



Your E-Verify and Form I-9 Staffing Compliance Partner

When it comes to staffing your organization and navigating employment eligibility verification requirements, partnerships matter. Staff Management | SMX is recognized by the U.S. federal government as a Best Practice Employer and is committed to complying with all DHS employment verification rules. As a founding charter member of IMAGE and an E-Verify employer, rest assured when you work with Staff Management, all workers will be compliant and documented.

OUR COMMITMENTS



E-Verify: While E-Verify is voluntary for most employers, we pride ourselves in being an E-Verify employer in all jurisdictions we conduct business in. This means every employee nationwide is required to have their employment eligibility verified through E-Verify.



Form I-9 Compliance: All Staff Management | SMX employees and associates are considered our employees, not independent contractors, and are required to complete a Form I-9 at the time of hire and pass E-Verify. We have a robust I-9 Compliance program in place with regular I-9 compliance training provided to all employees who have responsibility for onboarding. Training includes fraudulent document detection and how to spot signs of human trafficking and child labor.



IMAGE Partnership: IMAGE is a Homeland Security Investigations program that provides training and guidance to businesses to enforce fair labor practices. Staff Management | SMX is the only staffing company to be a founding charter member of IMAGE and we remain committed to the best practices and principles of IMAGE.



Ongoing Audits: As part of our I-9 and E-Verify compliance program our team regularly conducts audits to ensure established processes are followed and documents are properly maintained across Staff Management | SMX. We can also help support our existing customers with their own audits to ensure Form I-9 and E-Verify best practices are being followed.



Risk Management: Employing undocumented workers, including via staffing partners can put your business at risk. Penalties can include significant fines, personal liability and imprisonment. We are committed to complying with all laws and protecting your business from unnecessary risk and reputation harm.

For over three decades, Staff Management | SMX has provided workforce compliance and documentation for thousands of workers annually. Hundreds of customers across the U.S. trust us to help them navigate complex immigration and worker documentation requirements. Don't leave your staffing practices at risk – partner with Staff Management | SMX for your onsite staffing needs.