

## BACKGROUND SCREENING

# Criminal Records Monitoring

## Ongoing Post-hire Screening

### Help Protect Your Brand and Workforce

First Advantage Criminal Records Monitoring enables companies to better protect their brands, workplaces and relationships from risk. Criminal Records Monitoring is an FCRA-compliant ongoing monitoring tool that will allow employers to monitor criminal record activity of existing employees and contractors in near real-time.

This innovative tool provides alerts to employers whenever an employee or contractor has a reportable criminal records history after they begin working for the employer. This gives employers the opportunity to initiate intervention or adverse action, without waiting for a periodically scheduled rescreen.

### Suited for Most Industries

Criminal Records Monitoring is ideal for positions that require a level of trust or certification or have a direct impact on your company brand and customer safety. All industries can use this product particularly those in the retail, transportation, healthcare, education and financial services industries. Transportation and fleet services have the added benefit of receiving alerts on any motor vehicle violations.



### What Are Your Employees Doing in Their Spare Time?



Violent Crimes



DUI



Drug Trafficking

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**Criminal Records Monitoring from First Advantage** gives employers access to key information related to activities that have the potential to damage the company and its reputation. It delivers criminal record information in near real-time that employers need to know to ensure safe workplaces and professional customer experiences.

## How Criminal Records Monitoring Works



### Employee Roster

Employer uploads current employee roster, or subset of roster, to monitor for changes to an employee's criminal records history.



### Criminal Activity

Criminal Records Monitoring identifies new relevant incarceration activity, new court records filed at county courts and checks U.S. district courts for federal crimes.



### Identity Confirmation

The system matches criminal activity to a roster employee's identity.



### Court Search

The system initiates court searches to monitor for reportable criminal records activity (e.g. pending court date or conviction).



### Alert

When actual or pending convictions arise for current employees, the employer is alerted.



### Consumer Report

The employer receives a consumer report.



### Action

The employer now has the information to initiate intervention or adverse action.

## Criminal Records Monitoring Helps Employers Protect Their Company, Employees and Customers to:



Protect their brand and reputation



Safeguard their customers and employees



Maintain customer loyalty and trust



Guard against financial loss