



KRESS' skilled research specialists will verify that all the information reported by your applicant is correct. A crucial component of any background check, identity services are used in conjunction with public record searches as a roadmap to select possible alias names and court jurisdictions that should be researched for records as well as verifying the eligibility status of newly hired employees.

### **Social Security Trace**

The Social Security Trace acts as an identifier and reveals any alias names, as well as past and present addresses associated with the social security number. The Social Security Trace is a crucial component of criminal history research as it is used as a roadmap to select court jurisdictions that should be researched for criminal records. The same courts should be checked under all relevant and/or unique alias names.

The addresses found on a trace correspond with the areas of the country where your applicant has applied for credit or supplied their information to any number of our data furnishers. The trace also authenticates that the social security number provided by your applicant is associated with an individual of the same name and the approximate date of issue aligns with your applicant's birth date.

#### *Important Note About This Service:*

In the event that a social security number doesn't trace, it does not automatically mean that the person is in this country illegally. In many instances, especially as it applies to younger people or those new to the country, but lawful residents, the lack of information can mean that the person has not established credit in their name.

It is a common misconception that a Social Security Trace is conducted through the Social Security Administration and can be used to determine a person's legal status in this country. This assumption is incorrect as neither an employer, nor a screening provider is not eligible to query the Social Security Administration until the person becomes an employee. The E-Verify – Legal Residency Verification should be utilized to verify if the social security number is the candidate's.

### **E-Verify: Legal Residence Verification**

U.S. employers have historically been overwhelmed by the cumbersome process of I-9 Forms and compliance with I-9 Regulations. Fines for inaccurately completed I-9 Forms range from \$300 to \$3000 per occurrence. The Immigration Reform and Control Act (IRCA) mandates that employers authenticate the employment eligibility status of newly hired employees and makes it illegal for employers to knowingly hire or continue to employ unauthorized workers. KRESS is a designated agent authorized by the DHS to perform I-9 employment authorization searches on behalf of clients, you can count on our expertise in helping to facilitate your employment eligibility program.

### **Address History Search**

KRESS can provide you with current address information, as well as death index information from the Social Security Administration, through a standard social security trace. As a standalone service, this



information proves especially helpful when employers are required to maintain communication with retired or former employees for various benefits, tax and financial reporting.

To create your optimal screening package, contact KRESS at [sales@kressinc.com](mailto:sales@kressinc.com) or call 713.880.3693.