

# NORDSTROM

**QUESTION:** What is Employment Eligibility Verification (E-Verify) and does Nordstrom participate?

**ANSWER:** E-Verify (<http://www.e-verify.gov/>), a system managed by the U.S. Department of Homeland Security (DHS), and the Social Security Administration (SSA) determine work authorization of individuals employed in the United States. As part of the E-Verify process, the system compares information you provide on your Form I-9 to DHS and SSA records.

Yes, Nordstrom participates in E-Verify. If you accept a job offer, Nordstrom will provide the federal government with your Form I-9 information to confirm that you are authorized to work in the United States. For more information on E-Verify, please click [here](#).

---

**QUESTION:** What is the California Fast Food Minimum Wage?

**ANSWER:** Starting April 1, 2024, the California Department of Industrial Relations rolled out a new law that raises the minimum wage for “fast food restaurant employees.” You may review the notice [here](#).

To learn more about the law and which establishments qualify, click [here](#).

---

**QUESTION:** What is Philadelphia’s Fair Chance hiring law?

**ANSWER:** The Philadelphia Fair Chance hiring law ensures people with criminal records are fairly considered in the recruiting process. Click [here](#) for more information.

---

**QUESTION:** What is the San Francisco Fair Chance Ordinance?

**ANSWER:** The Fair Chance Ordinance (FCO) requires employers to follow rules regarding criminal records and related information. Click [here](#) for more information.

---

**QUESTION:** What is the Los Angeles County Fair Chance Ordinance?

**ANSWER:** LA County’s Fair Chance Ordinance provides rights, protections, and enforcement mechanisms for people with criminal histories looking for a job in the unincorporated areas of LA County. Click [here](#) for more information.

---

**QUESTION:** What is the Washington Fair Chance Act?

**ANSWER:** This Act has protections for applicants with a criminal record. Click [here](#) for more information.

---

**QUESTION:** What is Arizona's Employment Discrimination Law?

**ANSWER:** To review the Arizona's Employment Discrimination Law, click [here](#).

---