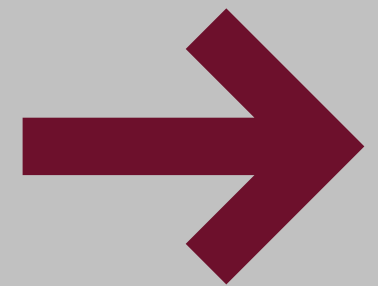




Leenjii Mirga Keessan Beekaa kan Qajeelcha Abbootii Qabeenyaa

Daldalaa fi Hojjachiistotaaf

Adam Boyd, Michuu Hogganaa fi Brian Johnson, Abbaa Seeraa Olaanaa



Kaayyoo fi Galma

GIBBSHOUSTONPAUW
COMPREHENSIVE IMMIGRATION ADVOCACY

- 1) Yeroo sakatta'iinsa/qorannoo ICE (Immigration and Customs Enforcement) maal akka uumamu hubachuu
- 2) Yeroo sakatta'iinsa ykn qorannoo ICE mirga abbaa hojii fi hojjattootaa hubachuu
- 3) Karoora deebii sakatta'insa ICE ijaaruuf meeshaalee fi beekumsa argachuu
- 4) Muuxannoowwan gaarii odiitii I-9
- 5) Gaaffii fi Deebii Hirmaattotaa



Weerarri ICE maali?

Weeratti Immigireeshinii fi Gumuruuka (ICE) hojii raawwachiisummaa seera godaantotaa yoo ta'u, kunis yeroo qondaaltonni bakka hojii ykn bakka biraa seenuun namoota dhuunfaa to'achuu, ragaa walitti qabuu, ykn ajaja immigireeshinii ykn qorannoo yakkaa wajjin walqabatee raawwachuu danda'a.



- **Daawwannaa Bakka Hojii ykn Tarkaanfii Kabachiisa Seeraa:** Jilaanni gara daldala ykn bakka hojiitti dhufu.
 - **Ajaja ykn Sanada Qabaachuu Danda'a:** Ajajni bulchiinsa ykn abbaa seeraa dhiyaachuu danda'a.
 - **Gaaffii ykn Hidhaa Qabaachuu Danda'a:** Hojjattoonni gaaffii gaafatamuu ykn hidhamuu danda'u.
- *Walqunnamtiin ICE hundi sakatta'iinsaa miti—tokko tokko qorannoo (fkn. sakatta'iinsa I-9), hidhaa, ykn wal qunnamtii waliigalteedha

Eenutu dhufa?

- 1) Jilaan ICE uffata ICE ykn poolisii jedhu uffatan
- 2) Qondaaltota Yakkaa IRS
- 3) FBI uffata seeraa uffatan



Caasluga/yaadannoo Weerara ICE

- (ICE) Qorannoon Jalqaba
- (ICE) ICE Ni Gaha
- (Hojjechiisaa) Ajaja Seeraa Ilaali
- (ICE) Jilaanni Qorannoo fi Gaaffii Gaggeessu
- (ICE) Hidhaa ykn Qabxii Danda'amu
- (Hojjechiisaa) Wantoota Uumaman Galmeessi
- (Hojjechiisaa) Abukaatoo Quunnami fi Deebii kenni

The image shows a blurred version of the U.S. Department of Homeland Security's Form I-9, titled "Employment Eligibility Verification". The form includes the DHS seal and the text "U.S. Citizenship and Immigration Services". A large, bold, red stamp reading "ICE RAID" is superimposed over the center of the form. The form itself contains sections for "Section 1: Employee Information and Attestation" and "Section 2: Employer Attestation". Various fields for names, addresses, dates, and identification numbers are visible, though the text is too blurry to read accurately.

Tarkaanfii Tokkoffaa: Sakata'iinis ICE yeroo baay'ee jilaanni dhufuu isaanii dura dheeraa jalqaba

1. Qorannoo Raawwachiisa Seeraa Duraa (Qondaaltonni Osoo Hin Dhufin)

- ICE tarkaanfii bakka sanatti fudhatamu kamiyyuu dura qorannoo gaggeessuu ni danda'a, kanneen keessaa:
 - Gorsa (odeeffannoo) ykn komii ilaaluu
 - Hordoffii gaggeessuu
 - Galmee hojii (kan akka I-9s) qorachuu
 - Dhaabbilee biroo wajjin qindoomuu
 - Ajaja abbaa seeraa, ajaja bulchiinsa, ykn hayyama sakatta'uu argachuu (yoo danda'ame)



Tarkaanfii Lammaffaa: Tasgabbaa'ii akkasumas sanada ilaaluuf gaafadhu

2. Jilaan ICE gara daldalichaa dhufuu

Jilaanni osoo hin beeksisin dhufanii akkasumas:

- Ofii isaanii akka qondaaltota federaalaatti beeksisu
- Bakka hojii seenuuf gaafatu
- Waraqaa ajaja mana murtee ykn sanada biraa dhiyeessuu
- Hojii gaggeessitoota ykn abbaa qabeenyaa waliin dubbachuuf yaadaa
- Seensa eeguu ykn sochii daangeessuu



Kaayyoo Ijoo: *sanada akkamii akka qaban* adda baasuu (ajaja mana murtee vs. ajaja bulchiinsaa vs. Beeksisni Qorannoo).

Mirga kee gara bakka hojii seenuu diduu akka qabdu beeki

- 1) Kan bahe Mana Murtee irraa malee, Qajeelcha Nageenya Biyyaalessaa (Department of Homeland Security) irraa miti
- 2) Abbaa Murtii qabatamaan kan mallattaa'e
- 3) Bakka qoratamu qabu sirritti ibsa fi meeshaalee qabamuu qaban

Ajajni Mana Murtee (Judicial Warrant) maali?

DEPARTMENT OF HOMELAND SECURITY
U.S. Immigration and Customs Enforcement
WARRANT OF REMOVAL/DEPORTATION

File No: _____
Date: _____

To any immigration officer of the United States Department of Homeland Security:

(Full name of alien) _____

who entered the United States at _____ on _____
(Place of entry) (Date of entry)

is subject to removal/deportation from the United States, based upon a final order by:

☐ an immigration judge in exclusion, deportation, or removal proceedings
☐ a designated official
☐ the Board of Immigration Appeals
☐ a United States District or Magistrate Court Judge

and pursuant to the following provisions of the Immigration and Nationality Act:

I, the undersigned officer of the United States, by virtue of the power and authority vested in the Secretary of Homeland Security under the laws of the United States and by his or her direction, command you to take into custody and remove from the United States the above-named alien, pursuant to law, at the expense of:

(Signature of immigration officer) _____
(Title of immigration officer) _____
(Date and office location) _____

ICE Form I-205 (8/07) Page 1 of 2

AO 442 (Rev. 11/11) Arrest Warrant

UNITED STATES DISTRICT COURT
for the
United States of America
v. _____
Defendant

Case No. _____

ARREST WARRANT

To: Any authorized law enforcement officer

YOU ARE COMMANDED to arrest and bring before a United States magistrate judge without unnecessary delay (name of person to be arrested) _____, who is accused of an offense or violation based on the following document filed with the court:

☒ Indictment ☒ Superseding Indictment ☒ Information ☒ Superseding Information ☒ Complaint
☒ Probation Violation Petition ☒ Supervised Release Violation Petition ☒ Violation Notice ☒ Order of the Court

This offense is briefly described as follows:

Date: _____ Issuing officer's signature _____
City and state: _____ Printed name and title _____

Return

This warrant was received on (date) _____, and the person was arrested on (date) _____
at (city and state) _____.

Date: _____ Arresting officer's signature _____
Printed name and title _____

on of a charging document to initiate removal proceedings
y of ongoing removal proceedings against the subject;
o establish admissibility subsequent to deferred inspection
confirmation of the subject's identity and a records check
affirmatively indicate, by themselves or in addition to o
that the subject either lacks immigration status or notwith
under U.S. immigration law; and/or
made voluntarily by the subject to an immigration offic
ence that affirmatively indicate the subject either lacks in
ing such status is removable under U.S. immigration law
MANDATED to arrest and take into custody for removal p
ationality Act, the above-named alien.

(Signature of Authorized I

Form I-200 (Rev. 09/16)

AO 93 (Rev. 11/13) Search and Seizure Warrant

UNITED STATES DISTRICT COURT

for the

In the Matter of the Search of

(Briefly describe the property to be searched or identify the person by name and address)

)

)

)

)

)

Case No.

SEARCH AND SEIZURE WARRANT

To: Any authorized law enforcement officer

An application by a federal law enforcement officer or an attorney for the government requests the search of the following person or property located in the District of (identify the person or describe the property to be searched and give its location):

I find that the affidavit(s), or any recorded testimony, establish probable cause to search and seize the person or property described above, and that such search will reveal (identify the person or describe the property to be seized):

YOU ARE COMMANDED to execute this warrant on or before (not to exceed 14 days)

☐ in the daytime 6:00 a.m. to 10:00 p.m. ☐ at any time in the day or night because good cause has been established.

Unless delayed notice is authorized below, you must give a copy of the warrant and a receipt for the property taken to the person from whom, or from whose premises, the property was taken, or leave the copy and receipt at the place where the property was taken.

The officer executing this warrant, or an officer present during the execution of the warrant, must prepare an inventory as required by law and promptly return this warrant and inventory to (United States Magistrate Judge).

☐ Pursuant to 18 U.S.C. § 3103a(b), I find that immediate notification may have an adverse result listed in 18 U.S.C. § 2705 (except for delay of trial), and authorize the officer executing this warrant to delay notice to the person who, or whose property, will be searched or seized (check the appropriate box)

☐ for days (not to exceed 30) ☐ until, the facts justifying, the later specific date of

Date and time issued: Judge's signature

City and state: Printed name and title

AO 93 (Rev. 11/13) Search and Seizure Warrant (Page 2)

Return

Case No.:

Date and time warrant executed:

Copy of warrant and inventory left with:

Inventory made in the presence of :

Inventory of the property taken and name of any person(s) seized:

Certification

I declare under penalty of perjury that this inventory is correct and was returned along with the original warrant to the designated judge.

Date:

Executing officer's signature

Printed name and title

AJAJNI SUN FUULA LAMA QABA

Erga fuula 1ffaa mirkaneessitee booda, daangaa bakka, meeshaalee, fi namoota fuula 2ffaa irratti ibsaman qofa akka seenan gochuu mirkaneessi

Tarkaanfii Sadaffaa: Ajaja Mana Murtee Sakatta'uu ykn Hayyama Diduu

3. Waraqaa Qabannaa Sakatta'uu/Mirga Ofii Labsuu

Sadarkaa kana irratti, hojjechiisaan akkaataa idileetti:

- Koppii waraqaa ajaja sakatta'iinsaa gafadhu
- Daangaa gamaaggamaa (naannoowwan uwwifaman, wantoota barbaadaman, namoota dhuunfaa maqaa dhayaman)
- Hatattamaan gorsaa seeraa qunnamaa
- Nama bakka bu'u (point person) jajjabeessitoota waliin akka wal-qunnamu ramaduu ykn hojiitti galchuu
- Waan hayyamameen ala sakatta'iinsaaf hayyama Hin kennuu



Tarkaanfii Afur: Barbaacha – Af-gaaffii – Qabuu – Hidhaa Yeroodhaaf

4. Sakatta'iinsa ykn hojii seera kabachiisuu bakka hojii keessatti akkasumas hojjetoota waliin wal-qunnamtii fi hidhaa danda'amu -Ergamtoonni:

- Bakka ibsame sakatta'uu
- Galmee gaafachuu
- Hojjetoota af-gaaffii
- Namoota barbaadaman yeroodhaaf hidhuu
- Sanadoota ykn meeshaalee elektirooniksii to'achuu
- Ragaa suuraa kaasi ykntarree meeshaalee ragaa qabamnii galmeessi
- Hojjetoota gargar baasuu
- Hooggansi akka gidduu hin seenne qajeelfama kennuu
- Qaamolee seera kabachiisan biroo bakka sanatti afeeri

ICE ajaja mana murtee dhugaa yoo qabaate maal gochuu qabna?

Wantootaa Tarkaanfii

1) ICE bakka hojii keessatti to'achuuf Nama Bakka Bu'u (Point of Contact) ramaduu

- Hojjettoonni akka deemu danda'an ICE gaafadhu
- Hojjettoota dhimma ariifachiisaaf deemuun isaan barbaachisuuf haala mijeessi
- Deebii kennuudhaaf abbaa seeraa ykn dhaabbata naannoo keessanii yaami
- Maatii hojjettoota miidhamanii beeksisi

2) ICEn naannoo ajaja mana murtiitiin hayyamame qofa akka seenu Mirkaneessi

- Isaan si hin dhaggeeffatan ta'a, garuu mormii kee irra deddeebi'ii itti himi
- Wal-qunnamtii sana viidiyoon waraabi ykn qabxii qabadhu, akka waraabaman isaanitti himi
- Odeeffannoon icitii eegamuu isaa mirkaneessi, kompiitaroota, galmee hojjettootaa, fi kuusaawwan daataa biroo dhaamsi akkasumas cufi

3) Hojjettoonni akka miliqu ykn ICE irraa akka dhokatan gargaaruuf hin yaalin

4) Hojjettoonni callisuuf mirga akka qaban yaadachiisi

EMPLOYER RESPONSIBILITIES IN ICE RAID

☒ DO NOT
INTERFERE

☒ ASK FOR
A WARRANT

☒ REVIEW
THE
WARRANT

☒ DO NOT
PROVIDE
DOCUMENTS



Employees' Responsibilities in an ICE Raid



ICE ajaja mana murtee dhugaa yoo
qabaate maal gochuu qabna?

Wantootaa Takaanfii Hojjataa

- 1) Callisi - ICE waliin hin dubbatin. Isaan michuu keetii miti
- 2) Abukaatoo gaafachuuf qofa dubbadhu
- 3) Sanada sobaa hin baatin ykn hin dhiyeessin
- 4) Meeshaaleen elektirooniksii kee koodii (passcode) biometrikii hin taaneen cufamuu isaanii mirkaneessi. Waan harkaan galchitu qabdu
- 5) Waan tokkollee hin mallatteessin

Taktikoota Baramaa ICE

- 1) Qorannoo I-9 fiduuf sodaachisuu
- 2) Hayyama sana arguuf mirga akka hin qabne sitti himu
- 3) Ajaja mana murtee bakka qoratamu hin ibsine
dhiyeessanii bakka hundumaa sakatta'uu akka danda'an
himuu
- 4) Yoo isaan waliin hojjetto, isaan laafina akka siif godhan sitti himuu
- 5) Namoota biyya tokkoo hunda bakka murtaa'e tokkotti dhaabbachuu akka dhaqan himu
- 6) Namni Haala Yeroo Eegumsaa (Temporary Protected Status) qabu hundi harka isaanii akka ol kaasan gaafatu



Yeroo sakatta'iinsa ICE (Immigration and Customs Enforcement) irratti namoota bira

dhaabattu (Bystander) taate maal gochuu qabda

1. Tasgabbaa'aa fageenya nageenya qabu eegaa
2. Ilaali akkasumas galmeessi
3. Yoo balaa hin qabne ta'e, waraabi (video/sagalee) akkasumas waan waraabaa jirtu sana dubbachuun ibsi.
Mirga 'First Amendment' qabda bakka uummataa keessatti gocha humnoota seera kabachiiftuu waraabuuf.
4. Deeggarsa seeraa ykn networkii deebii ariifataa qunnamaa

Hin godhin:

Gidduu hin galin ykn haala sana hin hammaachiisin

Poolisii tokko hin tuqin, hin dhiibin, ykn hin rukutin

Hin baqatin; yoo deemte, tasgabbaa'ii deemi

Yaadadhu: Gocha dogoggoraa jila ICE Daandii irratti mormuun hin danda'amu





Barumsa irraa Argame

1. Duula ICEf karoora qabaadhu. Shaakali. Namni hundi waan godhu akka beeku mirkaneessi. Akkuma shaakala ibiddaa.
2. Waraqaa ajajaa (warrant) gaafadhu. Waraqaa ajajaa (warrant) sana sakatta'i. Daangaa waraqaa ajajaa (warrant) sanaa kabajchiisi.
3. Yeroo gochi sun raawwatamaa jiru galmeessi akkasumas waraabi.
4. Ajaja mana murtee kan seera qabeessa ta'eef ajajami. Sakatta'iinsa ykn gaaffii seeraan dirqama hin taaneef hayyama hin kennin.
5. Mirga kee kabachiisi, garuu gidduu hin galin, hin dhokatin, ykn namni akka miliqu hin gargaarin.
6. Daldala kee fi hojjetoota keetiif falmi.

Seera Eegumsa Hojjetoota Godaantotaa (HB 2105, 2025–26)

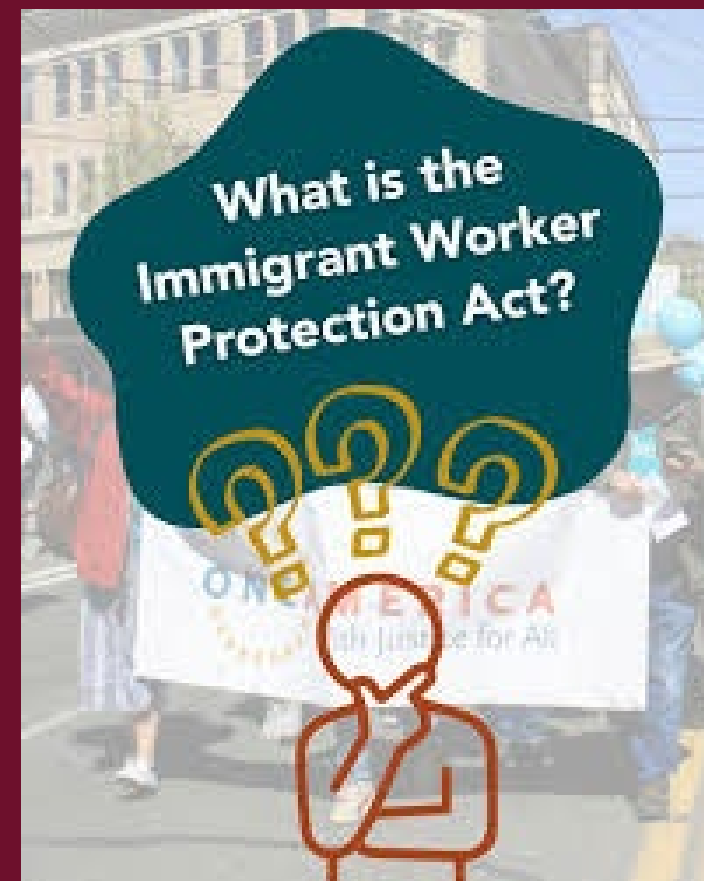
Kaayyoo: Hojjetoota eega, akkasumas yeroo sakatta'iinsa iddoo hojii godaantotaa federaalaa, itti gaafatamummaa qacaraan qabu ifa godha.

Dirqamoota Qacaraan Qabu:

- **Beeksisuu:** Yoo sakatta'iinsi I-9 federaalaa jalqabame hojjetoota beeksisuu qaba.
- **Bu'aa Qoodii:** Argannoo inspeekshinii hojjetoota dhiibbaa irra gahe beeksisuu qabda.
- **Odeeffannoo Mirgaa Raabsii:** Waa'ee mirga hojjetootaa fi ragaalee seeraa ilaalchisee beeksisni kennamuu qaba.
- **Adeemsa Seeraa Sirrii Hordofi:** Waraqaa ajajaa (warrant) ykn ajaja mana murtee (subpoena) malee bakka uummataaf banaa hin ta'inii fi galmeewwan hojjetootaa hin hayyamin.
- **Haaloo Ba'uu Irraa Of Quusadhu:** Mirga isaanii kabajchiisuu isaaniitiif hojjetoota irratti tarkaanfii naamusaa fudhachuu ykn haaloo ba'uun dhorkaa dha.

Seerichi Waan Hin Goone:

- Raawwii seera godaantotaa federaalaa hin dhowwu
- Dirqama guutuu I-9 federaalaa hin balleessu
- Hayyama seera qabeessa ta'e gufachiisuuf hayyama hin kennu



ICE fi Sakatta'iinsa I -9



ICE - Immigireeshinii fi

Raawwachiisummaa Gumurukaa

Sakatta'iinsi I -9 akkamitti raawwatama?

Tarkaanfii 1: Beeksisuu

Sakatta'iinsaa

Tarkaanfii 2: Yeroo Sakatta'iinsaa

Tarkaanfii 3:

Argannoowwan

Tarkaanfii 4 : Adabbii Maallaqaa fi

Adabbiiwwan Biroo

Sakatta'iinsi (Audit) I-9 waraqaa ajajaa (warrant) ni barbaadaa?

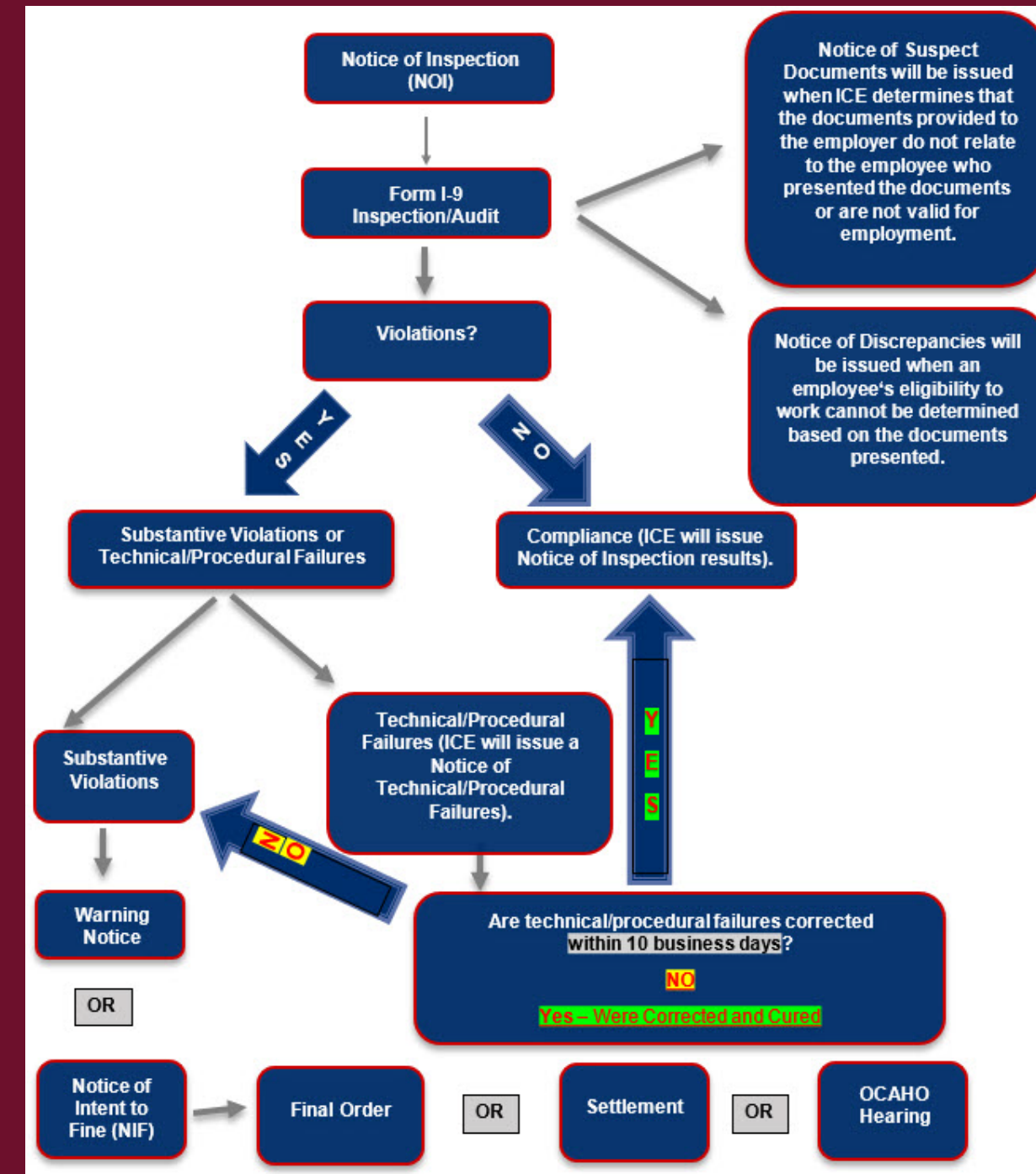
- Sakatta'iinsa I-9 gaggeessuuf waraqaa ajajaa (warrant) ykn ajaja mana murtee (subpoena) **hin** barbaachisu
- Abbootiin hojii galmeewwan I-9 dhiyeessuuf yoo xiqqaate guyyoota 3 kennamuufii qabu
- Yoo ICE'n waraqaa ajajaa (warrant) qabataniis sakatta'iinsa gaggeessan, fi galmeewwan I-9 sakatta'uu yoo barbaadan, galmeewwan I-9 sun waraqicha irratti barreeffamuu isaa mirkaneessi

Sakatta'iinsa I-9 yeroo gaggeeffamu dokumantiwwan kamtu sakatta'amu danda'u?

- Foormii I-9
- Ragaalee dabalataa Tarree A, B, ykn C jalatti qabaman kamiyyuu
- Ragaa hordoffii sakatta'iinsaa (yoo galmeewwan I-9 karaa elektirooniksiitiin kuusaman)
- Tarree hojjetootaa, galmeewwan kaffaltii, sanadoota dhaabbataa
- Sanadoota immiigreshinii biroo (waraqaaleen hayyamaa/approvals, sanadoota kaffaltii miindaaleessaa/prevailing wage, fi kkf)
- Galmee gibiraa fi sanadoota walitti dhufeenna qaban

Bu'aawwan sakatta'iinsa I-9 irraa eegaman

- Beeksisa Bu'aa Sakatta'iinsaa / Xalayaa Seera Kabajuu (Compliance Letter)
- Beeksisa Sanadoota Shakkisiisoo
- Beeksisa Garaagarummaa
- Beeksisa Cabinsa Seeraa
- Beeksisa Akeekkachiisaa
- Beeksisa Adabuuf Karoorfame





Adabbii Qaxartootaa

- Dogoggora bu'uuraa (substantive errors) yeroo sakatta'iinsa I-9 sirreeffamuu hin dandeenne, abbootii hojii irratti adabbii maallaqaa guddaa fidu; kunis waraqaa dogoggora qabu tokkoof adabbii doolaara \$288 hanga \$2,861 qabaachuu danda'a.

Barumsa irraa Argame:

- Foomii I-9 keessatti of-qorachuun qorannoo yeroo dhufu miidhaa mudachuu danda'u hir'isuuf gargaara.
- Foomii I-9 sirritti qopheessuu dhabuun qaxartoota adabbii sivilii fi yakkaa cimaaf saaxiluu danda'a.

Tarreeffama Adabbii I-9 kan 2025-2026 (Cabinsa Tokkoof)

- **Cabinsa Bu'uuraa/Sanadaa:** \$288 – \$2,861 (kanaan dura dogoggora teeknikaa, amma garuu bu'uuraa).
- **Beekaa Hojjataa Seeraan Alaa Qaxaruu (Yakkaa 1ffaa):** \$716 – \$5,724.
- **Beekaa Hojjataa Seeraan Alaa Qaxaruu (Yakkaa 2ffaa):** \$5,724 – \$14,308.
- **Beekaa Hojjataa Seeraan Alaa Qaxaruu (Yakkaa 3ffaa fi isaa ol):** \$8,586 – \$28,619.
- **Beeksisuu Dhabuu E-Verify kan Hin-mirkaneeffamne (Final Nonconfirmation):** \$973 – \$1,942.

I-9 Imammata fi Haaromsa Haala Yeroo

Bitootessa 2026, U.S. Immigration and Customs Enforcement (ICE) qajeelfama waggaa 30 guutee ture kan cabinsa bu'uuraa fi teeknikaa foomii I-9 irratti qabu jijjiireera.

General Form I-9 Violations		
Category	Substantive Violations	Technical or Procedural Failures
Form Preparation	Failure to prepare the Form I-9.	Failure to use a version of the Form I-9 that is current at the time any part of the form is initially completed.
Inspection Presentation	Failure to present the Form I-9 for inspection upon request (8 C.F.R. § 274a.2(b)(3)).	—
Timeliness	Failure to ensure the timely preparation of Section 1 and/or failure to timely prepare Section 2 (and/or Supplement B, if applicable).	—
Spanish-Language Version	Completion of a Spanish-language version of the Form I-9 outside of Puerto Rico.	—
Electronic Standards	Failure to meet the standards for electronic completion, retention, documentation, security, reproduction, and electronic signatures as set forth in 8 C.F.R. § 274a.2(e)–(i).	—

Section 1 Violations		
Category	Substantive Violations	Technical or Procedural Failures
Name and Date of Birth	Failure to ensure the employee completes his or her printed or typed legal name and date of birth.	—
Other Last Names / Address	—	Failure to ensure an individual provides other last names used (if any) or a physical address in Section 1 (missing email or phone number does not constitute a violation).
Citizenship/Immigration Status Attestation	Failure to ensure the employee checks only one box attesting to citizenship status (U.S. citizen, noncitizen national, LPR, or alien authorized to work).	—
Alien Registration Number (LPR)	Failure to ensure the employee completes the Alien Registration Number/USCIS Number field next to “A lawful permanent resident.”	—

Gaafiwwan?

I-9

Ibsa Waliigalaa



01

Odeeffannoo Hojjataa

Fakkeenna Sanadoota
Fudhatama Qaban

02

03

Mirkaneessa Abbaa Hojii

Mirkaneessa Qopheessaa fi
Hiikaa

04

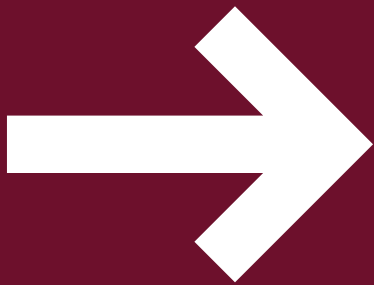
05

Irra deebiin mirkaneessuu

Kutaa 1: Hojjataatu Guuta

Section 1. Employee Information and Attestation: Employees must complete and sign Section 1 of Form I-9 no later than the first day of employment , but not before accepting a job offer.							
Last Name (Family Name)		First Name (Given Name)		Middle Initial (if any)	Other Last Names Used (if any)		
Address (Street Number and Name)			Apt. Number (if any)	City or Town		State	ZIP Code
Date of Birth (mm/dd/yyyy)	U.S. Social Security Number		Employee's Email Address			Employee's Telephone Number	

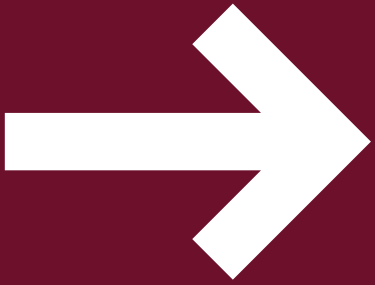
- Hojjataan guyyaa hojii lffaa xumura irratti guutuu qaba
- Maqaa Duraati fi Maqaa Dhumaa Guutuu
- Maqaa Dhumaa Biroo
- Lakkoofsa Eegumsa Hawaasaa (Social Security Number)?
- Teessoo Imeelii?



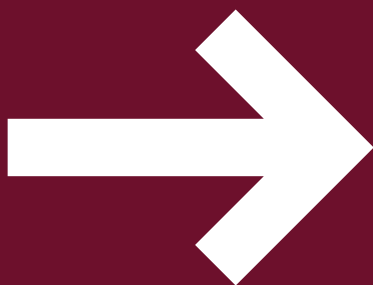
Kutaa 1: Hojjataatu Guuta

I am aware that federal law provides for imprisonment and/or fines for false statements, or the use of false documents, in connection with the completion of this form. I attest, under penalty of perjury, that this information, including my selection of the box attesting to my citizenship or immigration status, is true and correct.	Check one of the following boxes to attest to your citizenship or immigration status (See page 2 and 3 of the instructions.):				
	☐	1. A citizen of the United States			
	☐	2. A noncitizen national of the United States (See Instructions.)			
	☐	3. A lawful permanent resident (Enter USCIS or A-Number.)			
	☐	4. An alien authorized to work until	(exp. date, if any)		
	If you check Item Number 4. , enter one of these:				
	USCIS A-Number	OR	Form I-94 Admission Number	OR	Foreign Passport Number and Country of Issuance
Signature of Employee				Today's Date (mm/dd/yyyy)	
If a preparer and/or translator assisted you in completing Section 1, that person MUST complete the Preparer and/or Translator Certification on Page 3.					

- Hojjataan saanduqa sirrii ta'e mallatteessuu qaba
- USCIS ykn Lakkoofsa A (A-Number)
- Guyyaa Xumuraa Hayyama Hojii
- USCIS A-#, I-94 # ykn Paaspoortii Biyya Alaa
- Mallattoo fi Guyyaa



Supp A: Mirkaneessa Qopheessaa/Hiikaa



- Foom ii Ispeenishii Fayyadamuu
- Maqaa Hojjataa Gubbaa irratti
- Qopheessaa fi Hiikaan guutanii mallatteessu



Supplement A, Preparer and/or Translator Certification for Section 1

Department of Homeland Security
U.S. Citizenship and Immigration Services

USCIS
Form I-9
Supplement A
OMB No. 1615-0047
Expires 05/31/2027

Last Name (Family Name) from Section 1.	First Name (Given Name) from Section 1.	Middle initial (if any) from Section 1.

Instructions: This supplement must be completed by any preparer and/or translator who assists an employee in completing Section 1 of Form I-9. The preparer and/or translator must enter the employee's name in the spaces provided above. Each preparer or translator must complete, sign, and date a separate certification area. Employers must retain completed supplement sheets with the employee's completed Form I-9.

I attest, under penalty of perjury, that I have assisted in the completion of Section 1 of this form and that to the best of my knowledge the information is true and correct.

Signature of Preparer or Translator		Date (mm/dd/yyyy)	
Last Name (Family Name)	First Name (Given Name)		Middle Initial (if any)
Address (Street Number and Name)	City or Town	State	ZIP Code

Kutaa 2 : M i r k a n e e s s a A b b a a H o j i i

Section 2. Employer Review and Verification: Employers or their authorized representative must complete and sign **Section 2** within three business days after the employee's first day of employment, and must physically examine, or examine consistent with an alternative procedure authorized by the Secretary of DHS, documentation from List A OR a combination of documentation from List B and List C. Enter any additional documentation in the Additional Information box; see Instructions.

List A		OR	List B	AND	List C
Document Title 1					
Issuing Authority					
Document Number (if any)					
Expiration Date (if any)					
Document Title 2 (if any)		Additional Information			
Issuing Authority					
Document Number (if any)					
Expiration Date (if any)					
Document Title 3 (if any)					
Issuing Authority					
Document Number (if any)					
Expiration Date (if any)					

☐ Check here if you used an alternative procedure authorized by DHS to examine documents.

- Abbaan hojii guyyaa
hojii lffaa irraa
eegalee guyyoota 3
keessatti guutuu qaba
- Tarree A ykn Tarree B
fi Tarree C
- Yoo adeemsa biraa
(fakkeenyaaf,
fageenyaa)
fayyadamaa jirtan
saanduqa mallatteessi

Tarree A ykn Tarree B & Sanadoota Tarree C



LISTS OF ACCEPTABLE DOCUMENTS

All documents containing an expiration date must be unexpired.

* Documents extended by the issuing authority are considered unexpired.

Employees may present one selection from List A or a combination of one selection from List B and one selection from List C.

Examples of many of these documents appear in the Handbook for Employers (M-274).

LIST A Documents that Establish Both Identity and Employment Authorization	OR	LIST B Documents that Establish Identity	AND	LIST C Documents that Establish Employment Authorization
1. U.S. Passport or U.S. Passport Card		1. Driver's license or ID card issued by a State or outlying possession of the United States provided it contains a photograph or information such as name, date of birth, sex, height, eye color, and address		1. A Social Security Account Number card, unless the card includes one of the following restrictions: (1) NOT VALID FOR EMPLOYMENT (2) VALID FOR WORK ONLY WITH INS AUTHORIZATION (3) VALID FOR WORK ONLY WITH DHS AUTHORIZATION
2. Permanent Resident Card or Alien Registration Receipt Card (Form I-551)		2. ID card issued by federal, state or local government agencies or entities, provided it contains a photograph or information such as name, date of birth, sex, height, eye color, and address		2. Certification of report of birth issued by the Department of State (Forms DS-1350, FS-545, FS-240)
3. Foreign passport that contains a temporary I-551 stamp or temporary I-551 printed notation on a machine-readable immigrant visa		3. School ID card with a photograph		3. Original or certified copy of birth certificate issued by a State, county, municipal authority, or territory of the United States bearing an official seal
4. Employment Authorization Document that contains a photograph (Form I-766)		4. Voter's registration card		4. Native American tribal document
5. For an individual temporarily authorized to work for a specific employer because of his or her status or parole: a. Foreign passport; and b. Form I-94 or Form I-94A that has the following: (1) The same name as the passport; and (2) An endorsement of the individual's status or parole as long as that period of endorsement has not yet expired and the proposed employment is not in conflict with any restrictions or limitations identified on the form.		5. U.S. Military card or draft record		5. U.S. Citizen ID Card (Form I-197)
		6. Military dependent's ID card		6. Identification Card for Use of Resident Citizen in the United States (Form I-179)
		7. U.S. Coast Guard Merchant Mariner Card		7. Employment authorization document issued by the Department of Homeland Security For examples, see Section 7 and Section 13 of the M-274 on uscis.gov/I-9-central . The Form I-766, Employment Authorization Document, is a List A, Item Number 4 , document, not a List C document.
		8. Native American tribal document		
		9. Driver's license issued by a Canadian government authority		
		For persons under age 18 who are unable to present a document listed above:		
		10. School record or report card		
		11. Clinic, doctor, or hospital record		
		12. Day-care or nursery school record		
6. Passport from the Federated States of Micronesia (FSM) or the Republic of the Marshall Islands (RMI) with Form I-94 or Form I-94A indicating nonimmigrant admission under the Compact of Free Association Between the United States and the FSM or RMI				

Acceptable Receipts

May be presented in lieu of a document listed above for a temporary period.

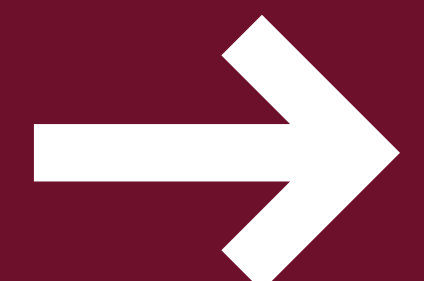
For receipt validity dates, see the M-274.

- Receipt for a replacement of a lost, stolen, or damaged List A document. - Form I-94 issued to a lawful permanent resident that contains an I-551 stamp and a photograph of the individual. - Form I-94 with "RE" notation or refugee stamp issued to a refugee.	OR	Receipt for a replacement of a lost, stolen, or damaged List B document.	Receipt for a replacement of a lost, stolen, or damaged List C document.
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Kutaa 2: Tarree A

Section 2. Employer Review and Verification: Employers or their authorized representative must complete and sign **Section 2** within three business days after the employee's first day of employment, and must physically examine, or examine consistent with an alternative procedure authorized by the Secretary of DHS, documentation from List A OR a combination of documentation from List B and List C. Enter any additional documentation in the Additional Information box; see Instructions.

List A		OR	List B	AND	List C
Document Title 1					
Issuing Authority					
Document Number (if any)					
Expiration Date (if any)					
Document Title 2 (if any)					
Issuing Authority					
Document Number (if any)					
Expiration Date (if any)					
Document Title 3 (if any)					
Issuing Authority					
Document Number (if any)					
Expiration Date (if any)					



- Tarree A - Eenyummaa fi Hayyama Hojii Lamaanuu
- Mata-duree Sanadaa - Paaspoortii US
- Qaama Kenne - Ministeera Dhimma Alaa US
- Lakkoofsa Sanadaa - Lakkoofsa Paaspoortii #
- Guyyaa Xumuraa - Yeroo I-9 guutametti kan hojjetu ta'uu qaba

Kutaa 2 : Tarreeffama B fi C

Section 2. Employer Review and Verification: Employers or their authorized representative must complete and sign **Section 2** within three business days after the employee's first day of employment, and must physically examine, or examine consistent with an alternative procedure authorized by the Secretary of DHS, documentation from List A OR a combination of documentation from List B and List C. Enter any additional documentation in the Additional Information box; see Instructions.

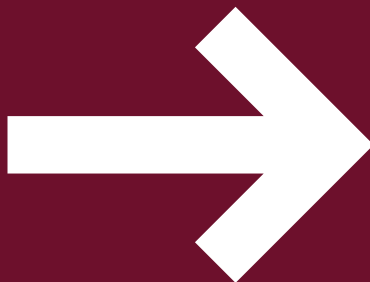
	List A	OR	List B	AND	List C
Document Title 1					
Issuing Authority					
Document Number (if any)					

- Tarreeffama B - Eenyummaa
- Tarreeffama C - Hayyama Hojii
- Hayyama Konkolaachisummaa (yeroo I-9 guutametti kan hojjetu ta'uu qaba)
- Kaardii Nageenya Hawaasummaa (guyyaa xumuraa hin qabu)
- Kaardii Nageenya Hawaasummaa (Hayyama Hojii kan hin taane / Hayyama Hojii kan ta'u hayyama DHS qofa qabaannan)

Kutaa 2 : Mirkaneessa Hojjechiisaa

Certification: I attest, under penalty of perjury, that (1) I have examined the documentation presented by the above-named employee, (2) the above-listed documentation appears to be genuine and to relate to the employee named, and (3) to the best of my knowledge, the employee is authorized to work in the United States.		First Day of Employment (mm/dd/yyyy):
Last Name, First Name and Title of Employer or Authorized Representative 	Signature of Employer or Authorized Representative 	Today's Date (mm/dd/yyyy)
Employer's Business or Organization Name 	Employer's Business or Organization Address, City or Town, State, ZIP Code 	

- Guutum maatti guuti
- Guyyaa Qaxarrii lffaa
- Mata-duree Hojii hin dagatin!
- Maqaa Dhaabbataa Guutuu
- Teessoo Guutuu
- Mallattoo & Guyyaa



Dabalata B: Irra deebiin mirkaneessuu

- Utuu guyyaan hin darbin irra deebiin mirkaneessi
- Wagga 3 keessatti yoo deebitee qaxarte - I-9 haaraa ykn Dabalata B
- Qabattoonni Kaardii Magariisaa (Green Card) irra deebiin mirkaneeffamuu hin qaban.



Supplement B, Reverification and Rehire (formerly Section 3)		USCIS Form I-9 Supplement B OMB No. 1615-0047 Expires 05/31/2027					
Last Name (Family Name) from Section 1.		First Name (Given Name) from Section 1.		Middle Initial (if any) from Section 1.			
Instructions: This supplement replaces Section 3 on the previous version of Form I-9. Only use this page if your employee requires reverification, is rehired within three years of the date the original Form I-9 was completed, or provides proof of a legal name change. Enter the employee's name in the fields above. Use a new section for each reverification or rehire. Review the Form I-9 Instructions before completing this page. Keep this page as part of the employee's Form I-9 record. Additional guidance can be found in the Handbook for Employers: Guidance for Completing Form I-9 (M-274)							
Date of Rehire (if applicable)		New Name (if applicable)					
Date (mm/dd/yyyy)		Last Name (Family Name)		First Name (Given Name)		Middle Initial	
Reverification: If the employee requires reverification, your employee can choose to present any acceptable List A or List C documentation to show continued employment authorization. Enter the document information in the spaces below.							
Document Title		Document Number (if any)		Expiration Date (if any) (mm/dd/yyyy)			
I attest, under penalty of perjury, that to the best of my knowledge, this employee is authorized to work in the United States, and if the employee presented documentation, the documentation I examined appears to be genuine and to relate to the individual who presented it.							
Name of Employer or Authorized Representative		Signature of Employer or Authorized Representative		Today's Date (mm/dd/yyyy)			
Additional Information (Initial and date each notation.)						☐ Check here if you used an alternative procedure authorized by DHS to examine documents.	
Date of Rehire (if applicable)		New Name (if applicable)					
Date (mm/dd/yyyy)		Last Name (Family Name)		First Name (Given Name)		Middle Initial	
Reverification: If the employee requires reverification, your employee can choose to present any acceptable List A or List C documentation to show continued employment authorization. Enter the document information in the spaces below.							
Document Title		Document Number (if any)		Expiration Date (if any) (mm/dd/yyyy)			
I attest, under penalty of perjury, that to the best of my knowledge, this employee is authorized to work in the United States, and if the employee presented documentation, the documentation I examined appears to be genuine and to relate to the individual who presented it.							
Name of Employer or Authorized Representative		Signature of Employer or Authorized Representative		Today's Date (mm/dd/yyyy)			
Additional Information (Initial and date each notation.)						☐ Check here if you used an alternative procedure authorized by DHS to examine documents.	
Date of Rehire (if applicable)		New Name (if applicable)					
Date (mm/dd/yyyy)		Last Name (Family Name)		First Name (Given Name)		Middle Initial	
Reverification: If the employee requires reverification, your employee can choose to present any acceptable List A or List C documentation to show continued employment authorization. Enter the document information in the spaces below.							
Document Title		Document Number (if any)		Expiration Date (if any) (mm/dd/yyyy)			
I attest, under penalty of perjury, that to the best of my knowledge, this employee is authorized to work in the United States, and if the employee presented documentation, the documentation I examined appears to be genuine and to relate to the individual who presented it.							
Name of Employer or Authorized Representative		Signature of Employer or Authorized Representative		Today's Date (mm/dd/yyyy)			
Additional Information (Initial and date each notation.)						☐ Check here if you used an alternative procedure authorized by DHS to examine documents.	

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Gaaffiiwwan Qabannaa & Kuusaa



Guyyoota Qabannaa
fi I-9 durii haquu



Kuusaa Qaamaa fi
Dijitaalaa



Galmeewwan
Hojjetootaa irraa
adda baasi

Gaafiwwan?