



# 5 REASONS POST-HIRE BACKGROUND SCREENINGS ARE OBSOLETE

ORGANIZATIONS EMBRACE  
REAL-TIME RISK ALERTS

ENDERA

# REAL-TIME RISK ALERTS

For the first time, employers have **real-time** visibility into the criminal, civil, and license status of their employees.

Recent technological advances have made it possible for employers to receive real-time risk alerts the instant an employee is arrested, loses a key certification, declares bankruptcy, or exhibits any other risky behavior.

Until recently, companies had to rely on the manual review of periodic post-hire background reports to monitor employee behavior outside of work. The creation of real-time risk alerts is an example of technology making an antiquated process better, faster, and cheaper.

Read this ebook to understand how real-time risk alerts work and why they will supplant periodic post-hire screenings for companies both large and small.

# WHAT ARE REAL-TIME RISK ALERTS?

Real-time risk alerts are new to the private sector. They allow employers to receive alerts the instant an event in an employee's outside life poses a potential threat to the employer, co-workers, and customers.

## KEY ADVANTAGES OF REAL-TIME RISK ALERTS

- Stops insider threats BEFORE they act
- Provides 24/7 post-hire protection
- Rapid implementation
- Easy to use and maintain
- Defensible legal, audit trail

The aggregation and 24/7 access of thousands of publicly available federal, state, and local data feeds detailing criminal, civil, licensing, permit, and sanction databases, has made real-time risk alerts possible.

In the event that negative activity is detected, employers receive comprehensive, real-time alerts that can be used for further investigation.

# HOW REAL-TIME RISK ALERTS WORK

No IT Implementation • No Maintenance Burden • No Increase in Expenses

An employee roster is loaded into the continuous monitoring system

System provides 24/7 scanning of thousands of external data sources

Employer receives real-time, secure alerts for further investigation



# WHAT TYPES OF EVENTS ARE MONITORED?

THE EVENTS BELOW ARE JUST A SAMPLE. COMPANIES CAN CHOOSE TO MONITOR VIRTUALLY ANY PUBLICLY AVAILABLE DATA SOURCE.



## CRIMINAL RECORDS

- Wants & Warrants
- Booking & Arrests
- Criminal History
- Sex Offender



## FINANCIAL ACTIVITY

- Bankruptcy & Foreclosures
- Liens & Judgements
- Lawsuits
- Large Purchases



## LICENSES & PERMITS

- Professional Licenses
- Driver's Licenses
- Healthcare Licenses
- Concealed Weapons Permits



## GLOBAL COMPLIANCE

- Sanctions
- Exclusions
- Watchlists
- Politically Exposed Persons

5

**KEY REASONS  
REAL-TIME  
RISK ALERTS  
MAKE POST-HIRE  
SCREENINGS  
OBSOLETE**

# 1

# MAINTAIN CONSTANT PROTECTION

Periodic post-hire background screenings are just that, periodic. Due to the cost and administrative burden involved, most companies that use post-hire screenings only do so rarely or on a random basis.

The result is a terrible middle ground where companies recognize the need to monitor employees post-hire, but can only afford to do so on such a limited basis that risky behavior is likely to go undetected for months or years.

Real-time risk alerts finally deliver what organizations wanted from the start. Employers can now easily and affordably know the instant an employee engages in risky behavior outside of work.

The only reason companies use periodic post-hire background checks is because continuous monitoring was previously impossible. Of course, companies that see value in periodic screenings would prefer 24/7 continuous monitoring for less cost.





# PROTECT EMPLOYEE PRIVACY

# 2

Every organization's approach to employee privacy is different. While more than 90 percent of employers want to know the instant an employee has been arrested, many do not want to know about a recent divorce or other facts that they deem personal and unrelated to an employee's ability to do their job.

When employers receive periodic background screening reports they see everything there is to know about an employee, including lots of information they don't want to know. This extra information only creates a liability for employers.

Real-time risk alerts allow employers to configure the types of events they see and keep everything else hidden from view.

**Only real-time alerts allow employers to focus on behavior that is specific to an employee's role and the risk they pose to customers, colleagues, and the company.**

# 3

## REDUCE COSTS

Real-time risk alerts are built upon modern technology and operate at massive scale, so all employers have to do is load an employee roster and choose the types of events to monitor.

Integration with thousands of external data sources is already setup. The process of reviewing data is completely automated. Employers only need to monitor their risk alerts via a secure web interface.

Real-time risk alerts are significantly more effective than periodic screenings AND they cost less. This lower cost approach means that post-hire employee monitoring is now accessible to every company regardless of size.

The average time to deploy real-time risk alerts in an organization is 24 hours.



# ELIMINATE ADMINISTRATIVE BURDEN

# 4

Periodic background screenings provide employers with data, lots of data. However, this data is not actionable until somebody pages through the reports and confirms whether there is anything that is cause for concern.

This process is a hassle for a small number of employees and a huge burden if an employer is screening hundreds or thousands of employees.

Real-time risk alerts automate the entire process of sifting through reams of data and provides employers with only the details of events that they need to know.

Once an employee is loaded into the continuous monitoring system, there is **ZERO** administrative burden to maintain real-time risk alerts.

# 5

## MITIGATE HUMAN ERROR

The work involved with reviewing hundreds or thousands of employee background screenings is traditionally a labor intensive process. This manual undertaking creates all sorts of potential risks.

Screeners can easily miss an important detail buried in a large report. Documents can get lost or left in unsecured locations. Information can be misinterpreted or misunderstood.

By automating the review process, real-time risk alerts greatly mitigate the risk that key information will be lost, overlooked, or misinterpreted.

**Real-time risk alerts automate the review process so that employers only need to address risks as they are identified.**



# ABOUT ENDERA

Endera provides the industry's first automated, continuous insider risk assessment platform, scanning thousands of federal, state and county data sources to proactively alert organizations to potential high-risk individuals within their workforce.

Our secure, easy-to-use, cloud-based platform, is available as an identity-based, monthly subscription service, accessible from any web browser without any software for IT to install. Originally developed for the federal government to help the FBI screen flight school applicants, Endera helps organizations detect and reduce insider risk and prevent potential workplace fraud, theft and violence in regulated industries such as transportation, healthcare, finance and infrastructure.



**Want to see exactly how Endera can help protect your employees and your brand? Join us for a personalized demo:**



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