If the employee is using a U.S. Passport

Tell the employee in the attachments section we will need you to attach 2 separate photos of your passport.

• The first attachment labeled Passport Front- Should be a picture of the photo page of your passport, this picture cannot have any glares, we must be able to see your picture and all of the numbers. Be careful where you place your fingers.

The second attachment labeled Passport Back- Should be a picture of the barcode page, located

on the inside, back cover of your passport.





If the employee is using a U.S. Passport Card

Tell the employee in the attachments section we will need you to attach 2 separate photos of your passport card.

- The first attachment labeled Passport Card Front- Should be a picture of the photo ID side of your passport card, this picture cannot have any glares, we must be able to see your picture and all of the numbers. Be careful where you place your fingers.
- The second attachment labeled Passport Card Back- Should be a picture of the back side of the passport card.

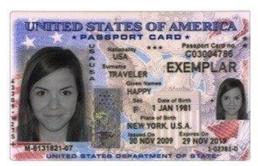


Figure 1: Front of Sample U.S. Passport Card



Figure 2: Back of Sample U.S. Passport Card

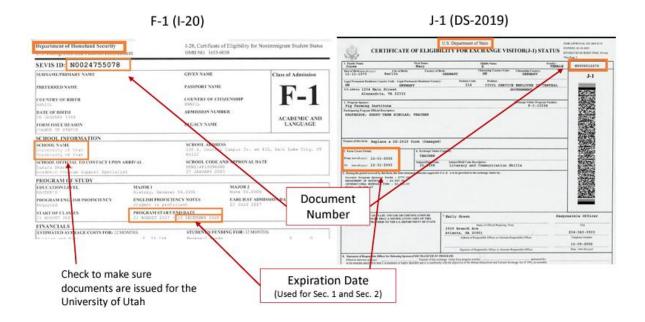
If the employee is using a Foreign Passport

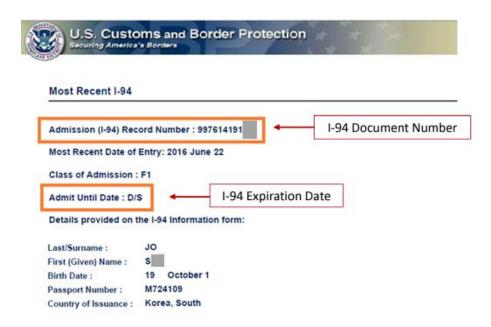
Tell the employee in the attachments section we will need you to attach 2 separate photos of your passport.

- The first attachment labeled Passport Front- Should be a picture of the photo page of your passport, this picture cannot have any glares, we must be able to see your picture and all of the numbers. Be careful where you place your fingers.
- The second attachment labeled Passport Back- Should be a picture of the barcode page, this page can be located on the inside, back cover of your passport but may differ depending on the passport. If the passport doesn't contain a barcode, they will need a picture of the barcode-less, inside, back cover of the passport.

Using a Foreign Passport along with other documents as Combination List A Documentation:

- If the employee is electing to use a combination of documents for List A, the employee may also attach an appropriate Combination Documents associated with their US immigration status. https://www.uscis.gov/i-9-central/form-i-9-acceptable-documents/combination-documents
 - For example:
 - J-1 status: Form DS-2019 and I-94 showing J-1 status
 - F-1 status for on campus employment or CPT: Form I-20 and I-94 showing F-1 status
 - H1B status: I-94 showing H-1B status





• If the employee presents an EAD, they will need to attach front and back separately. This is a List A document for various immigration statuses, including F-1 OPT.



If the employee is using a Permanent Resident Card

Tell the employee in the attachments section we will need you to attach 2 separate photos of your permanent resident card.

- The first attachment labeled PR Front- Should be a picture of the photo ID side of your Permanent Resident Card, this picture cannot have any glares, we must be able to see your picture and all of the numbers. Be careful where you place your fingers.
- The second attachment labeled PR Back- Should be a picture of the Back side.





If the employee is using List B + List C Documents

We will need you to attach 3 separate attachments in PDF Format of your Identity Document (Front + Back) along with a Document that establish employment authorization.

List B type of document can include

- Driver's License issued by any US State
- ID Card issued by federal, state or local government
- School ID card
- Voter's registration Card
- US Military Card
- Military dependent card
- US Coast Guard Merchant Card
- Driver's License issued by Canadian government

For persons under 18 years of age and unable to give the above-mentioned documents

- School record or report card
- Clinic, doctor, or hospital record
- Day-car or nursery school record

Examples of most commonly used List B Document











List C type of document can include

- A Social Security Card which does not have the following written on it
 - NOT VALID FOR EMPLOYMENT
 - VALID FOR WORK ONLY WITH INS AUTHORISATION
 - VALID FOR WORK ONLY WITH DHS AUTHORISATION
- A US State issued birth certificate
- Native American Tribal Document
- US Citizen ID Card (I-197)
- Employment Authorization document issued by the DHS

Examples of most commonly used List C Document

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STATE OF HAWAII	CERTIFICATE	OF LIVE	BIRTH FILE NUMBER 15	DEPARTMENT	OF HEALTH
Is. Child's First Name (Type or print)	1b. Midd	le Name		le. Last Name	
BARACK	HUS	SEIN		OBAMA, II	
2. Sex 3. This Birth Single Twin Triple	4. If Twin or Tri Was Child Bor	plet, Sa. Bieth Brd Date	Month August	Day Year 4. 1961	5b. Hour / 7:24 Pom.
6s. Place of Birth: City, Town or Rural Location Honol	in .			6b. Island	
6. Name of Hospital or Institution (If not in he Kapiolani Maternity & Gy			6d. Is Place If no, give Yes [A]	of Birth Inside City or T re judicial district	own Limits?
7s. Usual Residence of Mother: City, Town or Ru Honolulu	ral Location	7b. Island Oah:		7c. County and State of	
7d. Street Address 6085 Kalanianao	le Highway		7e. Is Reside If no giv	nce Inside City or Town e judicial district	Limite?
7f. Mother's Mailing Address				7g. In Residence on a	Farm or Plantation
8. Full Name of Father BARACK HUS	SEIN	OBA	MA	9. Race of Father African	.9
10. Age of Father 11. Birthplace (bland, Sum of Kenya, East Afri		Student	0	12b. Kind of Business Universit	I have a second and the
13. Full Maiden Name of Mother STANLEY ANN		DUNHA	M	14. Race of Mother Caucas	ian
15. Age of Mother 16. Birthplace (Island, Scare 18 Wichita, Aan		Type of Occupati	on Outside Home None	During Pregnancy 17b.	Date Last Worked
I certify that the above stated information is true and correct to the best of my knowledge.	Paren or Other Infor	nlam	Obas		Date of Signature
hereby certify that this child was born alive on the date and hour stated above.	airs A	Amila	1	M.D. 2 19b. D.O. Midwife Other	SG/
20. Date Accepted by Local Reg. 21. Signature of	Local Registrar	- ca	~.	22. Date Acc	epted by Reg. General

The Social Security should be



The below example of social security will not be acceptable because it indicates that separate DHS authorization is required.

