. Physically examine each original document the worker presents to determine if it reasonably appears to be genuine and to relate to the person presenting it. The person who examines the document must be the same person who signs Section 2. The examiner of the documents and the worker must both be physically present during the examination of the worker's documents.
2. Record the document title shown on the Lists of Acceptable Documents, issuing authority, document number and expiration date (if any) from the original document(s) the worker presents. You may write "N/A" in any unused fields.

If the worker is a student or exchange visitor who presented a foreign passport with a Form I-94, the company should also enter in Section 2:

- a The student's Form I-20 or DS-2019 number (Student and Exchange Visitor Information System-SEVIS Number); **and** the program end date from Form I-20 or DS-2019.
3. Under Certification, enter the worker's first day of work. Temporary staffing agencies may enter the first day the worker was placed in a job pool. Recruiters and recruiters for a fee also do not enter the worker's first day of work.
4. Provide the name and title of the person completing Section 2 in the Signature of Company or Authorized Representative field.
5. Sign and date the attestation on the date Section 2 is completed.
6. Record the company's business name and address.
7. Return the worker's documentation.

Companies may, but are not required to, photocopy the document(s) presented. If photocopies are made, they should be made for **ALL** new hires or reverifications. Photocopies must be retained and presented with Form I-9 in case of an inspection by DHS or other federal government agency. Companies must always complete Section 2 even if they photocopy an worker's document(s). Making photocopies of an worker's document(s) cannot take the place of completing Form I-9. Companies are still responsible for completing and retaining Form I-9.



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## Unexpired Documents

Generally, only unexpired, original documentation is acceptable. The only exception is that an worker may present a certified copy of a birth certificate. Additionally, in some instances, a document that appears to be expired may be acceptable if the expiration date shown on the face of the document has been extended, such as for individuals with temporary protected status. Refer to the *Handbook for Companys: Instructions for Completing Form I-9 (M-274)* or I-9 Central ([www.uscis.gov/I-9Central](http://www.uscis.gov/I-9Central)) for examples.

## Receipts

If an worker is unable to present a required document (or documents), the worker can present an acceptable receipt in lieu of a document from the Lists of Acceptable Documents on the last page of this form. Receipts showing that a person has applied for initial grant of work authorization, or for renewal of work authorization, are not acceptable. Companys cannot accept receipts if work will last less than 3 days. Receipts are acceptable when completing Form I-9 for a new hire or when reverification is required.

Workers must present receipts within 3 business days of their first day of work, or in the case of reverification, by the date that reverification is required, and must present valid replacement documents within the time frames described below.

There are three types of acceptable receipts:

1. A receipt showing that the worker has applied to replace a document that was lost, stolen or damaged. The worker must present the actual document within 90 days from the date of hire.
2. The arrival portion of Form I-94/I-94A with a temporary I-551 stamp and a photograph of the individual. The worker must present the actual Permanent Resident Card (Form I-551) by the expiration date of the temporary I-551 stamp, or if there is no expiration date, within 1 year from the date of issue.
3. The departure portion of Form I-94/I-94A with a refugee admission stamp. The worker must present an unexpired Employment Authorization Document (Form I-766) or a combination of a List B document and an Unrestricted Social Security card within 90 days.

When the worker provides an acceptable receipt, the company should:

1. Record the document title in Section 2 under the sections title List A, List B, or List C, as applicable.
2. Write the word “receipt” and its document number in the “Document Number” field. Record the last day that the receipt is valid in the “Expiration Date” field.

By the end of the receipt validity period, the company should:

1. Cross out the word “receipt” and its document number in the “Document Number” field. Record the last day that the receipt is valid in the “Expiration Date” field.
2. Record the number and other required document information from the actual document presented.
3. Initial and date the change.

See the *Handbook for Employers: Instructions for Completing Form I-9 (M-274)* at <http://www.uscis.gov/I-9Central> for more information on receipts.

## Section 3. Reverification and Rehires

Companys or their authorized representatives should complete Section 3 when reverifying that an worker is authorized to work. When rehiring an worker within 3 years of the date Form I-9 was originally completed, companys have the option to complete a new I-9 or complete Section 3. When completing Section 3 in either a reverification or rehire situation, if the company’s name has changed, record the name change in Block A.

For workers who provide an work authorization expiration date in Section 1, companys must reverify work authorization on or before the date provided.

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Some workers may write “N/A” in the space provided for the expiration date in Section 1 if they are aliens whose work authorization does not expire (e.g., asylees, refugees, certain citizens of the Federated States of Micronesia, the Republic of the Marshall Islands, Palau). Reverification does not apply for such workers unless they chose to present evidence of work authorization in Section 2 that contains an expiration date and requires reverification, such as Form I-766, Employment Authorization Document.

Reverification applies if evidence of work authorization (List A or List C document) presented in Section 2 expires. However, companies should not reverify:

1. U.S. citizens and noncitizen nationals; or
2. Lawful permanent residents who presented a Permanent Resident Card (Form I-551) for Section 2.

Reverification does not apply to List B documents.

If both Section 1 and Section 2 indicate expiration dates triggering the reverification requirement, the company should reverify by the earlier date.

For reverification, a worker must present unexpired documentation from either List A or List C showing he or she is still authorized to work. Companies CANNOT require the worker to present a particular document from List A or List C. The Worker may choose which document to present.

To complete Section 3, companies should follow these instructions.

1. Complete Block A if a worker’s name has changed at the time you complete Section 3.
2. Complete Block B with the date of rehire if you rehire a worker within 3 years of the date of this form was originally completed, and the worker is still authorized to be employed on the same basis as previously indicated on this form. Also complete the “Signature of Company or Authorized Representative” block.
3. Complete Block C if:
  - a. The work authorization or work authorization document of a current worker is about to expire and requires reverification; or
  - b. You rehire a worker within 3 years of the date this form was originally completed and his or her work authorization or work authorization document has expired. (Complete Block B for this worker as well.)

To complete Block C:

- a. Examine either a List A or List C document the worker presents that shows that the worker is currently authorized to work in the United States; and
  - b. Record the document title, document number, and expiration date (if any).
4. After completing block A, B or C, complete the “signature of Company or Authorized Representative” block, including the date.

For reverification purposes, companies may either complete Section 3 of the new Form I-9 or Section 3 of the previously completed Form I-9. Any new pages of Form I-9 completed during reverification must be attached to the worker’s original Form I-9. If you choose to complete Section 3 of a new Form I-9, you may attach just the page containing Section 3, with the worker’s name entered at the top, to the worker’s original Form I-9. If there is a more current version of Form I-9 at the time of reverification, you must complete Section 3 of that version of the form.

### **What Is the Filing Fee?**

There is no associated filing fee for completing Form I-9. This form is not filed with USCIS or any government agency. Form I-9 must be retained by the company and made available for inspection by U.S. Government officials as specified in the “**USCIS Privacy Act Statement**” below.

### **USCIS Forms and Information**

For more detailed information about completing Form I-9, companies and workers should refer to the *Handbook for Employers: Instructions for Completing Form I-9 (M-274)*.



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You can also obtain information about Form I-9 from the USCIS Web site at [www.uscis.gov/I-9Central](http://www.uscis.gov/I-9Central), by e-mailing USCIS at [I-9Central@dhs.gov](mailto:I-9Central@dhs.gov), or calling **1-888-464-4218**. Form TDD (hearing impaired), call **1-877-875-6028**.

To obtain USCIS form or the Handbook for Employers, you can download them from the USCIS Web site at [www.uscis.gov/forms](http://www.uscis.gov/forms). You may order USCIS forms by calling our toll-free number at 1-800-870-3676. You may also obtain forms and information by contacting the USCIS National Customer Service Center at **1-800-375-5283**. For TDD (hearing impaired), call **1-800-767-1833**.

Information about E-Verify, a free and voluntary program that allows participating companies to electronically verify the work eligibility of their newly hired workers. Can be obtained from the USCIS Web site at [www.dhs.gov/E-Verify](http://www.dhs.gov/E-Verify), by e-mailing USCIS at [E-Verify@dhs.gov](mailto:E-Verify@dhs.gov) or calling 10888046404218. For TDD (hearing impaired), call 1-877-875-6028.

Workers with questions about Form I-9 and/or E-Verify can reach the USCIS worker hotline by calling **1-888-897-7781**. For TDD (hearing impaired), call **1-877-875-6028**.

### Photocopying and Retaining Form I-9

A blank Form I-9 may be reproduced, provided both sides are copied. The instructions and Lists of Acceptable Documents must be available to all workers completing this form. Companies must retain each worker's completed I-9 for as long as the individual works for the company. Companies are required to retain the pages of the form on which the worker and company enter data. If copies of documentation presented by the worker are made, those copies must also be kept with this form. Once the individual's work ends, the company must retain this form for either 3 years after the date of hire or 1 year after the date work ended, whichever is later.

Form I-9 may be signed and retained electronically, as authorized in Department of Homeland Security regulations at 8 CFR 274a.2.

### USCIS Privacy Act Notice

**AUTHORITIES:** The authority for collecting this information is the Immigration Reform and Control Act of 1986, Public Law 99-603 (8 USC 1324a).

**PURPOSE:** This information is collected by companies to comply with the requirements of the Immigration Reform and Control Act of 1986. This law requires that companies verify the identity and work authorization of individuals they hire for work or preclude the unlawful hiring, or recruiting or referring for a fee, of aliens who are not authorized to work in the United States.

**DISCLOSURE:** Submission of the information required in this form is voluntary. However, failure of the company to ensure proper completion of this form for each worker may result in the imposition of civil or criminal penalties. In addition, employing individuals knowing that they are unauthorized to work in the United States may subject the company to civil and/or criminal penalties.

**ROUTINE USES:** This information will be used by companies as a record of their basis for determining eligibility for an worker to work in the United States. The company will keep this form and make it available for inspection by authorized officials of the Department of Homeland Security, Department of Labor, and Office of Special Counsel for Immigration-Related Unfair Employment Practices.

### Paperwork Reduction Act

An agency may not conduct or sponsor an information collection and a person is not required to respond to a collection of information unless it displays a currently valid OMB control number. The public reporting burden for this collection of information is estimated at 35 minutes per response, including the time for reviewing instructions and completing and retaining the form. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to: U.S. Citizenship and Immigration Services, Regulatory Coordination Division, 20 Massachusetts Avenue, N.W., Washington, DC 20529-22140. OMB No. 1615-0047. **Do not mail your completed Form I-9 to this address.**



# Work Eligibility Verification

Department of Homeland Security  
U.S. Citizenship and Immigration Services

USCIS  
Form I-9

OMB No. 1615-0047

**START HERE. Read instructions carefully before completing this form. The instructions must be available during completion of this form.**

**ANTI-DISCRIMINATION NOTICE:** It is illegal to discriminate against work-authorized individuals. Companies CANNOT specify which document(s) they will accept from an worker. The refusal to hire an individual because the documents have a future expiration date may also constitute illegal discrimination.

Section 1. Worker Information and Attestation (Workers must complete and sign Section 1 of Form I-9 no later than the first day of work, but not before accepting a job offer.)						
Last Name (Family Name)		First Name (Given Name)		Middle Initial	Other Names Used (if any)	
Address (Street Number and Name)		Apt. Number	City or Town		State	Zip
Date of Birth (mm/dd/yyyy)	U.S. Social Security Number		E-Mail Address		Telephone Number	

**I am aware that federal law provides for imprisonment and/or fines for false statements or use of false documents in connection with the completion of this form.**

**I attest, under penalty of perjury, that I am (check one of the following):**

- A CONSTITUTIONAL "citizen of the United States of America" per the Fourteenth Amendment and statutory "non-resident non-person" in relation to national and state government per attached Affidavit of Citizenship, Domicile, and Tax Status, Form #02.001. NOT a STATUTORY "citizen" per 8 U.S.C. §1401, 26 C.F.R. §1.1-1(c), or 26 U.S.C. §3121(e). CSP code of "B" and not "A" in records of SSA.
- A noncitizen national of the United States (see instructions)
- A lawful permanent resident (Alien Registration Number/USCIS Number): \_\_\_\_\_
- An alien authorized to work until (expiration date, if applicable, mm/dd/yyyy) \_\_\_\_\_. Some aliens may write "N/A" in this field.

For aliens authorized to work, provide your Alien Registration Number/USCIS Number OR Form I-94 Admission Number:

1. Alien Registration Number/USCIS Number: \_\_\_\_\_

**OR**

2. Form I-94 Admission Number: \_\_\_\_\_

If you obtained your admission number from CBP in connection with your arrival in the United States, include the following:

Foreign Passport Number: \_\_\_\_\_

Country of Issuance: \_\_\_\_\_

<b>3-D Barcode</b> <b>Do Not Write in This Space</b>
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Some aliens may write "N/A" on the Foreign Passport Number and Country of Issuance fields. (See instructions)

Signature of Private Worker:	Date (mm/dd/yyyy):
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**Preparer and/or Translator Certification (To be completed and signed if Section 1 is prepared by a person other than the Worker.)**

**I attest, under penalty of perjury from WITHOUT the "United States" and from within the "United States OF AMERICA" per 28 U.S.C. §1746(1), that I have assisted in the completion of this form and that to the best of my knowledge the information is true and correct.**

Signature of Preparer or Translator		Date (mm/dd/yyyy):		
Last Name (Family Name)		First Name (Given Name)		
Address (Street Number and Name)		City or Town	State	Zip

This submission is false, misleading, and criminally perjurious without page 10 and all attachments included in all systems of records where it is maintained.

## **DEFINITIONS APPLYING TO THIS I-9 FORM:**

The typical government form does not define any of the terms used. Courts have routinely held that you may not trust government publications and statements of government agents and this form and the associated instructions fall in that category. Therefore, this section defines the terms in order to avoid the parties signing from becoming the victim of injurious presumptions or any law enforcement actions by anyone reading the completed form in the government. All such presumptions in contradiction to the definitions provided herein are stipulated to be a violation of due process of law and will make the content of this form a criminal PERJURY, for which the INTERPRETER of the form shall be liable.

None of the terms used on the form shall have ANY statutory meaning found in any state or federal law. Only public entities and offices are subject to the civil laws of any government and the Submitter and Recipient of this form are NOT public entities or offices in the context of their business relationship both before or after they are hired or accepted. Parties to this transaction consent and agree that they are NOT acting in a public capacity or as an agent of any government, and therefore by defining said terms as indicated herein, they are exercising their absolute right to contract to contract the state and federal governments ENTIRELY out of their CIVIL relationship, to insist on common law and equity, and to reject the civil law. Instead, only the meaning defined herein or the common meaning shall apply to the meaning of any and all terms.

**“Employer”:** A private company not acting as any of the following in relation to “Worker”: 1. A federal “employer” per 26 U.S.C. §3401(d); 2. Government public officer; 3. Federal instrumentality per 26 U.S.C. §6331(a); 4. “Withholding Agent” per 26 U.S.C. §7701(a)(16).

**“Employee”:** A private human being not acting as any of the following in relation to “Company”: 1. Statutory “employee” per 26 U.S.C. §3401(c) or 5 U.S.C. §2105(a); 2. “person” per 8 U.S.C. §1324a(a) or 26 U.S.C. §7701(c); 3. “individual” per 26 CFR §1.1441-1(c)(3); 4. “taxpayer” per 26 U.S.C. §77(a)(14). Synonymous with PRIVATE WORKER who is EQUAL and not SUBSERVIENT to any and every government.

**“United States”:** States of the Union mentioned in the United States Constitution. Excludes federal territory or statutory “States” defined in 8 U.S.C. §1101(a)(36), 4 U.S.C. §110(d), 26 U.S.C. §7701(a)(10), or 42 U.S.C. §1301(a)(1), or any other federal law.

**“person”:** A private human being. Not a federal instrumentality per 8 U.S.C. §1324a(a)(1) and (a)(7).

**CONSTITUTIONAL “citizen of the United States”:** A human being who is: 1. Born in a constitutional State of the Union; AND 2. Not domiciled on federal territory or subject to federal law; AND 3. Not acting as a public officer per 26 U.S.C. §7701(a)(26), “person” per 8 U.S.C. §1324a(a), or “person” under any federal law; AND 4. Not eligible to apply for and not consenting to receive any government “benefit” or identifying number as described in the attached *Why I Am Not Eligible for a Taxpayer Identification Number*, Form #04.205; AND 5. Who is thoroughly described in the attached MANDATORY *Affidavit of Citizenship, Domicile, and Tax Status*, Form #02.001.

## **WORKER/EMPLOYEE REQUIREMENTS FOR THIS APPLICATION:**

1. Federal Rule of Civil Procedure 17(b) states that the capacity to sue or be sued shall be determined by the CIVIL law of the place where the party is domiciled. Worker and Company stipulate that neither is domiciled on federal territory within the statutory “United States” and therefore, they are not subject to federal civil law and are protected ONLY by the common law and equity in a state court in the context of the relationship described in this form.
2. 8 U.S.C. §1324a(1)(7) indicates that the term “entity” only refers to federal instrumentalities and excludes private companies. Therefore, “Employers” on Form I-9 does not include private companies or those domiciled outside the statutory “United States”. It also does not apply to PRIVATE humans not domiciled within the STATUTORY “United States”.
3. Worker does not intend or consent to apply for a position as a statutory “employee” per 5 U.S.C. §2105(a) or 26 U.S.C. §3401(c), who are all public officers in the U.S. government and not private human beings. Rather, he/she is applying for a position as a PRIVATE worker not subject to any federal or state civil law and non-resident to the statutory “United States”, being federal territory and the U.S. government. Hence, there is no federal requirement to meet by submitting this form OTHER than that Worker is NOT foreign born and therefore not a foreign national. A birth certificate alone is sufficient to establish eligibility to work in the CONSTITUTIONAL “United States” and OUTSIDE the STATUTORY “United States” defined in 26 U.S.C. §7701(a)(9) and (a)(10).
4. This form was not filled out voluntarily and was instituted under duress outside the territorial jurisdiction of the national government by all parties concerned. The duress is indicated consists of regarding or enforcing any and every civil statutory status or obligation upon either the Company or the Worker. Involuntary Servitude was outlawed by the Thirteenth Amendment, and being compelled to complete or maintain this form constitutes involuntary servitude. Furthermore, maintaining this information in the records of the Company constitutes compelling them to possibly incriminate themselves per the Fifth Amendment and therefore cannot be compelled.
5. Threatened penalties cannot and do not apply to either the Company or the Worker but the fact that they are THREATENED unjustly against parties who are not subject is the heart of the duress. It is a crime in violation of 18 U.S.C. §912 to represent or impersonate a public office in the U.S. Government what WOULD be subject to said penalties. See *Why Penalties are Illegal for Anything But Government Franchisees, Employees, Contractors, and Agents*, Form #05.010; <http://sedm.org/Forms/FormIndex.htm>.
6. The fact that government is illegally treating everyone as a statutory “citizen”, “resident” or “person”, and therefore criminally and illegally creating public offices is proof that the present government is a de facto government. See  
6.1. *De Facto Government Scam*, Form #05.043; <http://sedm.org/Forms/FormIndex.htm>  
6.2. *Why Statutory Civil Law is Law for Government and Not Private Persons*, Form #05.037; <http://sedm.org/Forms/FormIndex.htm>
7. This form constitutes an offer in commerce to any and every government worker or officer intent on making any commercial, civil enforcement, or criminal enforcement use of information contained on this form so as to “benefit” either themselves personally or the de facto government generally. Worker/Submitter is the Merchant per U.C.C. §2-104(1) and all government entities are Buyers per U.C.C. §2-103(1). All commercial, civil enforcement, or criminal enforcement activities instituted against Worker/Submitter using this information or basing it as probable cause constitutes an implied acceptance by government instrumentalities making said use of the terms governing the use of this PRIVILEGED PRIVATELY owned document and property. Notice to the agent is notice to the principle and to ALL AGENTS and officers in the government. Caveat emptor.
8. Information provided herein by Worker/Submitter is PRIVATE property and may not be entered into any government computer system, including E-Verify. Any attempt to do so qualifies as a “commercial or civil or criminal enforcement” use subject to the franchise agreement covering it. All such uses constitute “purposeful availment”, a waiver of official, judicial, and sovereign immunity under the Foreign Sovereign Immunities Act, 28 U.S.C. Chapter 97 for any person using the information for such purposes.
9. Worker insists that this form be retained in PAPER form, not electronic form. The electronic storage of the content does not allow for the additional information provided herein and therefore will MISREPRESENT status of Worker and render information stored electronically FALSE, FRAUDULENT, or PERJURIOUS and cause Worker to be the victim of criminal witness tampering because this submission is signed under penalty of perjury.
10. Recipient of this form is NOT authorized to act, does not CONSENT to ace, and shall NOT act as a STATUTORY “employer” in relation to the submitter of this form per 26 U.S.C. §3401(d), 26 U.S.C. §6331(a) or 26 U.S.C. §7701(a)(16). All such entities are public office in the government and it is a crime to impersonate such an office per 18 U.S.C. §912.
11. The content of this submission is protected by the *Sovereignty Franchise and Agreement*, Form #06.027; <http://sedm.org/Forms/FormIndex.htm>.



*Company Completes Next Page*



## Section 2. Company or Authorized Representative Review and Verification

(Companies or their authorized representative must complete and sign Section 2 within 3 business days of the Worker's first day of work. You must physically examine one document from List A OR examine a combination of one document from List C as listed on the "Lists of Acceptable Documents" on the next page of this form. For each document you review, record the following information: document title, issuing authority, document number, and expiration date, if any.)

Worker Last Name, First Name and Middle Initial from Section 1: \_\_\_\_\_

LIST A Identity and Work Authorization	OR	LIST B Identity	AND	LIST C Work Authorization
Document Title:		Document Title:		Document Title:
Issuing Authority:		Issuing Authority:		Issuing Authority:
Document Number:		Document Number:		Document Number:
Expiration Date (if any) (mm/dd/yyyy):		Expiration Date (if any) (mm/dd/yyyy):		Expiration Date (if any) (mm/dd/yyyy):
Document Title:		<div style="border: 1px solid black; padding: 10px; width: fit-content; margin: auto;"> <p><b>3-D Barcode Do Not Write in This Space</b></p> </div>		
Issuing Authority:				
Document Number:				
Expiration Date (if any) (mm/dd/yyyy):				
Document Title:				
Issuing Authority:				
Document Number:				
Expiration Date (if any) (mm/dd/yyyy):				

## Certification

I attest, under penalty of perjury, that (1) I have examined the document(s) presented by the above-named Worker, (2) the above listed documents(s) appear to be genuine and to relate to the Worker named, and (3) to the best of my knowledge the Worker is authorized to work in the United States.

The Worker's first day of work (mm/dd/yyyy): \_\_\_\_\_ (See instructions for exemptions.)

Signature of Company or Authorized Representative		Date (mm/dd/yyyy)	Title of Company or Authorized Representative	
Last Name (Family Name)	First Name (Given Name)	Company's Business or Organization Name		
Company's Business or Organization Address (Street Number and Name)		City or Town	State	Zip

## Section 3. Reverification of Rehires (To be completed and signed by Company or authorized representative)

A. New Name (if applicable)	First Name(Given Name)	Middle Initial	B. date of Rehire (if applicable) (mm/dd/yyyy)
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C. If worker's previous grant of work authorization has expired, provide the information for the document from List A or List C the worker presented that establishes current work authorization in the space provided below.

Document Title	Document Number:	Expiration Date (if any) (mm/dd/yyyy)
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I attest, under penalty of perjury, that to the best of my knowledge, this worker is authorized to work in the United States, and if the worker presented document(s), the document(s) I have examined appear to be genuine and to relate to the individual.

Signature of Company or Authorized Representative	Date (mm/dd/yyyy):	Print Name of Company or Authorized Representative
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## LISTS OF ACCEPTABLE DOCUMENTS

**All documents must be unexpired**

Workers may present one selection from List A

Or a combination of one selection from List B and one selection from List C

LIST A Documents that Establish Both Identity and Work Authorization	O R	LIST B Documents that Establish Identity	LIST C Documents that Establish Work Authorization  AND	
1. U.S. Passport or U.S. Passport Card		1. Driver's license or ID card issued by a State or outlying possession of the United States provided it contains a photograph or information such as name, date of birth, gender, height, eye color, and address	1. Social Security Account Number card, unless the card includes one of the following restrictions: (1) NOT VALID FOR WORK (2) VALID FOR WORK ONLY WITH INS AUTHORIZATION (3) VALID FOR WORK ONLY WITH DHS AUTHORIZATION	
2. Permanent Resident Card or Alien Registration Receipt Card (Form I-551)		2. ID card issued by federal, state or local government agencies or entities, provided it contains a photograph or information such as name, date of birth, gender, height	2. Certification of Birth Abroad issued by the Department of State (Form FS-545)	
3. Foreign passport that contains a temporary I-551 stamp or temporary I-551 printed notation on a machine-readable		3. School ID card with a photograph	3. Certification of Report of Birth issued by the Department of State (Form DS-1350)	
4. Work Authorization Document that contains a photograph (Form I-766)		4. Voter's registration card	4. Original or certified copy of birth certificate issued by a State, county, municipal authority, or territory of the United States bearing an official seal	
5. For nonimmigrant alien authorized to work for a specific company because of his or her status: a. Foreign passport; and b. Form I-94 or Form I-94A that has the following: (1) The same name as the passport and (2) An endorsement of the alien's nonimmigrant status, as long as the period of endorsement has not yet expired and the proposed work is not in conflict with any restrictions or limitations identified on the form		5. U.S. Military card or draft record	5. Native American tribal document	
		6. Military dependent's ID card	6. U.S. Citizen ID Card (Form I-197)	
		7. U.S. Coast Guard Merchant Mariner Card	7. Identification Card for Use of Resident Citizen in the United States (Form I-179)	
		8. Native American tribal document	8. Work authorization document issued by the Department of Homeland Security	
		9. Driver's license issued by a Canadian government authority		
6. Passport from the Federated States of Micronesia (FSM) or the Republic of the Marshall Islands (RMI) with Form I-94 or Form I-94A indicating nonimmigrant admission under the Compact of Free Association Between the United States and the FSM or RMI		<b>For persons under age 18 who are unable to present a document listed above:</b>		
		10. School record or report card		
		11. Clinic, Doctor, or hospital record		
		12. Day-care or nursery school record		

**Illustrations of many of these documents appear in Part 8 of the Handbook for Employers (M-274).**

**Refer to Section 2 of the instructions, titled "Company or Authorized Representative Review and Verification," for information about acceptable receipts.**