

Tentative Non-confirmations (TNCs) are usually handled through the I-9 team. You will learn what these are, and how our I-9 team handles them. Though the I-9 team and the employee is responsible for clearing a TNC, we may reach out to you for help in getting the employee to come to HR Records.

» What is a Tentative Non-Confirmation (TNC)?

A DHS OR SSC TNC means that the information provided to E-Verify from an employee's Form I-9 did not match the records available to DHS or SSA. A DHS or SSN TNC case result does not necessarily mean that the employee is not authorized to work in the United States.

» Can an employee be terminated for receiving a TNC?

No, the employee must first be given the opportunity to contest the TNC. The employee may only be terminated because of E-Verify if they decide to not contest the TNC, or if they receive a Final Non-Confirmation (FNC) or "No Show" response for their E-Verify case. The employee has eight federal government days from date of referral to contact the appropriate federal agency to contest the TNC.



NOTE: Employers may not fire, suspend, delay training, withhold or lower pay, or take any adverse action against an employee during the time they are contesting a case result. E-Verify may take up to 15 federal government workdays to respond to a TNC. Employers also may not ask the employee for additional evidence or confirmation that the SSA/DHS resolved his/her case.

For questions, visit the [HR Records Administration Contact Us](#) page to contact an I-9 representative.