



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

## Why conduct ongoing criminal record monitoring?

An effective screening program doesn't stop when the applicant is hired. HireRight's Criminal 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 criminal records (and other activity defined below) from the month for workers you choose to monitor, giving you information that could help you assess criminal activity\* that does not align with your organization's policies or practices.

## HireRight's Criminal Record Monitoring

HireRight's ongoing Criminal Record Monitoring solution screens your roster of monitored workers every month against our proprietary multi-jurisdictional criminal database, searching over 600 million records from 1,200+ sources. In the event new activity is detected by data sources in the past month, HireRight validates the activity by checking primary sources and provides you any verified criminal charges, sex offender registry, certain prohibited party, sanctions and exclusions activity.\* We recommend ordering a Criminal Record Monitoring Baseline to ensure you have a clear, verified view into past records. Every month thereafter, we will report activity not previously reported.



# Criminal Record Monitoring

---

## How it Works

When you establish a Criminal 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 permissible purpose and have provided the required disclosures to and obtained consent from those workers in order to request this service.

If you request our standard Criminal Record Monitoring report, the first monitoring report will encompass any criminal records, sex offender registrations, and certain prohibited parties records, sanctions and exclusions records added to the database within the previous month.

Ordering an optional Criminal Record Monitoring Baseline report is recommended. The Criminal Record Monitoring Baseline report verifies all reportable historical criminal records, sex offender registrations, and certain prohibited parties records, sanctions and exclusions records identified within the database.

Every month thereafter, your provided roster will be monitored for criminal records, sex offender registries, foreign or financial sanctions, and medical exclusions activity added to the database.\*\* Should any arise, HireRight will request that you recertify a FCRA permissible purpose. Upon receipt of your confirmation, HireRight will check the primary source to confirm the activity before reporting any reportable records. Additional fees may apply for records requested from the original source.

\* Criminal Record Monitoring reports verified criminal, sex offender, sanction or exclusion activity from over 1,200+ sources including: Administrative Offices of Courts, Departments of Corrections, Federal Bureau of Prisons, Financial Sanctions, Office of Foreign Assets Control (OFAC), Office of Inspectors General (OIG), Sex and Violent Offender Registries, System for Award Management (SAM/GSA), Various County and State Criminal Courts. Not all jurisdictions are included within the database. This list is not comprehensive and is subject to change without notice.

\*\* Any verified and reportable activity added to the database within the previous month will be reported. This may include activity that occurred outside of the previous month (e.g. 28-31 days) as new jurisdictions and data sets are added to the database.

## Getting Started

For more information about HireRight's Criminal Record Monitoring, visit us at [www.hireright.com](https://www.hireright.com).

These materials are provided for general informational purposes. They are not intended to be comprehensive and should not be construed as legal advice. HireRight does not warrant any statements in these materials. HireRight's products and services are provided under the terms and conditions of HireRight's screening services agreement and any applicable product-specific addenda, and pursuant to HireRight policies, guidelines and procedures. Please contact HireRight for more information. HireRight's private investigation licenses can be found at: <https://www.hireright.com/legal/license-information/>