MITRATECH

Avoiding a 6-Figure Fine with End-to-End I-9 Compliance: Mitratech's Tracker I-9

See how a biomedical research institution replaced lost I-9s, avoided a potential 6-figure fine, and ensured compliance with Mitratech's Tracker I-9.

The Company

Operating as one of the world's most renowned biomedical research institutions, this scientific research and drug development organization employs thousands worldwide and has played a pivotal role in many well-recognized medical discoveries.

The Challenge

Like many global organizations, this research enterprise was faced with collaborating across time zones and navigating varying international laws. With federal audits multiplying and government scrutiny on the rise, Form I-9 compliance remained top of mind.

Unfortunately, when roughly 1,200 of their paper I-9s and the information they contained were unexpectedly destroyed, the company was left open to a significant risk of being fined.

The challenge was now to replace these forms effectively and efficiently. The initial strategy was to delegate this responsibility to the HR team, asking them to manually bring the forms to employees and walk through the process. However, moving back to paper I-9s was not an option due to the inherent risks. The company needed a secure, digital way to store employee information and ensure compliance.

The Solution

Within 24 hours of working together, the team collaborated with Mitratech's Tracker I-9 experts to identify available options and come up with a remediation process. Above all, the new process had to be as efficient, easy, and convenient as possible, especially since their employees would need to go out of their way to fill in their missing information on the new I-9s.

Mitratech's Tracker I-9 team assisted in importing all the names & IDs of the employees with missing I-9s, so the process of filling in the information gaps was as simple as being available for the employees when convenient.

And to that end, the entire remediation process was straightforward. Using Tracker's technology, the team set up stations around the office, gave employees remote access, brought forms to the employees, and did everything "short of showing up at their homes."

> "Now, we don't worry about losing I-9s. It's not even on our minds."
>
> **HR COMPLIANCE OFFICER**

Mitratech's Tracker I-9 Won Best Innovative or Emerging Tech Solution at the 2022 HR Tech Awards.

See Why →

HR TECH AWARDS
powered by lighthouse research & advisory

The Results

The research institutions' results since deploying Mitratech's Tracker I-9 emerged in three key areas:

* **Ensured Compliance** — Roughly 1,200 I-9s needed to be refreshed and made compliant. Tracker I-9 and Mitratech's world-class support team developed a plan of action, exposed errors for immediate remediation, and provided detailed audit trails to ensure complete compliance.

* **Peace of Mind** — Tracker's industry-leading technology and established reputation of being the only I-9 compliance solution with a 20+ year record of perfect compliance provided the peace of mind the enterprise needed throughout the remediation process.

* **Partnership** — While losing a significant amount of I-9s was a tense and time-sensitive challenge, having Mitratech as a trusted HR compliance partner helped the research company completely transform its compliance strategy. Global reach and local flexibility gave the team the support it needed to regather and migrate its I-9 data over to a centralized digital database.

As the organization seeks to maintain compliance, more of its locations are looking to digitize their I-9s to create one unified, accurate, and efficient I-9 compliance process, and Mitratech's Tracker I-9 team will be there every step of the way.

> "We're asking them [their employees] to go out of their way and get this done, so we had to make this proess as easy as possible — and we did that."

HR COMPLIANCE OFFICER

About Tracker I-9

Mitratech's Tracker I-9 is an intuitive, cloud-based solution designed to help simplify and automate remote worker onboarding and I-9 management for HR & Legal teams. Built and backed by award-winning U.S. immigration law experts, **it's the only end-to-end I-9 compliance software solution with a perfect 20+ year track record of zero client fines in federal and ICE audits.**

Tracker I-9 helps organizations reduce time and effort by up to 85% by solving some top I-9 and E-Verify compliance challenges. Unlike I-9 solutions that provide a fillable .pdf or an online form with some field validation, Tracker I-9 automates the entire compliance workflow and transforms hiring compliance into a highly efficient and reliable operation for the enterprise.

Explore Tracker I-9 →

> "I didn't want to go through the service desk or regular customer service. I wanted to phone a friend, so I called Paul [their Tracker I-9 service manager]."

HR COMPLIANCE OFFICER

About Mitratech

Mitratech is a proven global technology partner for corporate legal, risk & compliance, and HR professionals seeking to maximize productivity, control expense, and mitigate risk by deepening operational alignment, increasing visibility, and spurring collaboration across their organization.

With Mitratech's proven portfolio of end-to-end solutions, organizations worldwide are able to implement best practices and standardize processes across all lines of business to manage risk and ensure business continuity.

Mitratech serves over 7,700 organizations worldwide, including 30% of the Fortune 500 and over 500,000 users in 160 countries.

For more info, visit: **www.mitratech.com**

MITRATECH