



**U.S. Citizenship  
and Immigration  
Services**

February 1, 2016

Mark Finks  
Assistant Administrator  
Workplace Regulations and Compliance Division  
Tennessee Department of Labor  
and Workforce Development  
220 French Landing Drive, Floor 2B  
Nashville, TN 37243

Dear Mr. Finks:

Thank you for your December 4, 2015 letter. Secretary Johnson has asked that I respond on his behalf.

The E-Verify Memorandum of Understanding, in article II.A.15, requires that employers not disseminate E-Verify information "except for such dissemination as may be authorized in advance by SSA (the Social Security Administration) or DHS (Department of Homeland Security) for legitimate purposes."

U.S. Citizenship and Immigration Services (USCIS) has considered the Tennessee Department of Labor and Workforce Development's circumstances, and agrees that your enforcement responsibilities under the Tennessee Lawful Employment Act constitute such a legitimate purpose. Therefore, USCIS authorizes your agency to request and use E-Verify information generated by employers through an E-Verify Quick Audit Report. That report contains the information you mentioned in your letter.

Please take note that once your agency receives employee information from an E-Verify employer, you may be required to protect that information from unauthorized disclosure under the Privacy Act or other privacy laws.

Again, thank you for your letter. Should you need additional assistance, please contact E-Verify Customer Service by phone at 888-464-4218 or via email at [E-Verify@dhs.gov](mailto:E-Verify@dhs.gov).

Sincerely,

A handwritten signature in black ink, appearing to read "León Rodríguez", written over a horizontal line.

León Rodríguez  
Director