

Tennessee Lawful Employment Act (TLEA) Identification Verification

The Tennessee Lawful Employment Act (TLEA) also known as E-Verify requires all employers in Tennessee to demonstrate that they are hiring and maintaining a legal workforce.

The TLEA requires the new employee to provide one of the following identity and employment authorization documents prior to the employee's performing work:

- A valid Tennessee driver's license or photo identification;
- A valid driver's license or photo identification from another state where; the license requirements are at least as strict as those in Tennessee;
- A birth certificate issued by a U.S. state, jurisdiction or territory;
- A U.S. government issued certified birth certificate;
- A valid, unexpired U.S. passport;
- A U.S. certificate of birth abroad (DS-1350 or FS-545);
- A report of birth abroad of a U.S. citizen (FS-240);
- A certificate of citizenship (N560 or N561);
- A certificate of naturalization (N550, N570 or N578);
- A U.S. citizen identification card (I-197 or I-179);
- Valid alien registration documentation or other proof of current immigration registration recognized by the United States department of homeland security that contains the individual's complete legal name and current alien admission number or alien file number (or numbers if the individual has more than one number)