



The SESK Party Game

STUFF EVERY FOUNDER SHOULD KNOW

How to play (30 seconds)

1. The reader reads a card and its three answers out loud.
2. Everyone says "One, two, three, Goldilocks!" and holds up 1, 2, or 3 fingers.
3. The reader flips the card and reads the answer and the Why.
4. Everyone who was right takes a point.
5. The reader reads the joke with a straight face. Anyone laughs or groans? The reader takes a point. Nobody got it right? The reader takes a point.
6. Pass the deck left. Most points when the points run out wins.

What you need

These cards and the point tokens on the last two pages. No tokens? Use coins, buttons, pebbles, or marshmallows. 3 to 10 players, ages 8 and up.

Expert rule: Bet It

Before the reader flips the card, you may put one of your points on your answer. Right: take your normal point plus one extra. Wrong: your bet goes back to the pile. That's it.

Printing

Print single-sided, on cardstock if you have it. Cut on the dashed lines. Each card is a 3.5 x 5 inch index card. The answer half is upside down on purpose, so the table can't peek. Cards 1 to 50 of 104. More cards and the free daily online game at sesk.info. Built 2026-10-12.

STARTING AND RUNNING A BUSINESS



How can a profitable business still run out of cash?

- A** Customers have not paid yet
- B** Profit always equals bank cash
- C** Expenses disappear after a sale

FLIP FOR THE ANSWER

#9310

SESK.INFO

STRAIGHT FACE
Why did profit bring a map? It could not find the bank account.

A **Customers have not paid yet**
WHY Accrual profit can include sales that customers have not paid yet. Bills still require available cash, so a profitable company can face a cash shortage.

STARTING AND RUNNING A BUSINESS



Which statement shows whether a business earned a profit?

- A** Cash flow statement
- B** Profit and loss statement
- C** Customer invoice

FLIP FOR THE ANSWER

#9311

SESK.INFO

STRAIGHT FACE
Why did the income statement study? It wanted a better bottom line.

B **Profit and loss statement**
WHY A profit and loss statement measures revenue and expenses for a month, quarter, or year. Their difference shows profit or loss for that period.

STARTING AND RUNNING A BUSINESS



What does cash flow measure?

- A** Only sales promised
- B** Only yearly profit
- C** Cash received and cash paid

FLIP FOR THE ANSWER

#9312

SESK.INFO

STRAIGHT FACE
Why is cash flow like a river? Both need careful banks.

C **Cash received and cash paid**
WHY Cash flow focuses on actual movement of cash. Positive net cash flow means more cash came in than went out during the period.

STARTING AND RUNNING A BUSINESS



How does a cash flow projection differ from a statement?

- A** A projection estimates future cash
- B** A statement predicts future prices
- C** They always mean profit

FLIP FOR THE ANSWER

#9313

SESK.INFO

STRAIGHT FACE
Why did the forecast wear glasses? It wanted a clearer outlook.

A **A projection estimates future cash**
WHY A projection estimates future cash receipts and payments. A cash flow statement is historical, although people sometimes use the terms loosely.

STARTING AND RUNNING A BUSINESS



In the FDIC Money Smart cash flow projection, where does an equipment purchase go?

- A** Source of cash
- B** Non-operating use of cash
- C** Customer receivable

FLIP FOR THE ANSWER

#9314

SESK.INFO

STRAIGHT FACE
The new machine asked for a raise, but it already cost plenty.

B Non-operating use of cash
WHY The guide separates incoming cash, daily operating uses, and non-operating uses. Equipment purchases belong in the non-operating section.

STARTING AND RUNNING A BUSINESS



What becomes next month's opening cash?

- A** Gross profit
- B** Unpaid invoices
- C** Ending cash

FLIP FOR THE ANSWER

#9315

SESK.INFO

STRAIGHT FACE
Ending cash never says goodbye, it says see you next month.

C Ending cash
WHY A monthly cash projection links one month to the next. After subtracting cash uses, the remaining ending cash carries forward as the next opening balance.

STARTING AND RUNNING A BUSINESS



What is the main purpose of a cash flow projection?

- A** Plan whether cash covers bills
- B** Settle every tax question
- C** Replace all financial statements

FLIP FOR THE ANSWER

#9316

SESK.INFO

STRAIGHT FACE
Why did the bill check the forecast? It wanted to know if cash was coming.

A Plan whether cash covers bills
WHY A cash projection helps a founder see whether enough cash should be available when bills come due. That gives time to adjust spending, collections, or financing.

STARTING AND RUNNING A BUSINESS



What does monthly burn rate usually measure?

- A** Total lifetime sales
- B** Average monthly net cash decrease
- C** The highest product price

FLIP FOR THE ANSWER

#9317

SESK.INFO

STRAIGHT FACE
Why did burn rate carry a fire extinguisher? It was spending too hot.

B Average monthly net cash decrease
WHY Burn rate describes how quickly available cash is shrinking. Founders should state whether they mean gross spending or net burn after cash receipts.

STARTING AND RUNNING A BUSINESS



How do founders estimate cash runway in months?

- A** Burn divided by cash
- B** Revenue plus expenses
- C** Cash divided by monthly burn

FLIP FOR THE ANSWER

#9318

SESK.INFO

STRAIGHT FACE
Why did cash visit the airport? It wanted a longer runway.

C **WHY** Cash divided by monthly burn
Runway estimates how many months current cash can support the present burn rate. It is a planning estimate because both cash receipts and spending can change.

STARTING AND RUNNING A BUSINESS



How is gross profit calculated for a product business?

- A** Net sales minus cost of goods sold
- B** Cash plus accounts payable
- C** Price divided by inventory

FLIP FOR THE ANSWER

#9319

SESK.INFO

STRAIGHT FACE
Gross profit cleaned up nicely after subtracting costs.

A **WHY** Net sales minus cost of goods sold
First subtract returns and allowances to get net sales. Then subtract cost of goods sold to get gross profit before other operating expenses.

STARTING AND RUNNING A BUSINESS



What number is the denominator in gross margin percentage?

- A** Cost of goods sold
- B** Net sales
- C** Cash balance

FLIP FOR THE ANSWER

#9320

SESK.INFO

STRAIGHT FACE
Why did the baker open a store? Business was on the rise.

B **WHY** Net sales
Gross margin shows the share of each sales dollar left after cost of goods sold. Divide gross profit by net sales, then express the result as a percentage.

STARTING AND RUNNING A BUSINESS



A \$100 item sells for \$150. What is its markup on cost?

- A** About 33 percent
- B** 150 percent
- C** 50 percent

FLIP FOR THE ANSWER

#9321

SESK.INFO

STRAIGHT FACE
Why do cows make good shopkeepers? They always have outstanding stock.

C **WHY** 50 percent
Markup divides the \$50 gross profit by the \$100 cost. Margin divides that same \$50 by the \$150 selling price, so the percentages differ.

STARTING AND RUNNING A BUSINESS



What is the starting point for cost-plus pricing?

- A** The cost to deliver the offer
- B** What competitors charge
- C** Last year's cash balance

FLIP FOR THE ANSWER

#9322

SESK.INFO

STRAIGHT FACE
Where do sheep get haircuts? At the baa-baa shop.

A **WHY** The cost to deliver the offer
Cost-plus pricing builds a price from the costs of making and delivering the product or service. The added amount must also support overhead and profit.

STARTING AND RUNNING A BUSINESS



What most directly guides value-based pricing?

- A** Only the founder's hours
- B** What customers value
- C** Only last year's cost

FLIP FOR THE ANSWER

#9323

SESK.INFO

STRAIGHT FACE
Why did value get a price tag? Customers wanted the point.

B **WHY** What customers value
Value-based pricing considers the outcome or benefit the customer believes the offer provides. Costs still matter because the resulting price must support the business.

STARTING AND RUNNING A BUSINESS



What happens at the break-even point?

- A** Cash always doubles
- B** Variable cost becomes zero
- C** Total revenue equals total cost

FLIP FOR THE ANSWER

#9324

SESK.INFO

STRAIGHT FACE
Why was break-even so calm? It had nothing to gain or lose.

C **WHY** Total revenue equals total cost
At break-even, sales cover both fixed and variable costs. One more unit may add profit if its price exceeds its variable cost.

STARTING AND RUNNING A BUSINESS



How do you calculate break-even units for one product?

- A** Fixed costs divided by unit contribution
- B** Price divided by fixed costs
- C** Variable cost times sales

FLIP FOR THE ANSWER

#9325

SESK.INFO

STRAIGHT FACE
The calculator reached break-even and took an even break.

A **WHY** Fixed costs divided by unit contribution
Each unit's price minus variable cost contributes toward fixed costs. Dividing fixed costs by that amount estimates the units needed to break even.

STARTING AND RUNNING A BUSINESS



What is contribution margin per unit?

- A** Unit price plus fixed cost
- B** Unit price minus variable cost
- C** Cash divided by customers

FLIP FOR THE ANSWER

#9326

SESK.INFO

STRAIGHT FACE
Contribution margin always brings something to the table.

B Unit price minus variable cost
WHY Contribution margin shows how much one sale contributes toward fixed costs and then profit. Costs that vary with the sale must be subtracted first.

STARTING AND RUNNING A BUSINESS



What does customer acquisition cost measure?

- A** Revenue from every customer
- B** Cost to keep existing customers
- C** Acquisition spending per new customer

FLIP FOR THE ANSWER

#9327

SESK.INFO

STRAIGHT FACE
Why did marketing count customers? It wanted to know the cost of company.

C Acquisition spending per new customer
WHY A simple CAC calculation divides acquisition spending by new customers acquired. Teams must define which marketing and sales costs they include so comparisons stay consistent.

STARTING AND RUNNING A BUSINESS



What should customer lifetime value estimate?

- A** Value across the customer relationship
- B** Only the first invoice
- C** Total revenue from all customers

FLIP FOR THE ANSWER

#9328

SESK.INFO

STRAIGHT FACE
LTV packed a long lunch because it planned to stay awhile.

A Value across the customer relationship
WHY Lifetime value looks beyond the first purchase to expected value over the relationship. A useful model accounts for margin, retention, and an explicit time horizon.

STARTING AND RUNNING A BUSINESS



How is the LTV to CAC ratio calculated?

- A** CAC divided by revenue
- B** LTV divided by CAC
- C** Cash divided by invoices

FLIP FOR THE ANSWER

#9329

SESK.INFO

STRAIGHT FACE
LTV and CAC became a ratio because they wanted to compare notes.

B LTV divided by CAC
WHY The ratio compares expected customer value with the cost to acquire that customer. Both measures must use consistent definitions and comparable customer groups.

STARTING AND RUNNING A BUSINESS



What does accounts receivable represent?

- A** Cash already deposited
- B** Bills owed to suppliers
- C** Amounts customers owe

FLIP FOR THE ANSWER

#9330

SESK.INFO

STRAIGHT FACE
Receivables sent a reminder because they were tired of waiting.

C Amounts customers owe
WHY A credit sale creates an amount due from the customer. It is an asset, but it does not become cash until the customer pays.

STARTING AND RUNNING A BUSINESS



Which detail belongs on a useful customer invoice?

- A** Description and payment terms
- B** The customer's credit score
- C** Your profit margin on the job

FLIP FOR THE ANSWER

#9331

SESK.INFO

STRAIGHT FACE
Why was the invoice specific? It did not want to be misunderstood.

A Description and payment terms
WHY A complete invoice tells the customer who billed, what was supplied, what is owed, and when payment is due. Send it promptly and follow the agreed contract terms.

STARTING AND RUNNING A BUSINESS



What is the maximum standard SBA 7(a) loan amount?

- A** \$500,000
- B** \$5 million
- C** \$5.5 million

FLIP FOR THE ANSWER

#9332

SESK.INFO

STRAIGHT FACE
Why did the loan bring seven A's? It studied for financing.

B \$5 million
WHY The 7(a) program is SBA's primary business loan program. Its maximum loan amount is \$5 million, although eligibility and lender underwriting still apply.

STARTING AND RUNNING A BUSINESS



Where does a business submit a normal SBA 7(a) application?

- A** The IRS
- B** A state licensing office
- C** A participating lender

FLIP FOR THE ANSWER

#9333

SESK.INFO

STRAIGHT FACE
Why did the application visit the bank? It knew the right address.

C A participating lender
WHY SBA sets program rules and guarantees part of qualifying loans. The local participating lender receives the application, requests documents, and works with the borrower.

STARTING AND RUNNING A BUSINESS



What is the maximum SBA 504 loan amount?

- A** \$5.5 million
- B** \$50,000
- C** \$500,000

FLIP FOR THE ANSWER

#9334

SESK.INFO

STRAIGHT FACE
Why did the building like 504 financing? It was a fixed-asset fan.

WHY The 504 program offers long-term, fixed-rate financing for major fixed assets. SBA lists the maximum loan amount as \$5.5 million.
A \$5.5 million

STARTING AND RUNNING A BUSINESS



Which need cannot normally be financed with an SBA 504 loan?

- A** Long-term equipment
- B** Working capital
- C** An eligible building

FLIP FOR THE ANSWER

#9335

SESK.INFO

STRAIGHT FACE
Why did inventory miss the 504 bus? It was not a fixed asset.

WHY The 504 program is designed for qualifying fixed assets. A business seeking working capital or inventory financing should examine other products, such as eligible 7(a) options.
B Working capital

STARTING AND RUNNING A BUSINESS



What is the maximum SBA microloan?

- A** \$5 million from SBA directly
- B** \$500,000 from any bank
- C** \$50,000 through an intermediary

FLIP FOR THE ANSWER

#9336

SESK.INFO

STRAIGHT FACE
Why was the microloan easy to spot? It made a small entrance.

WHY SBA funds specially designated community intermediaries, which make microloans to eligible borrowers. The program maximum is \$50,000, and the average loan is much smaller.
C \$50,000 through an intermediary

STARTING AND RUNNING A BUSINESS



Which owners must provide an unlimited personal guaranty for covered SBA loans?

- A** Individuals owning 20 percent or more
- B** Only employees with no ownership
- C** Every customer

FLIP FOR THE ANSWER

#9337

SESK.INFO

STRAIGHT FACE
Why did the guaranty read every line? It was taking things personally.

WHY For 7(a) and 504 programs, SBA's guarantee form says individuals with at least 20 percent ownership must provide an unlimited personal guaranty. That can expose personal assets if the business defaults.
A Individuals owning 20 percent or more

STARTING AND RUNNING A BUSINESS



What does SBA Lender Match do?

- A** Guarantees loan approval
- B** Connects businesses with lenders
- C** Issues money immediately

FLIP FOR THE ANSWER

#9338

SESK.INFO

STRAIGHT FACE
Why did the borrower try Lender Match? It wanted a finance connection.

B Connects businesses with lenders
WHY Lender Match is a referral tool. A match or expression of interest is not approval, and the business still completes the lender's application and underwriting process.

STARTING AND RUNNING A BUSINESS



What must a small business recordkeeping system clearly show?

- A** Only total yearly sales
- B** Only the owner's hours
- C** Income and expenses

FLIP FOR THE ANSWER

#9339

SESK.INFO

STRAIGHT FACE
Why did the receipt stay organized? It wanted to make a good record.

C Income and expenses
WHY Keep transaction summaries and supporting documents that explain money earned and costs claimed. The records must be good enough to support figures reported on tax returns.

STARTING AND RUNNING A BUSINESS



How long should records supporting a bad debt deduction be kept?

- A** Three years
- B** Seven years
- C** Thirty days

FLIP FOR THE ANSWER

#9340

SESK.INFO

STRAIGHT FACE
Why did the bad debt file stay longer? It had a seven-year engagement.

B Seven years
WHY The IRS lists a seven-year retention period for a claim involving worthless securities or a bad debt deduction. Preserve documents that show the debt and why it became worthless.

STARTING AND RUNNING A BUSINESS



What should customer terms clearly explain before acceptance?

- A** The deal and payment obligations
- B** Only the company's marketing claims
- C** Terms revealed after purchase

FLIP FOR THE ANSWER

#9341

SESK.INFO

STRAIGHT FACE
Why did the contract use plain language? It wanted clear terms.

A The deal and payment obligations
WHY Terms of service should let a customer understand what is offered, what each side must do, and when payment is due. Applicable consumer and state laws can limit contract wording.

STARTING AND RUNNING A BUSINESS



Why should a customer contract define scope and deliverables?

- A** It guarantees every project succeeds
- B** It defines promised work
- C** It removes all customer duties

FLIP FOR THE ANSWER

#9342

SESK.INFO

STRAIGHT FACE
Why did scope carry binoculars? It wanted clear boundaries.

B It defines promised work
WHY A scope should identify deliverables, responsibilities, acceptance, and timing. A written change process can adjust price and schedule when requested work changes.

STARTING AND RUNNING A BUSINESS



What does a limitation of liability clause try to do?

- A** Guarantee no one can sue
- B** Erase every legal duty
- C** Limit defined contractual exposure

FLIP FOR THE ANSWER

#9343

SESK.INFO

STRAIGHT FACE
Why did liability draw a line? It wanted a clear limit.

C Limit defined contractual exposure
WHY A limitation clause can cap or exclude defined liabilities, but it is not magic immunity. Enforceability and permitted exceptions vary by law, conduct, and contract type.

STARTING AND RUNNING A BUSINESS



The IRS sorts evidence about whether a worker is an employee into which three categories?

- A** Behavioral, financial and type of relationship
- B** Hours, pay rate and job title
- C** Age, education and years of experience

FLIP FOR THE ANSWER

#9344

SESK.INFO

STRAIGHT FACE
Why did the contractor bring a ruler? To make sure every detail measured up.

A Behavioral, financial and type of relationship
WHY The IRS looks at behavioral control (how the work is done), financial control (pay, expenses, tools) and the type of relationship (contracts, benefits, permanence). Together they show how much control the business has.

STARTING AND RUNNING A BUSINESS



A worker does your tasks from home, but you control what they do and how. To the IRS, they are usually what?

- A** An independent contractor, because they work from home
- B** An employee, because you control the details
- C** A volunteer, because there is no office

FLIP FOR THE ANSWER

#9345

SESK.INFO

STRAIGHT FACE
Why did the computer go to work? It had a hard drive.

B An employee, because you control the details
WHY Under IRS common-law rules, a remote worker is your employee if you can control what will be done and how. Where they sit does not matter; your right to control the details does.

STARTING AND RUNNING A BUSINESS



How many IRS factors must point to "employee" before a worker counts as an employee?

- A** Exactly 20 of the factors
- B** More than half of the factors
- C** No set number; weigh the whole relationship

FLIP FOR THE ANSWER

#9346

SESK.INFO

STRAIGHT FACE
Why did the worker bring a ladder to the IRS test? To see if the job was over their head.

C No set number; weigh the whole relationship
WHY The IRS says there is no magic number of factors and no single factor decides it. You look at the entire relationship and how much right you have to direct and control the worker.

STARTING AND RUNNING A BUSINESS



Who can file IRS Form SS-8 to ask the IRS to decide if a worker is an employee or a contractor?

- A** Either the business or the worker
- B** Only the business
- C** Only the worker's tax preparer

FLIP FOR THE ANSWER

#9347

SESK.INFO

STRAIGHT FACE
Why did the form go to the party? It wanted to fill in.

A Either the business or the worker
WHY Form SS-8 asks the IRS to officially determine a worker's status. Either side can file it, and the IRS reviews the facts. It can take at least six months to get an answer.

STARTING AND RUNNING A BUSINESS



If you treat an employee as a contractor with no reasonable basis, what can the IRS hold you liable for?

- A** Nothing, if the worker signed a contract
- B** The employment taxes for that worker
- C** Only a \$50 late form fee

FLIP FOR THE ANSWER

#9348

SESK.INFO

STRAIGHT FACE
Why did the payroll clerk carry a pencil and eraser? To fix every mistake before tax day.

B The employment taxes for that worker
WHY Employers must withhold and pay Social Security, Medicare and other employment taxes for employees. Misclassify someone with no reasonable basis and you may owe those taxes yourself, without the IRS relief provisions.

STARTING AND RUNNING A BUSINESS



Under the Labor Department's economic reality test, what is the main question about a worker?

- A** Do they have a college degree?
- B** Did they sign a 1099 agreement?
- C** Are they dependent on you, or in business for themselves?

FLIP FOR THE ANSWER

#9349

SESK.INFO

STRAIGHT FACE
Why did the duck get a job? To pay his bills.

C Are they dependent on you, or in business for themselves?
WHY The Department of Labor uses the economic reality test to decide who is an employee under the Fair Labor Standards Act. Workers who depend on you for work are employees; people truly running their own business are contractors.

STARTING AND RUNNING A BUSINESS



You pay a worker on a 1099 and they sign a contractor agreement. Does that make them a contractor under the FLSA?

- A** No, the real working relationship decides
- B** Yes, a signed agreement settles it
- C** Yes, if you file a 1099 every year

FLIP FOR THE ANSWER

#9350

SESK.INFO

STRAIGHT FACE
Why did the contract feel confused? Everyone kept saying it was just a formality.

A **No, the real working relationship decides**
WHY The Labor Department says what a worker is called does not matter, and getting a 1099 or signing a contractor agreement does not make someone a contractor. The economic facts of the job decide.

STARTING AND RUNNING A BUSINESS



What does a new employee's Form W-4 tell the employer?

- A** Whether the employee may legally work in the US
- B** How much federal income tax to withhold
- C** The employee's bank account for direct deposit

FLIP FOR THE ANSWER

#9351

SESK.INFO

STRAIGHT FACE
I'd tell you a joke about withholding, but I'm keeping a little back for later.

B **How much federal income tax to withhold**
WHY Form W-4, the Employee's Withholding Certificate, gives filing status, other jobs, credits and deductions. The employer uses it to figure federal income tax withholding from each paycheck.

STARTING AND RUNNING A BUSINESS



A new employee never turns in a completed Form W-4. How must the employer withhold federal income tax?

- A** No federal income tax until the form arrives
- B** As married filing jointly with two children
- C** As single or married filing separately, no other entries

FLIP FOR THE ANSWER

#9352

SESK.INFO

STRAIGHT FACE
Why did the paycheck hide behind Form W-4? It did not want too much taken out.

C **As single or married filing separately, no other entries**
WHY The IRS says if an employee does not give you a properly completed W-4, you withhold as if they are single or married filing separately with nothing in steps 2, 3 or 4. That usually means more tax withheld.

STARTING AND RUNNING A BUSINESS



After an employee signs Form W-4, what does the employer do with it?

- A** Keep it on file for at least 4 years
- B** Mail it to the IRS within 10 days
- C** Give it back to the employee to keep

FLIP FOR THE ANSWER

#9353

SESK.INFO

STRAIGHT FACE
Why did the paper clip apply for the job? It wanted to hold things together.

A **Keep it on file for at least 4 years**
WHY The IRS says employers keep each signed W-4 for at least 4 years and have it ready for inspection. The IRS may direct an employer to send certain Forms W-4.

STARTING AND RUNNING A BUSINESS



By when must a new employee fill out Section 1 of Form I-9?

- A** Within 30 days of starting
- B** No later than their first day of work for pay
- C** Before they apply for the job

FLIP FOR THE ANSWER

#9354

SESK.INFO

STRAIGHT FACE
Why did the pencil get the job? It had a good point.

B No later than their first day of work for pay
WHY The employee completes Section 1 (their information and attestation) by the first day they work for pay. You may not ask someone to fill it out before they have accepted a job offer.

STARTING AND RUNNING A BUSINESS



How long does an employer have to complete Section 2 of Form I-9 after a new employee starts work?

- A** Ten calendar days
- B** Until the first payday
- C** Three business days

FLIP FOR THE ANSWER

#9355

SESK.INFO

STRAIGHT FACE
Why are calendars always so tired? Their days are numbered.

C Three business days
WHY Within three business days, the employer examines acceptable documents or a receipt and completes Section 2. Most inspect originals in person, while eligible E-Verify employers may use DHS's remote alternative procedure.

STARTING AND RUNNING A BUSINESS



How long must an employer keep a former employee's Form I-9?

- A** 3 years after hire or 1 year after leaving, if later
- B** 7 years after hire, no matter what
- C** Until the employee's last paycheck clears

FLIP FOR THE ANSWER

#9356

SESK.INFO

STRAIGHT FACE
What do you call a dinosaur that does payroll? A Tyrannosaurus Checks.

A 3 years after hire or 1 year after leaving, if later
WHY Federal rules say keep each Form I-9 for three years after the hire date or one year after the job ends, whichever date comes later. Short jobs mean three years; long jobs mean one year after they leave.

STARTING AND RUNNING A BUSINESS



After you complete a new hire's Form I-9, where does it go?

- A** Mailed to USCIS within 10 days
- B** In your own files, ready for inspection
- C** Uploaded to the IRS with Form W-4

FLIP FOR THE ANSWER

#9357

SESK.INFO

STRAIGHT FACE
What did the envelope say to the mail carrier? Don't push me, I'm already stamped.

B In your own files, ready for inspection
WHY Employers keep completed Forms I-9 themselves. USCIS says never mail them to USCIS or ICE. Officials from DHS, the Justice Department or the Labor Department may ask to inspect them.



What does E-Verify do?

- A** Runs a criminal background check
- B** Verifies a worker's past employers
- C** Checks I-9 information against government records

FLIP FOR THE ANSWER

#9358

SESK.INFO

STRAIGHT FACE
Why did the employee sit on the clock? They wanted to work overtime.

C Checks I-9 information against government records
WHY E-Verify is an online system that compares what the employer enters from an employee's Form I-9 to Homeland Security and Social Security records to confirm the person can work in the US.



Under federal law, which employers must use E-Verify?

- A** Federal contractors with the FAR E-Verify clause
- B** Every business with one or more employees
- C** Only businesses with over 500 workers

FLIP FOR THE ANSWER

#9359

SESK.INFO

STRAIGHT FACE
I joined a club for people who check paperwork. Membership is verified.

A Federal contractors with the FAR E-Verify clause
WHY E-Verify is a voluntary program for most employers. Businesses with federal contracts or subcontracts that contain the Federal Acquisition Regulation E-Verify clause must enroll and use it as a condition of the contract.



