Exsys Case Study

I-9 Employment Eligibility Verification System

Department of Labor - Small Business Administration

The Department of Labor's Small Business Administration is using expert system technology to provide business owners with assistance in complying with government regulations from various agencies.

One of these is the I-9 Employment Eligibility Verification Form Wizard developed and fielded with Exsys Corvid® knowledge automation expert system software. The I-9 form is required by BCIS (Bureau of Customs and Immigration services - formerly INS) and must be completed and kept on file by employers to show that foreign employees have the proper documentation. The requirements are complicated and even the determination of which workers are employees, rather than contractors or other categories, can be confusing.

By using expert systems, the employer answers specific, easily understood questions and the system can make the determination if an I-9 form is required. If one is needed, the system then assists the employer and employee in determining what documents can be used to meet the reporting requirements. Then using data on the employee generates a completed I-9 form in PDF form with the employee information filled in. This form can then be printed and filed by the employer.

The system was built using Exsys Corvid and fielded using the Corvid Servlet Runtime. This provides an easy to use interface that can be accessed via any Web browser. The actual I-9 form is generated dynamically by the system using a template of the form that is completed using data provided by the employee. This PDF is then sent to the browser, which can open and print the document using Adobe Acrobat Reader.

This system greatly simplifies meeting an important requirement that applies to all companies in the US that have foreign workers. However, the regulations may be confusing and carry stiff penalties for errors. In the past, obtaining assistance required hiring often-expensive legal council. Now, the vast majority of situations can be handled by the expert systems, and difficult border-line cases are identified. This helps employers meet their legal requirements with the least time and expense.