



## **The University of Wyoming will become an E-Verify institution effective July 1<sup>st</sup>, 2017**

### **What is E-Verify?**

E-Verify is an electronic program through which employers verify the employment eligibility of their employees after hire. The program was authorized by the Illegal Immigration Reform and Immigrant Responsibility Act of 1996 (IIRIRA). In short, employers submit information taken from a new hire's Form I-9 (Employment Eligibility Verification Form) through E-Verify to the Social Security Administration and U.S. Citizenship and Immigration Services (USCIS) to determine whether the information matches government records and whether the new hire is authorized to work in the United States. E-Verify is administered by the U.S. Department of Homeland Security, USCIS, Verification Division, and the Social Security Administration.

### **Why Are We Moving to E-Verify?**

More and more employers are using the E-Verify system. It allows us to accurately match social security numbers and names for the records that the IRS requires us to submit to them. More importantly for the University of Wyoming it allows us to offer F-1 OPT STEM extensions to our international graduate students.

Optional Practical Training (OPT) is temporary employment that is directly related to an international student's major area of study. Eligible students can apply to receive up to 12 months of OPT employment authorization before completing their academic studies (pre-completion) and/or after completing their academic studies (post-completion).

Students who have earned degrees in certain science, technology, engineering and math (STEM) fields may apply for a 24-month extension of their post-completion OPT employment authorization if they are employed by an employer who is enrolled in E-Verify.

Being an E-Verify employer provides a distinct advantage in recruiting outstanding international students into our STEM fields, and the Office of International Students and Scholars and the Graduate School are excited about this new possibility.

### **What Does E-Verify Mean for Me?**

U.S. employers are required to verify the employment eligibility of everyone they hire. The [Employee Rights Toolkit](#) may help you understand the rights and roles of the employee, employer and the workforce regarding the Form I-9 and E-Verify processes.

In order to become an E-Verify institution, the University of Wyoming is also required to follow the E-Verify processes for all current UW employees. This will be started automatically after the effective date using data Human Resources already has on file. If for some reason additional information is needed, you will be contacted directly by UW Human Resources to obtain the required data, information and/or documentation.

Your cooperation during this transition period is greatly appreciated. Please direct any related questions you may have to Human Resources at 307-766-5604 or 307-766-5612.