HireRight: Step-by-Step Guide

Correcting an Employment Eligibility Verification Form I-9

A Form I-9 may need to be edited after it has been signed, as in the following examples:

- Mistakes or typos may have been made on the form by either the employee or the employer.
- The employee may not have been issued a Social Security number (SSN) when completing the form. Later, the Social Security Administration issued the employee an SSN.
- The employee presented a receipt for a lost or stolen document.
- Section 3. Reverification and Rehires was completed in error.

Note: Your HireRight account must have the correct Form I-9 correction permissions enabled. Any field within the Form I-9 may be corrected. All Form I-9 corrections will be recorded in the Audit Trail.

Making Corrections

You can make corrections from the Manage I-9 Forms tab in your HireRight Account:

1. Locate and right-click the form you want to correct.
2. From the pop-up menu, choose Correct I-9 Form. Depending on your permissions, a dialog box will open with several options.

![Correcting I-9 Form in HireRight](image)
3. Select the option for who will make the correction. The example below shows **Send Section 3 to Hiring Manager**.

- If you choose to send the form to the employee or the hiring manager, the system will prompt you for the required name and email address.
- If an employee has more than one Section 3 completed, you will be required to select which Section 3 to correct based on its completion date.

![Form I-9 Corrections Options](image-url)
Correcting Sections 1 and 2

1. Make the necessary corrections in Section 1. In the following example, the word Street is being changed to Sacramento.

2. If you have no changes for Section 1, click Next, and make any necessary changes to Section 2 on the next page. Click the menu on the left to navigate back to a previous section of the form if necessary.

3. Click Next.
Correcting or Permanently Deleting Section 3

1. Make any necessary corrections in Section 3.
   
   **Note:** If you want to permanently delete this Section 3 entry, select the **Permanently Delete Section 3** box.

2. Click **Next**.

![Image of Employment Eligibility Verification - Updating & Reverification form]
Reviewing Corrections and Submitting Changes

1. From the Correction Review form, carefully review the changes you have made. The review page displays the old value (Street) and the new value (Sacramento).

2. If you are ready to commit the changes, click **Submit Changes**.

![Correction Review Form]

Notes:

- **Section 1 or 2 Corrections**: If you previously ran an E-Verify request on this employee and a Tentative Non-Confirmation status was returned, you will see the option to **Save and Run E-Verify**. This will resubmit the E-Verify check using the updated Form I-9 information.

- **Errors After E-Verify Employment Authorized**: If E-Verify has returned a status of Employment Authorized, and you later discover an error in the Form I-9, you will have to create a new a-la-carte E-Verify request.

- **Section 3 Corrections**: If you created a Section 3 (e.g., Reverification and Rehires) in error, you may permanently delete the Section 3 entry. The system records the details of that action in the Audit Trail. **Caution**: Once a Section 3 entry is deleted, it cannot be restored.

- **Exiting Without Saving**: If you would like to exit the corrections process without submitting your changes, click **Cancel**. No changes will be made to the Form I-9, and no details will be recorded in the Audit Trail.
About the I-9 Audit Trail

To view the Audit Trail:

1. From the **Manage I-9 Forms** tab, right-click the form you want to view.
2. Select **View Audit Trail** from the menu.

HireRight maintains an audit trail of all Form I-9 actions and any corrections made to the form, including:

- Old and new values.
- The date changes were made.
- The name of the user who made changes.

It may take several hours to view the Audit Trail while the system updates the corrected information, depending on system usage.

All corrections that an employee or hiring manager enters will be viewable in the electronic Form I-9, as well as in the Audit Trail. Because notifications are not sent when a correction is made, it is recommended that you periodically check the Audit Trail to confirm the changes have been successfully submitted.