

Jurisdiction	Employment Eligibility Verification (E-Verify)	State Resource
Alabama	Under the law, All Alabama employers must enroll in E-Verify by April 1, 2012 and verify the work eligibility of all new hires. Employers must attest to not employing an unauthorized alien as a condition of being awarded any government contract, grant or incentive.	Click here
Arizona	All employers must verify the employment eligibility of every new hire using the E-Verify Program.	Click here
Florida	Private employers must either use E-Verify or implement a policy to maintain copies of the documents used to complete the Form I-9 for three (3) years after hire.	Click here
Georgia	Private employers with more than 10 employees must register with and use E-Verify to confirm new hires' legal work status.	Click here
Mississippi	Every employer must register with and utilize E-Verify to verify employment authorization of all newly hired employees.	Click here
North Carolina	The employment eligibility verification requirements apply to all private employers that transact business in North Carolina and employ 25 or more employees in North Carolina.	Click here
South Carolina	The employment eligibility verification requirements apply to all private employers that transact business in North Carolina and employ 25 or more employees in North Carolina.	Click here
Tennessee	The employment eligibility verification requirements apply to employers of 6 or more employees. Employers with 50 or more employees must use the federal E-Verify program to verify the legal status of potential employees. Tenn. Code Ann. § 50-1-703. Beginning January 1, 2023, employers with 35 or more employees must use the federal E-Verify program to verify the legal status of potential employees that are hired on or after January 1, 2023. Tenn. Code Ann. § 50-1-703(6)(B).	Click here
Utah	The E-Verify participation requirements applies to employers of 150 or more employees. Utah Code Ann. § 13-47-201. An "employee" is an individual who is hired to perform services in Utah and to whom a private employer provides a federal form required for federal tax purposes to report income paid for services performed. Utah Code Ann. § 13-47-102(2).	Click here