

# Difference Between I9 and W9

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## Key Difference - I9 vs W9

Employee verification and tax collection are two vital elements that governments are interested in. Governments in many countries have specified a number of rules and regulations for tax collection and employee verification. I9 and W9 are two forms used for such activities in the United States to ensure effective employee verification and tax collection. The key difference between I9 and W9 are that **I9 form is an official verification of identity and legal authorization to work required for all paid employees** whereas **W9 is a form filled by third party companies such as independent contractors who provide services to companies, upon the request from the respective company.**

## What is I9?

The I9 form is an official verification of identity and legal authorization to work which concerns all paid employees in the United States. This is a mandatory requirement by the United States Citizenship and Immigration Services according to the Immigration Reform and Control Act (IRCA) of 1986. I9 is also referred to as the **Employment Eligibility Verification Form.**

Employers must provide facially valid documentation verifying the employee's identity and legal authorization to accept employment in the United States at the time of hiring new employees. Under federal law, any employee who provides a fraudulent form of identity, as well as any employer who accepts a fraudulent form of identity, is guilty of perjury. Contractors and unpaid volunteers are not required to fill the I9 form.

I9 consists of two main sections, and Section 1 and Section 2 should be completed by the employee and the employer, respectively. Below information is entered into the I9 form.

### Section 1

- Name, address and [zip code](#) of the employee
- Date of birth
- [Social security number](#)



## What is W9?

W9 is a form filled by third party companies such as independent contractors who provide services to companies, upon the request from the respective company. **Request for Taxpayer Identification Number and Certification Form** is another name given to the W9 form.

The following information is included on the W9 form.

### General Information

- Name of the taxpayer
- Business/entity name
- Federal tax clarification (to indicate the type of the business)
- Address and zip code

### Taxpayer Identification Number (TIN)

[TIN](#) is a unique 11 digit numeric code issued for vendors and dealers who are liable to pay [VAT](#) (Value Added Tax).

### Certification

In this section, the taxpayer certifies that the correct TIN is provided in the form

W9 is an IRS form; however, this is not sent to the IRS, but is maintained by the individual who files the information return for verification purposes. W9 also serves as an important identification of the TIN of the taxpayer. Companies who obtain services from third parties has to request the W9 from a U.S. citizen or a foreign national. The information in this form becomes useful when the company is reporting to the Internal Revenue Service to indicate the amount of funds third party companies.



I9 is also referred to as the Employment Eligibility Verification Form.

Request for Taxpayer Identification Number and Certification Form is a Synonym for W9.

### Responsible Party for Completion

Both employee and employer have to fill the I9.

Independent contractors are entitled to fill the W9.

## Summary - I9 vs W9

The difference between I9 and W9 is preliminarily based on the purpose that they are used for. The form used for employee verification for federal government purposes in the United States is the I9 form while the form filled by third party companies such as independent contractors is known as the W9 form. Concealing true identity to obtain employment and mismanagement of tax can be avoided via these documents.

#### References:

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3. Perez, William. "What You Need to Know about Form W-9." The Balance. N.p., n.d. Web. [Available here](#). 22 June 2017.

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2. "Pasaporte-eua" - original uploader was Mkt3000 dot com (Public Domain) via [Commons Wikimedia](#)

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