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# Streamlining I-9 Compliance with Imagility: A Case Study

In this case study, we will explore how Imagility assisted a software development company with its cutting-edge immigration software to successfully navigate the complex I-9 process for all its employees successfully. The client faced a tricky situation concerning I-9 compliance, and Imagility proved to be the ultimate solution to streamline their I-9 process and ensure compliance.



**Description:** Discover how Imagility streamlined I-9 compliance with its powerful case management features. Simplify your immigration process and improve compliance with our AI-backed innovative software.

# Imagility's I-9 Solution Helped Save 15 Hours a Week and Imagility Transformed Immigration Practices for a Software Company

## Software Development Company Success Story

Here's the case study of a satisfied client who experienced positive outcomes using our AI-driven immigration software, Imagility. Know how Imagility worked with a multinational software development company to streamline the I-9, Employment Eligibility Verification process.





## About the Client

Our client, one of the leading and fast-growing software development companies in the United States, needed help with their I-9 compliance process. With the growing number of newly hired and rapidly growing workforce, the company was finding it hard to complete I-9 forms and manage the paperwork. This became a time-consuming task and extremely daunting.

The company functions in different locations and countries, so staying compliant with the I-9 requirements became even more challenging and hard to handle. This was when they started to seek a solution to streamline their I-9 compliance process. They then turned to Imagility, an AI-powered cutting-edge immigration software. Imagility is an end-to-end

immigration platform that includes compliance, petition building, petition analysis, marketing, invoicing, among other features. Imagility helped the software development company transform its immigration processes from onboarding employees to I-9 management.





## Challenge

**Our client faced the following challenges.**

- Limited HR Availability
- Too many manual processes
- Struggled with timely I-9 form completion
- Incomplete I-9 forms or inaccurate documentation
- Missing I-9 documentation
- Inconsistencies in how forms were completed
- Incorrect and missing dates Several hours lost each week



## Solution

**The client chose Imagility's I-9 services for**

- Effective Form I-9 management
- Remote I-9 verification
- Streamlined I-9 compliance Digital transformation
- Simplified I-9 processing
- Automated E-Verify



## Result

**Imagility has brought remarkable improvements to the client's I-9 management, and the client now has a standardized employment verification process.**

- It freed up 10-15 hours of invaluable HR time per week.
- The positive experience with our service encouraged the client to utilize Imagility's advanced AI-powered services for all new hires.





## Challenges

With around 2000 people being hired each year, the client faced several challenges with respect to I-9 compliance. Due to their rapid growth, they were overwhelmed by the increasing number of new hires and the completion of I-9 forms. They had to manage multiple office locations, and the volume of paperwork created a lot of disorganization and confusion. The internal HR team struggled to keep up with the documentation processes, which led to delays in filing Form I-9 and errors in form completion. Most of all, a substantial number of I-9 forms had undergone virtual inspection during the time COVID I-9 flexibilities were in place and now required in-person verification after these flexibilities were withdrawn. The backlog was growing.

The task of managing the I-9 process for its diverse workforce in different locations, which included U.S. and non-U.S. citizens, was daunting. They were not able to maintain accurate and up-to-date employee records in an organized way, and this increased the chances of non-compliance and penalties. The need for an efficient system to streamline the I-9 process that would reduce manual work and errors was immediate.

## ■ **Limited HR Availability**

Keeping up with the manual process seemed difficult for the client's HR team. This resulted in errors and delays in filing I-9 forms. They had to spend most of their time completing I-9 forms and correcting them, so they had less time for other critical tasks. This also hindered the company's growth. Completing forms, reviewing them, rectifying errors, and getting them signed manually was time-consuming.

## ■ **Struggled with Timely I-9 Form Completion and Overwhelming Manual Processes**

The software development company experienced rapid growth, and as the number of new hires increased day by day, completing I-9 forms manually became a time-consuming task for the HR team. It resulted in a lot of administrative burdens, as they had to manage a large number of new hires and a lot of paperwork. It is so obvious that it would have led to delays in the process.

## ■ **Confusion and Disorganization**

As the company functioned in different locations, the HR personnel found it challenging to keep track of I-9 documentation. They were in desperate need of a centralized system, and the lack of which resulted in a lot of disorganization. Eventually, they were not able to maintain accurate records and ensure I-9 compliance.

## ■ **Risk of Errors and Inconsistencies**

The need to complete a lot of paperwork and manually manage I-9 documents increased the risk of errors. The fear of inconsistencies and errors was stressful to the HR personnel, who know how important it is to maintain accurate records and stay compliant.

## ■ **Remote Form I-9 Verification**

The client faced difficulties incorporating third-party evaluators for remote I-9 verification. The remote I-9 verification process requires efficient coordination, document review, and seamless integration within the existing workflow, but the reliance on third-party evaluators for in-person verifications presented issues of trust and reliability.

## ■ **Several Hours Lost Each Week**

The client's HR team spent several valuable hours in tedious, repetitive, administrative tasks as they had to handle I-9 forms and review them manually. This affected their overall productivity.

## ■ **Incomplete I-9 Forms and Incorrect or Missing Dates**

Managing the forms manually created room for errors, and many forms had inaccurate or missing dates. Some form fields were left blank, and they found it overwhelming to maintain all the forms with the required supporting documentation.

## ■ **Record Management for I-9 Compliance Audits**

The client struggled to maintain accurate and up-to-date records for I-9 compliance audits. The manual processes and paper-based documentation made it very challenging to present the required information during I-9 audits.





## Solution - Imagility's AI-Powered Immigration Software

The client sought the help of Imagility to address all their challenges. Imagility provided a smooth and effective solution for the overall I-9 form management. This significantly reduced the stress on the HR team and helped them save a lot of time on things that are important for the company's growth. Simply put, Imagility's AI-driven immigration software completely eliminated the complexity of managing I-9 forms.

### Here's what we offered.

- Imagility's AI-powered automation features streamlined the I-9 form completion process. This reduced a lot of manual workload for the HR team. Our platform provided intuitive templates and checklists, which made it easy to ensure accurate and compliant forms. Our all-new smart data capture and validation features made sure that no required form fields are left blank and are filled accurately. This eliminated the possibility of incomplete forms and compliance issues.

- Imagility's real-time updates and alerts helped the law firm stay on top of I-9 expiration dates, work authorizations, and re-verification requirements. The system provided timely reminders, allowing HR personnel to act promptly and avoid lapses in compliance.
- Imagility took care of onboarding of all new employees and the petition-building process, if needed. This helped the client get rid of tedious paperwork while Imagility handled the I-9 forms efficiently.
- The client was assigned a dedicated platform admin to guide them through the entire I-9 compliance process. Once onboarded, I-9 section 1 was auto populated from the employee profile information. The I-9 admin triggered a confirmation notification to the employee, who in turn checked and edited all the information in section 1 and confirmed all details. The I-9 admin then went on to fill in section 2 employer details and the whole process got done in a couple of hours.
- As the client integrated Imagility into their workflow, they were able to manage I-9 forms easily. Our cloud-based platform centralized all the information they needed and the required documents so that they could access them from anywhere. The platform automatically updates the I-9 form if USCIS modifies it at any time.
- Our intelligent algorithms performed real-time checks, which helped minimize the risk of errors and ensured consistent form completion. This, in turn, boosted the confidence of the HR team in their I-9 process and reduced their stress about potential issues.

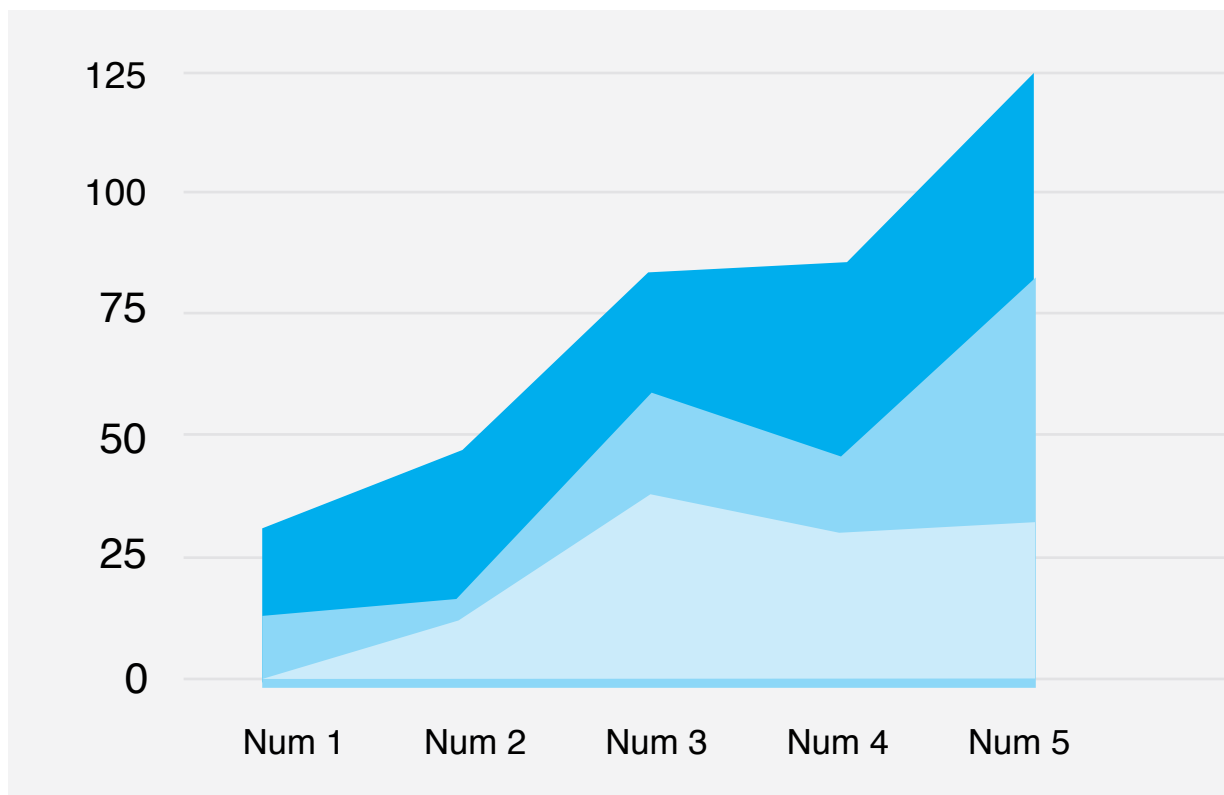


- Imagility prioritizes data security and ensures all sensitive employee data remains protected and confidential. By utilizing our cloud-based platform, our client experienced improved collaboration among HR personnel in different locations.
- Imagility offered the capability to include third-party agents verified by the company to the platform. This feature enabled external evaluators to conduct in-person verifications for remote employees and upload their feedback onto the platform. This collaboration between the company's HR and third-party evaluators ensured meticulous I-9 compliance while simplifying the verification process for all parties involved.
- Through Imagility, the company could seamlessly complete the E-Verification process on the USCIS portal. This entire process was automated and a bot takes care of completing all the steps involved. The HR team was amazed and relieved at the level of automation and the countless number of hours it saved for them.
- Imagility offered a seamless solution to remote I-9 verification by allowing the client to add third-party evaluators directly through the platform, within which the client could initiate the remote verification process and request verification from the evaluator. The third-party evaluator efficiently reviewed the documents and



provided the necessary information through the platform. The I-9 platform admin then generated Form I-9, streamlining the verification process and ensuring compliance.

- Using the platform's reporting and analytics tool, the HR team was able to gain valuable insights into the company's I-9 compliance status. These insights and detailed reports helped them address and rectify errors and ensure effective compliance management.



- With Imagility's comprehensive compliance checks and meticulous documentation, the firm is now well-prepared and confident in facing I-9 compliance audits. They have all the necessary tools and records readily available to ensure a smooth audit process.

# Results and Benefits

By leveraging Imagility's innovative features, the software development company achieved remarkable results.



- Achieved operational efficiency and reduced I-9 processing time by 65%
- Minimized the risk of penalties and maintained 100% compliance with I-9 regulations
- Alleviated administrative burdens on the HR team by streamlining the entire I-9 process
- Streamlined the remote I-9 verification process
- Created a secure and confidential environment for all I-9 documentation
- Provided a smoother onboarding process for new hires with Imagility's automation feature
- Offered the company a cost-effective solution, which resulted in significant savings
- Offered and still offering exceptional customer support

In order to stay compliant with the changing I-9 regulations and in-person verification requirements, Imagility proactively updates its platform to ensure adaptation of the new compliance standards. Additionally, our platform includes real-time alerts and updates to help our clients keep pace with revisions in I-9 regulations and verification guidelines.





## Conclusion

Imagility proved to be the ultimate partner for our client, a leading software development company in the United States. It helped transform their tricky I-9 process into a seamless workflow. With its AI-powered feature, user-friendly interface, and budget-friendly packages, Imagility helped the firm overcome I-9 compliance challenges. Imagility's centralized document management, real-time checks, and automation allowed the company to achieve seamless and efficient I-9

## Testimonial

Ready to elevate your I-9 compliance experience with Imagility's AI-powered I-9 completion solution? Get in touch with us to know how Imagility can transform your I-9 compliance process!

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Partnering with Imagility for our I-9 compliance needs was a game-changer for our software development company. Their expertise in immigration compliance, coupled with their cutting-edge AI-powered software, allowed us to streamline our I-9 process and achieve remarkable results. Imagility's proactive approach ensured that we were always ready for I-9 compliance audits, as they helped us maintain accurate and up-to-date records for government inspections. The peace of mind they provided in facing audits was invaluable.

Their customer support team was extremely supportive, and having a dedicated platform admin guiding us through the entire I-9 process was a great advantage. They offered us a cost-effective solution that helped us digitize and optimize our I-9 compliance process, saving us time and resources. We strongly recommend Imagility to other companies like ours looking to streamline their I-9 compliance. Their expertise, advanced software, and exceptional customer support make them an ideal partner for navigating the complexities of I-9 compliance.

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