



# 2025 Screener's Palooza!

**Proactive Risk Mitigation:  
Continuous Monitoring Post-Hire**

**September 9, 2025  
2 PM Central**

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# Your Subject Matter Experts Today



**Jason Morris**

Partner & Advisor  
IQubed Advisors



**Kevin Bachman**

Partner & Advisor  
IQubed Advisors



**Tim Gordon**

PBSA Chair & Chief Compliance Officer  
InfoMart



**Robert Johnstone**

Senior Partner Marketing Manager  
Equifax Workforce Solutions

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# Today, we're talking about...

- 1 Continuous monitoring as a post-hire risk management tool
- 2 Challenges of implementing a continuous monitoring program
- 3 Opportunities and potential solutions
- 4 Partner perspective: InfoMart

# Continuous Monitoring

As a Post-Hire Risk Management Tool



# The Scope of Insider Threat



A truck driver was arrested for a DUI after a crash that destroyed his truck, started a large brush fire, and shut down a portion I-295 in Delaware for 7 hours.

It was the driver's fourth DUI arrest in 7 years, all of which took place after his initial background check.

[Source](#)



Hours after a domestic violence arrest, a Utah man stole a small plane from his workplace and crashed it into the home where his wife was staying.

He had been arrested for domestic violence and disorderly conduct multiple times over the past year while employed at the same company. His employer was "not aware" of those earlier incidents.

[Source](#) [Source](#)



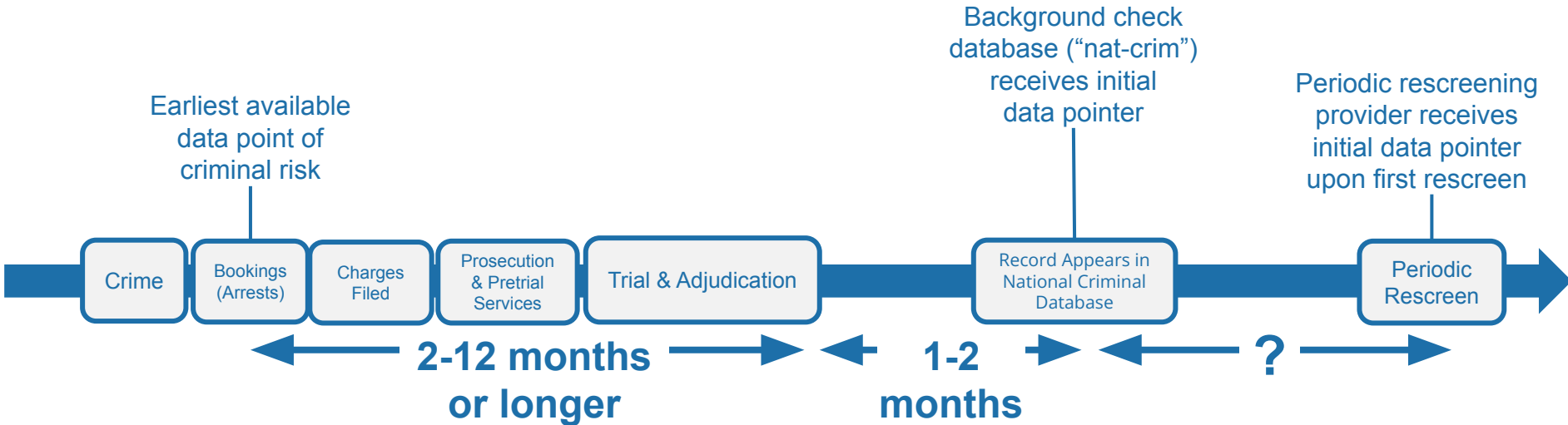
A Georgia employee was arrested outside of work for cashing a forged check. He is charged the next morning and released on bond.

Three months later, he is caught in an act of theft at the workplace. His employer doesn't find out about the first arrest until investigating the theft.

[Source](#)

# Challenges with Periodic Re-screens: Timeliness and Coverage

The time between the earliest indicator of risk and when you run a re-check can easily reach 12 or more months.



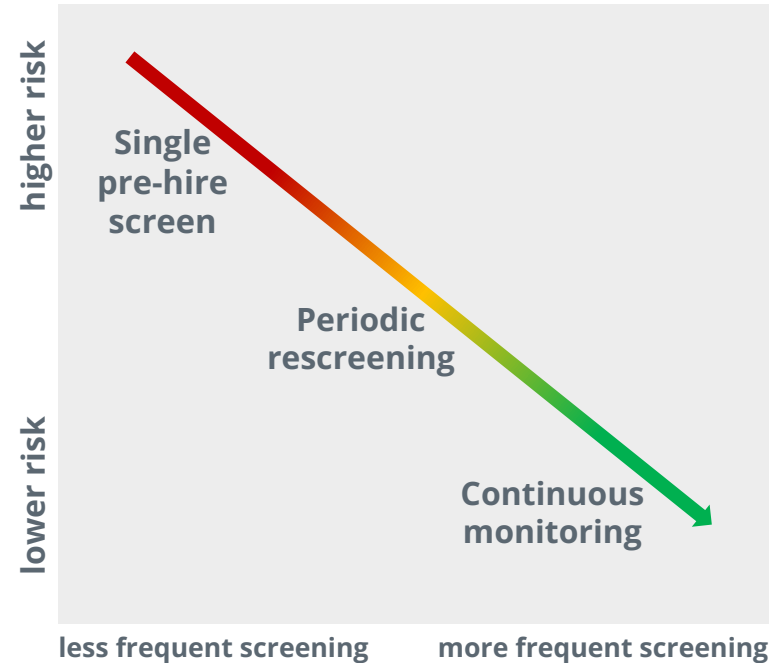
# Continuous Monitoring Reduces Post-Hire Risk

Continuous criminal monitoring helps companies proactively and efficiently mitigate risk that stems from employees' illegal activity.

Compared with periodic rescreens, continuous monitoring is the most effective at mitigating insider risk post-hire.

Continuous monitoring alerts you to criminal activity in near-real-time, throughout the duration of employment

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# Challenges & Opportunities

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# Cost and Benefit Considerations

- Background screeners struggle to **justify the cost-benefit** of continuous monitoring to employers.
- Employers **weigh the financial outlay against benefits** like possibly reduced theft, better compliance, enhanced safety, and brand protection.
- Screeners need to **demonstrate ROI**, showing how proactive monitoring helps reduce costly incidents and mitigates liabilities.
- Cost of **negligent hiring** can be high.



# Move Past The Math



- **Evolving Landscape:** While data quality is improving and costs are decreasing, pre-hire budgets often remain insufficient to cover the full scope of monitoring needs.
- **Budgetary Flexibility:** Different stakeholders within an organization possess varying budgets. Investing in continuous monitoring can prove more cost-effective than incurring legal fees and expert witness expenses later.
- **Strategic Allocation:** Consider continuous monitoring as an insurance policy. This investment typically aligns with industry benchmarks for insurance (3-4% of revenue), offering a proactive measure rather than a reactive pre-hire screen.

# Usability Challenges

- Employers face usability challenges with continuous monitoring due to a **lack of clear strategy**.
- **Without a defined plan**, organizations struggle to manage constant alerts and integrate solutions into HR.
- It's **difficult to discern critical insights** which can diminish the program's value.



# Poll:

Which department within your customers' organization would primarily lead a continuous monitoring initiative? (select one)

- Human Resources
- Talent Acquisition
- Risk/Security
- Legal/Compliance
- Other

# Relevance of the Right Buyer

Stakeholders from multiple departments are typically involved in purchasing and implementing post-hire criminal monitoring.

Each stakeholder has varying motivating factors and potential obstacles:

- **Human Resources:** culture, trust, lowering employment barriers
- **Legal & Compliance:** avoiding litigation, compliance with industry regulations
- **Risk & Security:** safety, security, reducing threats



# Which Door Are You Opening?



- **Talent Acquisition (TA) and Recruiting:** Their immediate focus is filling roles efficiently, often prioritizing speed over post-hire risk assessment.
- **Security and Legal:** Their primary concern is organizational protection, regardless of hiring timelines. (I'll share a personal anecdote to illustrate this.)
- **A Win-Win Opportunity:** TA and Recruiting can enhance their value by proactively safeguarding the organization. How can we facilitate this collaboration?

# Regulatory & Internal Concerns

- Organizations struggle with **legal and compliance complexities** in post-hire risk mitigation.
- **FCRA** and various **state/local** continuous monitoring **regulations** must be considered.
- Adherence to these evolving statutes is vital to help reduce **penalties, uphold public image,** and **protect employee privacy.**



# This Can Be Scary



- **Acknowledge and address anxiety:** Employees may feel anxious about how this information is used, leading to concerns about managerial bias or inconsistent decision-making.
- **Facilitate new forms:** New forms and consent, in accordance with FCRA regulations, will have to be required from employees. Offer assistance with communications surrounding this process, but do not handle the execution.
- **Long-term company protection:** Emphasize that these measures are for the long-term protection of the company. Companies typically prioritize Security and Legal departments prioritize this protection over individual pushback.

# Sales Do's And Don'ts

- **Focus on the micro, not the macro:** Continuous monitoring aims to help identify and possibly prevent one major negative event, rather than identifying numerous minor issues across many individuals.
- **Work together to estimate potential costs:** A unified approach to estimating expenses can be more impactful than simply informing stakeholders.
- **Reputation management and brand rebuilding:** Recovering reputation and brand could divert marketing funds from revenue-generating activities.

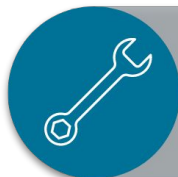


# Broad Variety of Relevant Industries



## Healthcare

Hospitals  
Medical offices  
MCOs



## Home Services

Utilities  
Scouting groups  
School volunteers



## Transportation

Freight & trucking  
Ride hailing & taxis  
Pilots



## Senior Care

Home Health  
Nursing Homes  
Assisted Living



## Volunteers

Churches  
Coaches  
Schooling volunteers



## Gig Economy

Staffing  
Ride-share  
Food delivery



## Child Care

Schools  
Daycare



## Finance

Banks  
Accounting Firms



## Retail

Cashiers  
Delivery persons

# Partner Perspective

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## Partner Perspective: InfoMart

- Safety in hiring is a key aspect to the entire continuous monitoring service
- Using monitoring to expand your hiring pool and create a fulsome Fair Chance Hiring program
- Positioning this service not as the introduction of “Big Brother” into your business, but rather as a way to create a program of support for your team in the event of a found arrest/incident



# Business Case for Fair Chance Hiring



Helps fill  
available jobs



Taps into a diverse  
talent pool



Reduces turnover &  
improves retention



Reduces  
attrition costs

...all of which can positively affect the bottom line!

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## Why does it matter?

- The purpose of continuous monitoring is to safeguard workplaces and communities, thereby ensuring public safety.
- Help your clients mitigate post-hire risk to ensure safety within workplaces and communities, and have a peace of mind.
- Add more value to your your clients and communities by helping them tap into diverse talent pools.

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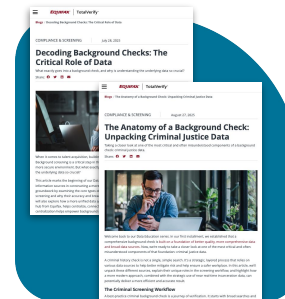


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New and Existing Subscribers will gain access to an exclusive **Screener's Palooza Recap Guide!**



### Data Education Blog Series

This new series explores how various information sources and a more centralized data approach can help enhance candidate profiles, enabling background screeners to provide more efficient and insightful verifications to clients.

[Start Reading](#)

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# Q & A

**Have a question  
for one of our  
panelists?**

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chat now!

# Thank You to Our Guest Speakers!

## IQUBED

IQubed is a boutique advisory firm exclusively focused on the background screening industry from Consumer Reporting Agencies (CRAs) of all sizes to the supply chain, data providers and technologies that power them.

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**Podcast:** Background Check Radio

## InfoMart

InfoMart is an industry-leading background screening company founded in 1989, offering a comprehensive suite of services, including criminal checks, identity authentication, and continuous monitoring for businesses of all sizes, from startups to Fortune 500 companies.

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# Next Steps



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