

E-VERIFY STATUS	DESCRIPTION	STATUS IS HANDLED BY	ACTION REQUIRED
Authorized	This response means that the employee is authorized to work in the United States. Employment Authorized is the most common initial response received from E-Verify.	S/C/D	http://www.hr.wayne.edu/esc/docs/case_closure_options.pdf
Employment Authorized with additional verification that can be requested by the employer	This response from E-Verify indicates that the employee has been determined to be Employment Authorized. However, the DHS can perform a more in-depth verification on this employee. The decision to request an additional verification is at the discretion of the employer.	S/C/D	Review the reason for the additional verification and follow the necessary steps. Users may contact ESC if there are any questions about whether additional verification should be requested.
SSA Incomplete DHS Incomplete	This response indicates there are minor discrepancies in the data submitted and the data on record for the employee at SSA or DHS. This status allows the I-9 representative the chance to review/edit the data to confirm accuracy. NOTE: The employee MUST be allowed to continue to work until the case is resolved.	S/C/D	http://www.hr.wayne.edu/esc/docs/how_to_handle_a_ssa_dhs_incomplete.pdf
An error has occurred (REASON HERE)	This response may result from an invalid entry (may be an invalid field format) when completing Section 2 of the I-9. NOTE: The employee MUST be allowed to continue to work until the case is resolved.	S/C/D	Review the reason for the error and follow the necessary steps in order to process an accurate I-9 for the employee.
SSA TNC DHS TNC	A TNC response means that the Social Security Administration (SSA) and/or the U.S. Department of Homeland Security (DHS) could not confirm that the employee's information matches government records. NOTE: The employee MUST be allowed to continue to work until the case is resolved.	Initially, S/C/D – to review I-9 and ensure there are no data entry errors If there are no data entry errors, employee MUST be referred to ESC to handle TNC response	http://www.hr.wayne.edu/esc/docs/how_to_handle_a_ssa_or_dhs_tentative_nonconfirmationtnc.pdf
SSA Final Nonconfirmation DHS Final Nonconfirmation	This response indicates that DHS and/or SSA could not verify the employee's eligibility to work in the United States. This response also occurs when an employee fails to contact SSA or DHS after receiving a tentative non-confirmation. NOTE: S/C/D MUST contact ESC for further instructions	ESC and S/C/D	S/C/D MUST contact ESC for further instructions.
Photo Matching	Process that requires us to verify that the photo displayed in E-Verify is identical to the photo on the document that the employee presented for section 2 of Form I-9. NOTE: The employee MUST be allowed to continue to work until the case is resolved.	ESC	ESC handles the photo matching process.
Referred to SSA Referred to DHS	This response indicates that the employee has been referred to SSA or DHS to resolve tentative nonconfirmation findings. NOTE: The employee MUST be allowed to continue to work until the case is resolved.	ESC	ESC checks I-9 eXpress daily for updated results.
SSA Case in Continuance DHS Case in Continuance	This response indicates that the employee has contacted DHS or SSA to resolve a tentative non-confirmation but the agency needs more time to resolve the problem. NOTE: The employee MUST be allowed to continue to work until the case is resolved.	ESC	ESC checks I-9 eXpress daily for updated results.
Employment Authorized – With Additional Verification Requested Automatically	This response indicates that the employee has been determined to be Employment Authorized. However, the DHS can perform a more in-depth verification on this employee. The additional verification is automatically requested and no additional action is required. The status will be updated to “DHS Verification in Process”. The DHS will respond within three government work days. NOTE: The employee MUST be allowed to continue to work until the case is resolved.	N/A	No action required. DHS will respond within 3 government business days.
DHS Verification in Process	This response means a definitive answer is not yet available. DHS responds to most of these cases within 24 hours, but has up to three government business days to respond. NOTE: The employee MUST be allowed to continue to work until the case is resolved.	N/A	No action required. DHS will respond within 3 government business days.