



- **Ongoing arrest record monitoring of selected workers**
- **Active risk mitigation**
- **Beneficial for all companies, especially those in regulated industries or serving vulnerable populations**

Why Conduct Ongoing Arrest Record Monitoring?

An effective screening program doesn't stop when the applicant is hired. HireRight's arrest record monitoring product helps you validate that those who satisfied your employment eligibility criteria at the time of hire, continue to do so. HireRight will report verified recent arrest activity for workers you choose to monitor, giving you information that could help you assess activity that does not align with your organization's policies.

HireRight's Arrest Record Monitoring

HireRight's Arrest Record Monitoring solution screens your provided roster of monitored workers through our near real-time arrest record data source that covers 85% of the U.S. population, and 2800+ city, county, state jails and departments of correction across the nation. In the event new activity is detected by the data source, HireRight validates the activity by checking primary sources (e.g. the jail, arresting institution, department of correction, etc.) and provides you with any verified arrest record activity upon your validation of your roster to confirm that you have a permissible purpose in accordance with the Fair Credit Reporting Act ("FCRA") with respect to those workers who are being monitored.

How it Works

When you establish an Arrest Record Monitoring program with HireRight, you must first provide your roster of workers that you wish to monitor. You complete a simple process and certify that you have a permissible purpose and have provided the required disclosures to and obtained consent from those workers.



Arrest Record Monitoring

Once the setup process has been completed, HireRight begins arrest record monitoring for the workers included in your roster. If potential arrest record activity is detected concerning any of your monitored workers, HireRight first goes to the primary arrest record source to obtain the most current information. If confirmed and reportable, HireRight will report the arrest activity once you validate your roster. Timely validation of your monitored roster is crucial, as it allows us to report monitored activity more quickly. Failure to validate your roster within 2 business days can cause an alert to go stale and the corresponding arrest record to not be reported. In jurisdictions in which arrest activity is not reportable, HireRight will monitor for criminal charges to be filed, and information will be reported if a criminal charge is filed within 60 days of the alert first being detected.

Note: Product geographic and population coverage continues to evolve. It may differ by state and county and is subject to change without notice. Current product availability considerations include but are not limited to the following:

- In the following States, HireRight cannot report records of arrest: California, New Mexico, New York, Wisconsin. In these States, HireRight will search for the subsequent criminal charge (if any) and provide a report on the filed charge if available within 60 days of the alert first being detected.
- States currently not covered: Hawaii, Maine, Massachusetts, Montana, Rhode Island, South Dakota, Vermont
- States currently with partial coverage: North Dakota, Nebraska, Georgia, New Mexico, Pennsylvania, Virginia

Getting Started

For more information about HireRight's Arrest Record Monitoring, visit us at www.hireright.com.

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