



Protect Your Business

ICS Worksite Compliance Services

ICS, founded by the former leadership team at the Department of Homeland Security's Immigration and Customs Enforcement (ICE), utilizes a team of former immigration agents and professionals to work closely with businesses to support the implementation of a comprehensive immigration compliance program that is tailored to their needs. Our team uses our proprietary auditing software, ICS Evaluator, to identify concerning issues and trends so that our clients can pinpoint the steps needed to bring their processes and paperwork into compliance.

Our advisory services include the following:

- Utilizing our proprietary software, ICS Evaluator, we perform comprehensive I-9 inspection services with a focus on enhancing technical and substantive compliance of existing I-9's to government requirements including a review of current retention policies.
- Review corporate immigration compliance policies and procedures at hiring locations.
- Develop an Attorney/Client privileged comprehensive I-9 review report, with recommendations for corrective actions (as needed), trend analysis and post-audit training action plan.
- Review use of the E-Verify system and ensure that there are no current or potential issues in the way the program is administered.
- Assist with responding to government Notices of Inspection, any other audit, or IMAGE membership requirements.
- Implement a bi-annual, re-inspection program. This program involves randomly selecting a limited number of hiring locations each year, and reviewing I-9's to ensure compliance with latest requirements and company training.
- Develop a contractor compliance program to ensure that all contractors are fulfilling their immigration compliance responsibilities to mitigate this common corporate vulnerability.
- Provide in person immigration and compliance training for managers, including specific guidance on I-9 completion; common

ICS Worksite Services

ICS Consulting, LLC (ICS) can provide your business with a comprehensive compliance framework that utilizes many existing and developing tools.

The key to defending against any immigration related government investigation is being able to demonstrate a strong history of commitment to responsible compliance.

With our hands-on government and business experience, ICS provides sensible and economically feasible solutions.

Contact us at 1-888-885-6650 or at info@iandcsolutions.com to discuss how we can customize your compliance system, remove the guesswork in immigration compliance, and protect your business.

technical and substantive problems, red flags, and trends; document fraud training; discussion of new ICE guidance; and what ICE auditors look for in reviews.

- Support regular corporate and human resource manager training programs to ensure continued compliance as well as the dissemination of latest DHS compliance requirements.
- Prepare basic immigration compliance manuals for the Human Resources Department and corporate entities.

ICS Evaluator For I-9 Audits

ICS Consulting, LLC developed the ICS Evaluator to provide comprehensive I-9 audits for its clients. Utilizing best practices and our understanding of what government worksite auditors are looking for, ICS Evaluator is a tool to identify common I-9 errors, concerning trends, technical issues, specific vulnerabilities and potential identity or other fraud in I-9s. In addition to a comprehensive I-9 by I-9 error report, ICS Evaluator gives auditors the ability to develop a report card for companies highlighting areas needing improvement as well as identifying concerning trends. Businesses can finally track errors by date, by HR manager or by issue.

About ICS

ICS Consulting, LLC (ICS) is a full-service consulting and auditing firm headed by experienced professionals. Our firm is uniquely positioned to help clients build and protect business by offering informed and innovative solutions to problems relating to immigration compliance in the workplace. We have extensive senior-level Capitol Hill, Executive Branch and law enforcement experience, as well as an unparalleled network of contacts. Our company can assess vulnerabilities, identify problem areas, create internal protocols and develop customized solutions for businesses seeking to be in full compliance with immigration laws. We understand the bottom line for businesses and also understand the government mindset.

The image displays two screenshots of the ICS Evaluator software interface. The top screenshot shows the 'Quick Eval' screen with a navigation menu on the left (Customers, Customer Info, Employees, Search, Audit, Comments, Review, Reports) and a main area with 'Select Customer' and 'Select Department' dropdowns. The bottom screenshot shows the 'Audit Employee' screen for 'John Doe', displaying fields for Name, SSN, Hire Date, Term Date, Rehire Date, State Issued, and I-9 Type (Paper/Electronic). It also includes an 'HR Manager' dropdown and a 'Quick Entry' section with an 'Add Issue(s)' button.



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