

# Immigration Reform and Control Act (IRCA)

YOUR LOGO  
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## Do you know your risk and how to avoid fines?

Employers can be fined up to **\$2,126** for minor clerical errors + **\$1,100** for document abuse, totaling up to **\$3,226** per I-9 form.



**Roofing contractor with twenty-seven employees hit with over **\$67,000** in fines for minor clerical errors after being selected for a random audit.**

WHEREFORE, pursuant to section 274A of the Immigration and Nationality Act (the Act), and Part 274a, Title 8, Code of Federal Regulations, it is the intention of the Department to order you to pay a total fine in the amount of **\$67,480.00** (Sixty-seven Thousand, Four hundred-eighty Dollars) for COUNTS I and II.



**Do you know what  
the government  
considers  
document abuse?**

**You may be surprised  
at the answer.**

**801-555-1212**

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

ABC Insurance Agency  
123 Anywhere St  
Anytown, USA 00000

## Enforcement

In some cases, companies are simply audited and fined for errors. However, when a major violation occurs, criminal penalties may be imposed.

Even knowingly hiring subcontractors with undocumented workers have led to fines and criminal charges brought against general contractors and their supervisors.

## What can I do to protect my company?

IRCA compliance doesn't have to be hard. Our comprehensive risk assessment can help identify where your process could use improvements. Contact us today and one of our Risk Advisors can conduct a no-cost, comprehensive risk assessment.

Postage

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