

## Avoid Joint Liability and Protect Your Business from Costly Mistakes

### Key Insights

- Federal joint-liability laws put employers at risk for violations committed by their staffing partners — even if the employer was unaware.
- Penalties for undocumented workers are severe, including fines up to \$28,619 per worker, criminal charges, and potential debarment from federal contracts.
- Interstate Staffing removes this risk entirely by taking full legal responsibility for worker compliance, acting as your shield against liability and costly mistakes.

Federal law holds employers jointly liable for violations committed by staffing agencies. That means your company can face fines, criminal charges, or debarment, even if undocumented workers were hired by a third-party agency.

Hiring undocumented workers can lead to severe civil and criminal penalties under federal law, including:

- **8 U.S. Code § 1324a** – Unlawful employment of unauthorized aliens
- **18 U.S. Code § 1546(b)** – Document fraud related to employment eligibility

Violations can result in:

- Fines up to \$28,619 per unauthorized worker
- Criminal charges and imprisonment
- Debarment from federal contracts



**Building Stronger Teams, Delivering Results.**

## Real-World Enforcement Examples

### Large Corporations

- New Jersey-based government contractor was fined \$4 million for employing undocumented workers on federal projects.
- Texas construction firm forfeited \$3 million after executives pled guilty to hiring unauthorized labor.
- Two Texas manufacturers each paid \$2 million for continuing to employ workers flagged by Social Security “no-match” letters.
- New Jersey clothing manufacturer was fined \$625,000 for widespread I-9 violations.

### Small & Mid-Sized Businesses

- California grocery store paid \$500,000 in fines for employing undocumented workers over a decade.
- Multiple Massachusetts small businesses were fined a combined \$175,000 for hiring unauthorized workers and failing to maintain proper documentation.
- A Missouri food distribution company faced federal charges for conspiring to harbor undocumented workers across multiple states.

## Protect Your Business with Documented Workers

### Interstate Staffing's 100% Compliance Guarantee

We guarantee that every employee we place is fully vetted and documented. Our compliance-first approach includes:

- Complete Form I-9 verification
- E-Verify checks
- Background screening and audit trails

This ensures your business is protected from enforcement actions and reputational damage.



## Partner with Interstate Staffing and Protect Your Business with Confidence

Let us help you build a compliant, reliable workforce. Contact Interstate Staffing today to learn more about our staffing solutions and compliance assurance.

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