

Solution Brief: ICE Audit Protection

The Situation:

Rather than going after the employees themselves, Homeland Security's Immigration and Customs Enforcement Agency (ICE) is targeting employers who, knowingly or not, employ illegal immigrants.

"Businesses can no longer assume an audit is isolated in one location. It's spreading nationwide," said Julie Myers, ICE chief during the Bush administration. Make no mistake, **you will be audited.**

The Obama administration has intensified efforts to crackdown on employers of illegal immigrants, recently notifying another 1,000 companies in all 50 states that the government plans to inspect their hiring records.

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-Julie Myers, ICE Chief during the Bush administration.

The Impact:

In FY'11 alone there have already been \$7.1 million in fines levied and 2,338 employer audits launched. For an unprepared organization, an ICE audit can result in weeks of lost productivity time for the audit process alone. Add to that the additional time and expense of appealing any findings, and the costs pile up quickly.

Moreover, it's not enough to simply have a process for capturing employment documentation pre-hire. If you can't prove it- that is: show it quickly, easily and at an organizational level, your processes aren't worth the reams of paper they're meant to track.

How We Can Help:

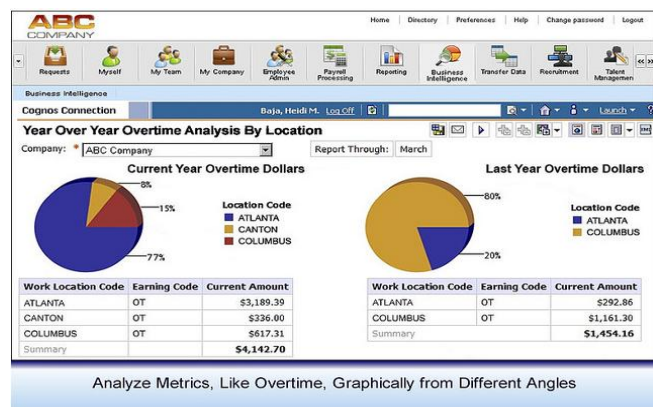
Ensuring that you're in compliance is naturally the best way to a successful ICE audit outcome, and robust reporting tools are merely one part of iProcess Online's core HRIS and Payroll back-office solution. With iProcess, you can immediately see the compliance status of your entire workforce at one location, a whole region, or the entire organization.

The HR portal itself serves as an invaluable tool for communication of events, policies, procedures and any and all benefit-related information as well, reducing info-seeking calls to HR and reducing overall risk exposure.

The reporting functionality alone provides a return on investment in many ways, including compliance reporting and strategic business intelligence capabilities traditionally beyond the reach of the small-to-mid market.

Store	Emp #	Employee Name	Document Type	Date	Issue
02200	000032823	Curtis, Michael	Application or Screening	10/09/09	Screening, Incomplete/Resubmit
			W-4 or MWS07	10/09/09	MWS07, Error/Resubmit
				10/09/09	Missing references
	000033028	Curtis, Michael	W-4 or MWS07	09/24/10	MWS07, Error/Resubmit
			UP	09/24/10	Error/Resubmit
			Handbook Acknowledgement/Other Sign Off	09/24/10	Handbook Acknowledgement Missing/Submit
	000033346	Curtis, Michael	W-4 or MWS07	02/17/11	MWS07, Incomplete/Resubmit
	000033384	Curtis, Michael	W-4 or MWS07	03/17/11	MWS07, Incomplete/Resubmit
			Handbook Acknowledgement/Other Sign Off	03/17/11	Handbook Acknowledgement Missing/Submit
			Change or Termination PAR	03/17/11	Incomplete/Resubmit, Incomplete/Resubmit
	000033817	Ernst, Heidi	W-4 or MWS07	09/27/10	W-4 & MWS07, Error/Resubmit
	000032056	Ernst, Heidi	W-4 or MWS07	09/10/10	MWS07, Error/Resubmit
	000033185	Ernst, Heidi	W-4 or MWS07	09/09/10	MWS07, Error/Resubmit
	000033384	Ernst, Heidi	W-4 or MWS07	03/16/11	W-4 & MWS07, Incomplete/Resubmit
		Handbook Acknowledgement/Other Sign Off	03/16/11	Handbook Acknowledgement Missing/Submit	
	000032910	Ernst, Heidi	MAXMUS	04/20/11	Missing/Submit
	000033347	Ernst, Heidi	MAXMUS	02/17/11	Missing/Submit
	000032948	Ernst, Heidi	UP	09/14/09	Error/Resubmit
	000033242	Ernst, Heidi	Application or Screening	11/12/10	Application and Screening, Missing/Submit
		W-4 or MWS07	11/12/10	W-4, Error/Resubmit	
		Handbook Acknowledgement/Other Sign Off	11/12/10	111210 NA CP SS BI	
		MAXMUS	11/12/10	Missing/Submit	
		Other	11/12/10	New Hire Documentation Originals Needed: PAR, Application, Screening, W-4, MWS07-18, and Acknowledgements	

Prove your compliance status in real-time, at any organizational level.



Business Analytics give you the big-picture view of the workforce

About iProcess Online

iProcess Online is a team of experienced professionals leveraging the best available HRIS and Payroll technology to organize, administer and ensure the success of your back-office functions.

Subject Matter Experts

iProcess Online hires the best. Our team is composed of experienced, certified and degreed professionals, each with years of real-world experience in the trenches of their chosen area of expertise, be it Benefits Administration, Payroll, HR Generalist or Accounting.



"You don't have to talk to your iProcess account team very long before you realize that they know this stuff better than you do, and that's a good thing! When it comes to Payroll and Benefits, there's nothing like the peace of mind of knowing it's being done right."

-Susan B.: 640 EE Financial Services Company

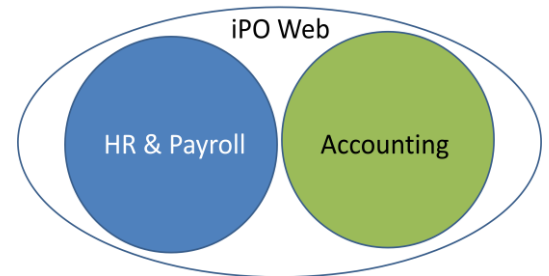
Proven Success, Proven Stability

Founded in 2001, iProcess Online is privately held but publicly successful. We employ a philosophy of deliberate, steady growth that ensures we're going to be around for a long time, and our 99% client retention rate means we'll be in good company all the while.

For more information please contact us:

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One Portal, Unique Solutions



iProcess At A Glance:

- Headquartered: Baltimore, MD
- Number of active customers (6/11): 130
- Average customer size (EEs): 575

Solutions At A Glance:

- Payroll Processing (UltiPro Platform)
- Web-based HRIS (UltiPro Platform)
- Business Intelligence
- Accounting Back-office (AP/AR)
- Document Imaging
- Knowledge Management

"My move from Paychex to iProcess Online saved me 15% in direct payroll costs day one, but the real ROI came in as I moved my paper-based processes to their platform. I was able to reduce risk, reduce headcount, and eliminate headaches."

-Steven M.: 60 Location, 1,200 EE Retailer

"iProcess Online provided me an Enterprise HRIS and payroll platform and an army of support for less than I paid ADP just to print checks. This is a no-brainer."

-Mark G.: 450 EE Manufacturer