



**TRUEBLUE, INC. STATEMENT FOR THE RECORD FOR THE NOVEMBER 19, 2025
HEARING ON “E-VERIFY: ENSURING LAWFUL EMPLOYMENT IN AMERICA”**

Thank you for the opportunity to submit this Statement for the Record regarding the November 19, 2025 hearing on “E-Verify: Ensuring Lawful Employment in America.” I am writing to you on behalf of TrueBlue, Inc., one of the largest staffing solution companies in the United States. We support efforts to strengthen E-Verify as a cornerstone of fair labor practices and immigration compliance and as a method to create a level playing field for all employers, while safeguarding businesses that act in good faith.

TrueBlue & E-Verify

TrueBlue was founded as a force for good, as a place to not only get people off the street corner and connect them to work but also to ensure they have the workplace rights and protections everybody deserves. We also give business clients certainty and confidence with our thorough screening and hiring practices and by providing flexible workforce solutions that let them focus on core operations and growth instead of constant recruiting and onboarding.

We help individuals who face barriers to employment by offering flexible schedules and a range of entry-level and general labor positions. This includes long-term unemployed individuals, minorities, veterans, and those re-entering the job market. Our recruiters partner with community colleges, unemployment centers, and organizations like Goodwill to reach these populations.

TrueBlue provides a variety of specialized workforce solutions, including temporary staffing, workforce management, and recruiting. At TrueBlue, our temporary worker-associates learn and strengthen their skills as well as pursue paths to permanent placement. In 2024, TrueBlue connected 336,000 people to work in industries such as high-skilled construction, transportation, waste, hospitality, retail, energy, health care, and manufacturing.

TrueBlue was an early adopter of E-Verify and one of the first members of ICE's IMAGE program. We take measures to ensure each employee is eligible to work in the United States, including training our personnel to recognize fraudulent versus authentic identification documents required for completing the Form I-9.

The Challenge

Employers across the country face a dual burden: complying with complex immigration laws while meeting workforce needs; and competing against employers who knowingly hire unauthorized workers, driving down wages and creating unfair advantages.

Since 1986, employers have been required to verify work authorization through the documentation required to complete Form I-9. However, visual inspection alone cannot guarantee authenticity, and fraudulent documents remain a persistent challenge. E-Verify addresses this gap by electronically confirming employment eligibility against federal databases.

Our Two Recommendations

To help address these ongoing challenges, we recommend the Subcommittee consider adopting the proposed policies below:

1. Require All Employers with More Than 50 Employees to Use E-Verify

Nationwide adoption for employers with more than 50 employees would:

- Level the playing field for law-abiding businesses.
- Protect American workers from wage suppression caused by unauthorized employment.
- Reduce identity fraud through real-time verification.

Legislation such as the *Legal Workforce Act* and similar proposals have outlined phased implementation strategies for mandatory E-Verify, demonstrating feasibility for businesses of varying sizes.

2. Establish a Safe Harbor for Employers Using E-Verify in Good Faith

Employers who comply should not live in fear of punitive enforcement when they have followed the law. We urge Congress to create a statutory safe harbor that protects employers from immigration-related penalties when:

- They use E-Verify for all new hires.
- They exercise due diligence by ensuring documentation “reasonably appears to be genuine and relates to the individual.”

This safe harbor would encourage broader adoption of E-Verify, reduce litigation risk, and allow enforcement resources to focus on willful violators—not businesses acting in good faith. Similar provisions have appeared in prior legislative proposals, recognizing that compliance should be incentivized, not punished.

We thank you for your leadership and are happy to serve as a resource on how employers use E-Verify and other workforce matters.

Sincerely,

/s/ Garrett Ferencz

Chief Legal Officer/General Counsel