

Automated I-9s: eliminate errors and six-figure risk exposure



Many legacy I-9 tools weren't designed for today's hiring practices, AI advancement, or audit scrutiny. This creates workflow gaps that quietly compound with every hire—escalating risk, rework, and cost for HR teams.

Small errors scale into big financial risk

At enterprise hiring volumes, minor I-9 errors can repeat thousands of times—driving costs up quickly:

\$288–\$2,861
per form

Up to
\$28,619

Source: U.S. Government / GovInfo

Even a **5% error rate across 10,000 hires** can expose organizations to **six-figure penalty risk**—before audit preparation, remediation labor, or legal review.

Where risk (and effort) multiplies

Most I-9 errors aren't intentional—they're systemic:

- Manual data entry introduces human error
- Missed steps turn into violations
- Data spread across systems increases compliance risk

52% of employers report frequent data inaccuracies across HR systems.

Source: Finch's 2025 Payroll Connectivity Report

Turning risk into ROI

Compliance risk follows a simple formula:
More hires x more manual steps = greater risk exposure

End-to-end I-9 automation changes the equation:

- ✓ Errors are prevented before submission
- ✓ Exception cases receive focused attention
- ✓ Records stay complete, consistent, and audit-ready

The ROI is measurable: clean, validated data, fewer corrections, and continuous audit readiness—while reducing admin effort.

Automation + integration reduce I-9 & E-Verify admin time by up to **80%**

Source: WorkBright

Overcoming integration barriers

46% of HR professionals

say lack of integration between HR systems is one of the biggest challenges in their tech stack.

Source: HR Research Institute, 2025 Annual Report

WorkBright removes the friction with fast, low-code I-9 connectivity across 200+ HR systems:

- ✓ **Trigger I-9s at the right moment** and pre-populate forms with HRIS data
- ✓ **OCR-powered Section 2 and E-Verify** results sync back to the system of record automatically.
- ✓ **I-9 and HRIS data stay aligned** at scale, eliminating mismatches and manual reconciliation.
- ✓ **Smart TNC workflows** quickly resolve E-Verify cases that need admin help.

Learn how automated I-9 integration works inside your HR stack.

[Learn more](#)