I-9 Rehire Available for Foreign Nationals

2025-10-28 - Chris Tondini - I-9 Service Center

Form I-9s completed by employees who are foreign nationals are eligible for the **Supplement B Rehire** process (previously known as Section 3 Rehire) and for seasonal employee reactivation. As long as the Work Authorization End (WAE) date is in the future or is blank, I-9s completed by foreign nationals will be handled the same way as I-9s completed as US citizens or permanent residents.

Please review the updated Supplement B Rehire Quicksheet, which describes when an I-9 Rehire is allowed and the process for completing it. It is posted on the Form I-9 Administrators webpage along with many other useful resources for Form I-9 Section 2 Processors.

A few other I-9 reminders:

- If a foreign national employee is asking to do a Section 2 Document Verification with you, feel free to refer them to askHR if you are not familiar with the employee's authorization paperwork. We understand that the paperwork can get complex and we are happy to take care of these employees' verifications.

- Reverifications for foreign nationals whose work authorization end date has been extended should only be completed by askHR.