

Final Non-Confirmation (FNC) Termination Process

A Final Non-Confirmation (FNC) in the I-9 process occurs when the E-Verify system is unable to confirm an employee's work authorization after the Tentative Non-Confirmation (TNC) resolution period has ended. The HR Service Center team will partner with the HR Business Partnerships team to notify the department and terminate employment following an FNC.

Process Outline

Here's a brief outline of the TNC and FNC process in the I-9 employment verification workflow:

- **Tentative Non-Confirmation (TNC)** is triggered when E-Verify cannot match an employee's I-9 info with Social Security Administration (SSA) or Department of Homeland Security (DHS) records. When this occurs, the HRSC notifies the department and provides a Further Action Notice, giving the employee 10 federal working days to decide whether to contest. If contested, the employee must contact SSA/DHS within 8 federal working days.
- **Final Non-Confirmation (FNC)** is issued if the employee does not respond or resolve the TNC, or if they choose not to contest. An employer may terminate employment based on FNC.

Final Non-Confirmation Workflow

