



30-minute Lunch & Learn Webinar

Q3 Protecting Your Workforce Through Post-Employment Screening

AUGUST 20, 2026

Legal Disclaimer

- The information and opinions expressed are for educational purposes only and are based on current practice, industry related knowledge and business expertise. The information provided shall not be construed as legal advice, express or implied.

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Agenda



Our people

Presenters

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Beyond the Background Check

Why post-employment screening matters

Hidden risks after hiring

Continuous Criminal Monitoring

Traffic Monitoring

Medical Monitoring

Automated re-screening options

Best practices



Closing

Questions and Answers



The Hiring Process Isn't the Finish Line

A Background Check is Only a Snapshot in time

The day after an employee is hired...

- They can receive a DUI.
- Be charged with theft.
- Lose a professional license.
- Be placed on a federal exclusion list.
- Receive multiple traffic citations.
- Commit workplace violence.
- Previous records are updated with the courts

Your organization may never know unless you check again.

Pre-Employment Screening



Employment Begins



Months Pass



Risk Changes

Why Employers Should Care

Risk Doesn't End After Hire

Potential consequences include

- Negligent retention claims
- Workplace violence
- Increased insurance costs
- Regulatory penalties
- DOT and fleet liability
- Patient safety concerns
- Damage to company reputation

When was the last
time every
employee was
re-screened?

Industries Seeing the Greatest Value

Healthcare
Transportation
Manufacturing
Financial Services
Education

Government Contractors
Staffing
Nonprofits
Hospitality
Organizations with fleet drivers

Any employer placing trust in employees can benefit.

Two Approaches to Post-Employment Screening

Option 1 - Periodic Employee Re-Screening

- Quarterly / Semi-Annual / Annual
- Every two years, every three years
- Upon promotion
- Tools within RSI portal for auto rescreen
- Customize Packages

Advantages

Simple
Lower cost

Disadvantages

Risk exists between
screenings



Two Approaches to Post-Employment Screening

Option 2 - Continuous Risk Monitoring

Employee activity monitored continuously
Alerts generated when reportable activity occurs

Advantages

Earlier awareness
Reduced organizational exposure



RSI Continuous Criminal Monitoring

Monitor for new criminal activity including

- Violent crimes and assault offenses
- Theft, fraud, and forgery offenses
- Drug-related offenses
- Weapons offenses
- Domestic violence-related offenses
- Offenses involving minors
- Sex-related offenses
- Corruption and breach of trust offenses
- Criminal ordinance violations
- General criminal court filings
- Noncompliance and contempt-related offenses

RSI Traffic Monitoring

Ideal for

- Company drivers
- Sales staff
- Healthcare
- Delivery
- Executives
- Fleet vehicles

Monitor

- Serious traffic offenses / Criminal level
- DUI / DWI activity
- Reckless driving
- Speeding over 25 MPH
- Driving while suspended or revoked
- Hit & Run

Please Note: Traffic Monitoring is based on court-reported traffic activity and does not include administrative motor vehicle record (MVR) actions, such as driver's license suspensions, revocations, CDL downgrades, or license status changes. However, many of the underlying traffic-related offenses that can lead to these administrative actions may be identified through ongoing monitoring.

Healthcare Monitoring

Perfect for Healthcare Organizations

- OIG – Office of Inspector General
- LEIE – List of Excluded Individuals and Entities
- DEA – Drug Enforcement Administration
- SAM – System for Award Management (Federal Procurement)
- Tri-Care – uniformed services health care program
- State Medicaid Lists
- Board Actions
- Professional License Status

This is particularly valuable for organizations subject to healthcare compliance requirements.



How Continuous Risk Monitoring Works

Simple 4-Step Process

1. Employee Enrollment - Upload employee roster OR Automatically flag employees when background check is ordered



2. Initial Lookback Review – Criminal & Traffic offer **3 or 6 month look back**



3. Continuous Monitoring



4. Alert Notification

Additional County Criminal or MVR verification performed when needed before reporting.

Flexible Enrollment

- Automatic Enrollment - Employee automatically flagged when original background check is ordered.
- Batch Upload
- RSI uploads employee roster
- Monthly additions
- Immediate removals

RSI adapts to your hiring process—not the other way around.

What Happens After an Alert?

RSI receives monitoring hit



RSI verifies the information



Additional county criminal search, MVR or MedEx completed, if needed



FCRA review



Alert delivered through Client Portal



Employer reviews based on internal policy

*RSI verifies reportable
information before
notifying clients*

Monitoring Isn't Instant

Important Expectations...

- Court systems update differently.
- Some report daily.
- Some take weeks.
- Monitoring alerts are timely—but depend upon court reporting.
- Some States have automated traffic camera's that report directly to DMV, not the courts.

Why Organizations Choose RSI

- ✓ Flexible packages
- ✓ Criminal Monitoring
- ✓ Traffic Monitoring
- ✓ Medical Monitoring
- ✓ Annual Re-Screening
- ✓ Automated Enrollment
- ✓ Batch Uploads
- ✓ FCRA-Compliant Review Process
- ✓ Easy Client Portal Notifications

-  **Continuous Criminal Monitoring**
-  **Traffic Monitoring**
-  **Healthcare Monitoring**
-  **Automated Re-screening**
-  **Client Portal Alerts**
-  **FCRA-Compliant Review**

Key Takeaways



- **A pre-employment background check is only a snapshot in time.** Employee risk can change after hiring.
- **Continuous Risk Monitoring helps identify new criminal, traffic, and healthcare-related issues**
- **Periodic re-screening and continuous monitoring work together** to provide a comprehensive post-employment screening strategy.
- **RSI offers flexible solutions** that can be customized by employee role, risk level, or department.
- **Enrollment is simple.** Employees can be automatically flagged for future re-screening when the original background check is ordered or enrolled through scheduled batch uploads.
- **Timely alerts allow HR to respond proactively**
- **A proactive post-employment screening program demonstrates your organization's commitment to safety, compliance, and protecting employees, customers, and your reputation.**



Thank you

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