

E✓VERIFY 1-9 PRACTICE EXAM (SAMPLE)

STUDY GUIDE



SAMPLE STUDY GUIDE WITH LIMITED QUESTIONS

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THE FULL VERSION STUDY GUIDE**

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Introduction

Preparing for a certification exam can feel overwhelming, but with the right tools, it becomes an opportunity to build confidence, sharpen your skills, and move one step closer to your goals. At Examzify, we believe that effective exam preparation isn't just about memorization, it's about understanding the material, identifying knowledge gaps, and building the test-taking strategies that lead to success.

This guide was designed to help you do exactly that.

Whether you're preparing for a licensing exam, professional certification, or entry-level qualification, this book offers structured practice to reinforce key concepts. You'll find a wide range of multiple-choice questions, each followed by clear explanations to help you understand not just the right answer, but why it's correct.

The content in this guide is based on real-world exam objectives and aligned with the types of questions and topics commonly found on official tests. It's ideal for learners who want to:

- Practice answering questions under realistic conditions,
- Improve accuracy and speed,
- Review explanations to strengthen weak areas, and
- Approach the exam with greater confidence.

We recommend using this book not as a stand-alone study tool, but alongside other resources like flashcards, textbooks, or hands-on training. For best results, we recommend working through each question, reflecting on the explanation provided, and revisiting the topics that challenge you most.

Remember: successful test preparation isn't about getting every question right the first time, it's about learning from your mistakes and improving over time. Stay focused, trust the process, and know that every page you turn brings you closer to success.

Let's begin.

How to Use This Guide

This guide is designed to help you study more effectively and approach your exam with confidence. Whether you're reviewing for the first time or doing a final refresh, here's how to get the most out of your Examzify study guide:

1. Start with a Diagnostic Review

Skim through the questions to get a sense of what you know and what you need to focus on. Your goal is to identify knowledge gaps early.

2. Study in Short, Focused Sessions

Break your study time into manageable blocks (e.g. 30 – 45 minutes). Review a handful of questions, reflect on the explanations.

3. Learn from the Explanations

After answering a question, always read the explanation, even if you got it right. It reinforces key points, corrects misunderstandings, and teaches subtle distinctions between similar answers.

4. Track Your Progress

Use bookmarks or notes (if reading digitally) to mark difficult questions. Revisit these regularly and track improvements over time.

5. Simulate the Real Exam

Once you're comfortable, try taking a full set of questions without pausing. Set a timer and simulate test-day conditions to build confidence and time management skills.

6. Repeat and Review

Don't just study once, repetition builds retention. Re-attempt questions after a few days and revisit explanations to reinforce learning. Pair this guide with other Examzify tools like flashcards, and digital practice tests to strengthen your preparation across formats.

There's no single right way to study, but consistent, thoughtful effort always wins. Use this guide flexibly, adapt the tips above to fit your pace and learning style. You've got this!

Questions

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- 1. What does "Self-check" refer to in E-Verify?**
 - A. A process for employers to check their compliance
 - B. A way for employees to check their work eligibility status
 - C. Verification of employee documents by a third party
 - D. A mandatory check by the government
- 2. What type of document is a Social Security card classified as?**
 - A. List A document
 - B. List B document
 - C. List C document
 - D. Not classified under I-9 documents
- 3. What is essential for employers to avoid discrimination during the I-9 hiring process?**
 - A. Using standard hiring forms for all applicants
 - B. Conducting thorough interviews
 - C. Ensuring all documents are verified, regardless of nationality
 - D. Implementing an employee referral program
- 4. When must the I-9 form be completed by the employee?**
 - A. Within a week of their start date
 - B. On or before the first day of work
 - C. After the first week of employment
 - D. Whenever they feel ready to work
- 5. What key elements should be included in an E-Verify training session for employers?**
 - A. Understanding tax regulations and compliance
 - B. Proper completion of the I-9 form and use of the E-Verify system
 - C. Insurance policies for employees
 - D. Employee salary discussions

6. What is required when using a contractor to verify employment eligibility?

- A. The contractor is fully responsible for compliance.
- B. The employer retains liability for violations.
- C. No contractual agreement is required.
- D. The contractor must be certified.

7. How does E-Verify differ for federal contractors versus regular employers?

- A. Federal contractors must use it for all new hires and certain existing employees
- B. Federal contractors do not need to use it at all
- C. Federal contractors use it only for part-time employees
- D. Federal contractors can choose to opt out of it voluntarily

8. What does USCIS stand for?

- A. United States Customs and Immigration Services
- B. United States Citizenship and Immigration Services
- C. United Systems for Citizenship and Immigration Services
- D. United States Cultural and Immigration Services

9. What is one of the responsibilities of the SSA in the E-Verify process?

- A. To process payroll for employers
- B. To safeguard information provided by employers
- C. To determine employee eligibility
- D. To provide initial training for employers

10. What is the time frame for an employee to contest a tentative non-confirmation?

- A. Within five federal government working days
- B. Within eight federal government working days
- C. Within ten federal government working days
- D. Within thirty federal government working days

Answers

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1. B
2. C
3. C
4. B
5. B
6. B
7. A
8. B
9. B
10. B

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Explanations

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1. What does "Self-check" refer to in E-Verify?

- A. A process for employers to check their compliance
- B. A way for employees to check their work eligibility status**
- C. Verification of employee documents by a third party
- D. A mandatory check by the government

The concept of "Self-check" in E-Verify specifically refers to the process that allows employees to verify their own work eligibility status before applying for a job. This initiative enables individuals to ensure that their information is accurate and can help prevent potential issues during the hiring process. By using the self-check feature, individuals can address any discrepancies in their records with the relevant federal agencies prior to employment, fostering smooth and efficient entry into the workforce. This approach empowers employees, providing them with the opportunity to take an active role in managing their employment eligibility status, rather than relying solely on employers or government agencies. It is particularly beneficial for those who might have questions regarding their work authorization or who may not be aware of their legal status.

2. What type of document is a Social Security card classified as?

- A. List A document
- B. List B document
- C. List C document**
- D. Not classified under I-9 documents

A Social Security card is classified as a List C document under the I-9 verification system. List C documents contain information that demonstrates an individual's authorization to work in the United States. Specifically, the Social Security card serves as proof of a person's Social Security number, which is necessary for employment eligibility verification. To clarify further, List A documents verify both identity and employment authorization. List B documents verify identity only, and List C documents, like the Social Security card, confirm employment authorization. Because the Social Security card does not provide proof of identity by itself without accompanying identification (which would typically fall under List B), it fits neatly into the List C category. Therefore, any individual needing to demonstrate their legal right to work would present their Social Security card as part of the documentation required in the I-9 form process.

3. What is essential for employers to avoid discrimination during the I-9 hiring process?

- A. Using standard hiring forms for all applicants
- B. Conducting thorough interviews
- C. Ensuring all documents are verified, regardless of nationality**
- D. Implementing an employee referral program

To avoid discrimination during the I-9 hiring process, it is crucial for employers to ensure that all documents are verified, regardless of nationality. This practice upholds the principle of treating all employees and applicants equally, as per U.S. immigration laws. Employers must not favor or discriminate against individuals based on their national origin or citizenship when completing the I-9 form, which is required to verify their identity and employment eligibility. By consistently verifying documents from all employees, employers can demonstrate a commitment to fairness and compliance with anti-discrimination laws. This approach helps establish a uniform process that applies equally to everyone, thus minimizing the potential for bias or discrimination during the hiring process and promoting a diverse workplace. The other options, while beneficial in their own right, do not directly address the specific requirement to avoid discrimination in document verification essential to the I-9 process. Using standard hiring forms, conducting thorough interviews, or implementing employee referral programs do not inherently ensure that discrimination is avoided within the scope of verifying employment eligibility.

4. When must the I-9 form be completed by the employee?

- A. Within a week of their start date
- B. On or before the first day of work**
- C. After the first week of employment
- D. Whenever they feel ready to work

The I-9 form must be completed by the employee on or before their first day of work to ensure compliance with federal regulations regarding employment eligibility verification. This requirement is critical for employers to confirm that their hires are authorized to work in the United States. Completing the form on or before the first day allows both the employee and employer to meet the necessary deadlines for verifying identity and work authorization. If the I-9 form were completed after the first day of work or at a later time, it would create a gap in compliance that could lead to legal repercussions for the employer. Therefore, timely completion of the I-9 form is essential for both parties to avoid issues related to unauthorized employment. This strict timeline highlights the significance of verifying eligibility for employment as a proactive measure to uphold immigration laws.

5. What key elements should be included in an E-Verify training session for employers?

- A. Understanding tax regulations and compliance
- B. Proper completion of the I-9 form and use of the E-Verify system**
- C. Insurance policies for employees
- D. Employee salary discussions

An effective E-Verify training session for employers should focus on the proper completion of the I-9 form and the appropriate use of the E-Verify system, as this knowledge is crucial for ensuring compliance with federal immigration laws. Understanding how to accurately fill out the I-9 form is the first step in establishing an employee's eligibility to work in the United States. Following this, employers must learn how to navigate the E-Verify system, which allows them to verify the information provided by employees against federal records. This training is essential because it not only helps prevent unintentional violations of immigration laws but also promotes a smoother hiring process. Proper training ensures that employers can efficiently and correctly utilize these tools, reducing the risk of errors that could lead to penalties or legal issues. Overall, it emphasizes the importance of maintaining a compliant workforce while meeting legal obligations.

6. What is required when using a contractor to verify employment eligibility?

- A. The contractor is fully responsible for compliance.
- B. The employer retains liability for violations.**
- C. No contractual agreement is required.
- D. The contractor must be certified.

When using a contractor to verify employment eligibility, it is essential to understand that while the contractor plays a role in the compliance process, the employer retains ultimate responsibility for ensuring adherence to employment eligibility verification laws. This means that even if a contractor is hired to assist with tasks such as completing I-9 forms or managing E-Verify processes, the employer is still liable for any violations that may occur. This liability extends to failures in properly verifying the work eligibility of employees, which can result in legal penalties and fines for the employer. The role of the contractor is to provide assistance, but they are not able to assume legal responsibility for compliance issues that affect the employer. Therefore, it's important for employers to maintain oversight and ensure that any contractors they work with are well-equipped to handle these processes, helping to mitigate risks, but not absolving the employer of their responsibilities.

7. How does E-Verify differ for federal contractors versus regular employers?

- A. Federal contractors must use it for all new hires and certain existing employees**
- B. Federal contractors do not need to use it at all
- C. Federal contractors use it only for part-time employees
- D. Federal contractors can choose to opt out of it voluntarily

The correct choice highlights that federal contractors have specific requirements regarding the use of E-Verify that differ from regular employers. Under the Federal Acquisition Regulation, federal contractors are mandated to use E-Verify for all new hires and for certain existing employees who are working on federal contracts. This obligation ensures that employers can verify the employment eligibility of their workforce, which is a critical part of compliance for contractors receiving federal funds. This requirement is a key difference that reinforces the government's commitment to maintaining a lawful workforce on projects funded by taxpayer dollars. Regular employers, on the other hand, are not required to participate in E-Verify unless they operate in specific states or industries where participation is mandated. Other choices do not accurately reflect the obligations of federal contractors. For instance, stating that federal contractors do not need to use E-Verify at all contradicts the regulations applicable to them. Choosing to use E-Verify only for part-time employees or opting out voluntarily misrepresents the mandatory nature of the program for contractors engaged in federal work. Thus, the distinction outlined in the correct answer is crucial for understanding the different responsibilities that federal contractors face compared to regular employers.

8. What does USCIS stand for?

- A. United States Customs and Immigration Services
- B. United States Citizenship and Immigration Services**
- C. United Systems for Citizenship and Immigration Services
- D. United States Cultural and Immigration Services

The correct answer is the United States Citizenship and Immigration Services. This agency is a vital part of the U.S. Department of Homeland Security and is responsible for overseeing lawful immigration to the United States. Its primary functions include processing immigrant petitions, naturalization applications, and providing information about immigration benefits. Since the agency plays a key role in managing immigration services and policies, understanding its full name is essential for anyone working within the realm of U.S. immigration or employment verification. Other options misrepresent the agency's name and functions. For instance, the term "Customs" in the first option suggests a focus on border control and customs enforcement rather than immigration services. The third option uses the incorrect phrase "United Systems," which does not correspond to any recognized U.S. agency. Finally, the fourth choice confusingly involves "Cultural," which is not relevant to the agency's primary activities focused on citizenship and immigration services. Thus, recognizing the accurate name properly aligns with understanding the agency's purpose and functions.

9. What is one of the responsibilities of the SSA in the E-Verify process?

- A. To process payroll for employers
- B. To safeguard information provided by employers**
- C. To determine employee eligibility
- D. To provide initial training for employers

The Social Security Administration (SSA) plays a crucial role in the E-Verify process, particularly when it comes to safeguarding information provided by employers. This responsibility is vital to maintaining the integrity and confidentiality of sensitive data submitted during the E-Verify process. The SSA is tasked with ensuring that the information is protected against unauthorized access and breaches, which helps maintain trust between the agency, employers, and employees. The other responsibilities mentioned, like processing payroll or determining employee eligibility, lie outside the SSA's primary functions in relation to E-Verify. Payroll processing is an employer responsibility, while eligibility determination is typically conducted through a feedback loop involving both the SSA and the Department of Homeland Security (DHS), rather than solely by the SSA. Providing initial training for employers relates more closely to the responsibilities of the E-Verify program administrators rather than the SSA itself.

10. What is the time frame for an employee to contest a tentative non-confirmation?

- A. Within five federal government working days
- B. Within eight federal government working days**
- C. Within ten federal government working days
- D. Within thirty federal government working days

An employee has a time frame of eight federal government working days to contest a tentative non-confirmation. This is an essential step in the E-Verify process, allowing employees the opportunity to clarify or challenge the preliminary results provided by E-Verify regarding their eligibility to work in the United States. Understanding this time frame is crucial because if the employee does not take action within the allotted eight days, the employer is generally required to terminate the employee's employment based on the E-Verify results. This emphasizes the importance of timely communication and action from employees if they wish to resolve any discrepancies regarding their work authorization status. Other time frames, such as five, ten, or thirty working days, do not reflect the established protocol within the E-Verify system, which specifically outlines the eight-day window as the correct duration for contesting a tentative non-confirmation. This clarity helps ensure both employees and employers understand their rights and responsibilities during the verification process.

Next Steps

Congratulations on reaching the final section of this guide. You've taken a meaningful step toward passing your certification exam and advancing your career.

As you continue preparing, remember that consistent practice, review, and self-reflection are key to success. Make time to revisit difficult topics, simulate exam conditions, and track your progress along the way.

If you need help, have suggestions, or want to share feedback, we'd love to hear from you. Reach out to our team at hello@examzify.com.

Or visit your dedicated course page for more study tools and resources:

<https://everify1to9.examzify.com>

We wish you the very best on your exam journey. You've got this!

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