

## Comparison of Identity Verification Systems

	<b>CBSV</b>	<b>ITRV</b>	<b>E-Verify</b>	<b>I-9</b>	<b>SSNVS</b>	<b>Non-government</b>
Matches personal identifiers to official governmental source records	Yes	Yes	Yes	Yes	Yes	No
Matches Name, SSN, Date of Birth, Gender, and Death Indicator	Yes	No	Varies	No	No	No
Valid for pre-employment hiring	Yes	Yes	No	Required	No	Varies
Valid post-employment to ensure an authorized workforce	Yes	Yes	No	N/A	No	NA
Valid for any business purpose	Yes	Yes	No	N/A	No	Yes
Accurate results when identifiers are input correctly	Yes	Yes	Yes*	N/A	Yes	Varies
Instantaneous, online results	Yes	< 2 days	Yes	N/A	Yes	Varies
Fee based	Yes	Yes	No	No	No	Yes
Required for employment	No	No	Varies by state	Yes	No	No

**CBSV – Consent Based Social Security Number Verification** – Developed and administered by Social Security Administration

- Cannot be used as a substitute for I-9 Employment Eligibility Verification

**ITRV – Income Tax Return Verification** – Developed and administered by Internal Revenue Service

- Used for personal and business income verification

**E-Verify** - Administered by the Department of Homeland Security / USCIS – U.S. Citizenship and Immigration Service

- Used post-hire only; not valid on existing employees
- Mandatory in some states and jurisdictions

**I-9 Employment Eligibility Verification** - Administered by Dept of Homeland Security / USCIS - U.S. Citizenship and Immigration Service

- Required for employment

**SSNVS – Social Security Number Verification Service** – From Social Security Administration

- Not for employment verification; Employers, organizations or third-party submitters can verify SSNs for wage reporting purposes only.
- Federal offense - Illegal to use for non-wage reporting purposes such as identity, credit checks, mortgage applications, etc.

**Non-government** – Obtained from a variety of sources

- Data/Information brokers, Credit header information; credit bureau profiles, SSN Trace algorithms, Proprietary database algorithms

\* Results not always accurate according to research from Westat Group. Source: <http://bit.ly/WashingtonTimesEVerify>