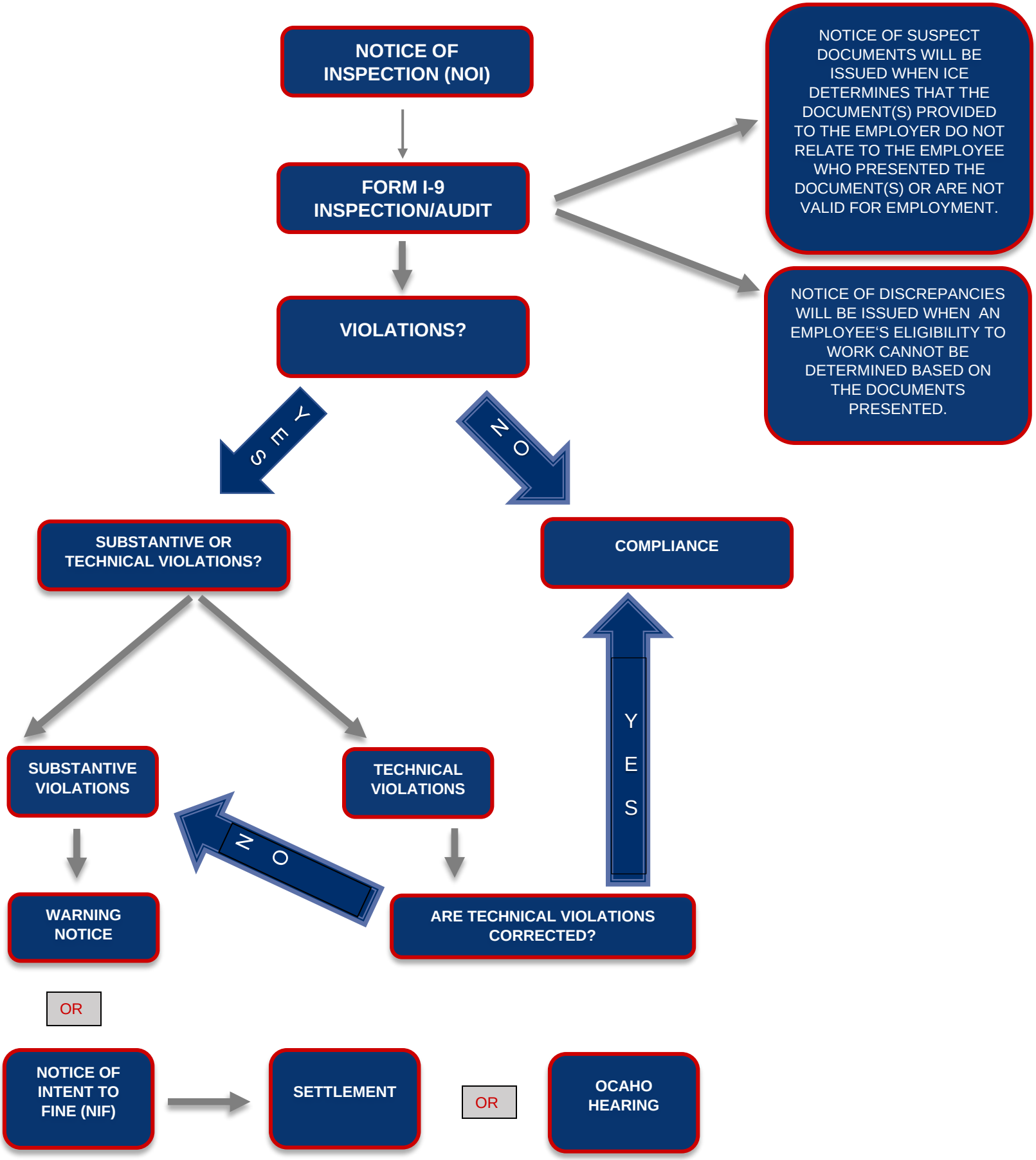Form I-9 Inspection Process