

## Important Updates to Form I-9 and E-Verify Procedures

U.S. Citizenship and Immigration Services (USCIS) has made minor changes to [Form I-9](#), Employment Eligibility Verification, to align with statutory language and updated the DHS Privacy Notice. The revised Form I-9 with an edition date January 20, 2025 and an expiration date May 31, 2027 is now available from USCIS, while the previous edition remains valid until its respective expiration date:

- Form I-9 (August 1, 2023 edition) that is valid until July 31, 2026 (Employers using this form must update their electronic systems with the May 31, 2027 expiration date by July 31, 2026.)

### Key updates include:

- Renaming the fourth checkbox in Section 1 to “An alien authorized to work”
- Revising the descriptions of two List B documents in the Lists of Acceptable Documents
- Adding appropriate statutory language and a revised DHS Privacy Notice to the instructions.

Starting April 3, 2025, E-Verify has updated the Citizenship Status selection during case creation to reflect this statutory language. The selection “A noncitizen authorized to work” will be updated to “An alien authorized to work.”

### People2.0's staffing partners should note:

- If an employee attests on Form I-9 as “A noncitizen authorized to work,” People2.0's authorized representative must select “An alien authorized to work” in E-Verify.
- E-Verify cases will display “An alien authorized to work,” while employees and employers may continue to see “A noncitizen authorized to work” on Form I-9, depending on the form edition being used.

The People2.0 software will have this new Form I-9 tentatively available by May 1, 2025. However, it is important to note that the current version being used is acceptable by USCIS until July 31, 2026. For trainings or questions, please reach out to [HR@People20.com](mailto:HR@People20.com) for assistance.