



NOVAD Management Consulting and C-Smart Business Solutions offer the Smart Solution to Ensure Compliance with New Georgia Illegal Immigration Reform and Enforcement Act (GIIREA)

ATLANTA, GA, January 17, 2012 /24-7PressRelease/ -- On January 1, 2012, the Georgia Illegal Immigration Reform and Enforcement Act (GIIREA) of 2011 became effective for all Georgia employers with more than 10 employees who work at least 35 hours per week. Employers will be required to enroll in and use E-Verify, an Internet-based system administered by the United States Department of Homeland Security that allows businesses to determine the eligibility of their employees to work in the United States.

Employers will submit information taken from a new hire's Form I-9 (Employment Eligibility Verification Form) through E-Verify to the Social Security Administration and U.S. Citizenship and Immigration Services (USCIS) to determine whether the information matches government records and if the new hire is authorized to work in the United States. Employers who violate the GIIREA may be subject to civil fines, criminal penalties, and debarment from government contracts.

NOVAD Management Consulting and C-Smart Business Solutions announce the formation of a partnership to provide small businesses a one-stop service for I-9 Auditing & Training, Electronic Verification Management, and Electronic Employee Verification Training & Reporting. The service is named Employer Worker Authorization Compliance (EWAC) – The Smart Solution. **The Smart Solution-EWAC** is designed to provide senior HR professionals, business owners, and corporate leaders with the information they need to understand and meet these new legal obligations.

According to Karen Smith, who manages NOVAD's Atlanta office, "Most small businesses do not have human resource departments and fail to audit or retain I-9 forms properly. When used properly, efficient internal I-9 and E-Verify processes and protocols can reduce administrative costs while improving the company's GIIREA compliance."

Partner and CEO of C-Smart Solutions, Charlene Smart adds, "We want to pass on knowledge to small businesses so that they can avoid potentially costly fines and penalties. E-Verify has the potential to add a layer of difficulty to an already complex I-9 process." Failure to comply with the E-Verify program may include suspended or denied business license, tax certificate, or other documents required to operate a business Georgia.

For additional information about GIIREA and EWAC-the Smart Solution, visit EWACSmartSolution.com.