Criminal Records Watch

Ongoing Post-Hire Monitoring Solution

### Why Watch

First Advantage Criminal Records Watch enables companies to better protect their brands, workplaces and relationships from risk. Criminal Records Watch is an FCRA-compliant ongoing monitoring tool that will allow employers to monitor criminal record activity of existing employees and contractors in near real-time.

This innovative tool provides alerts to employers whenever an employee or contractor has a reportable criminal records history after they begin working for the employer – giving employers the opportunity to initiate intervention or adverse action, without waiting for a periodically scheduled re-screen.

### Who To Monitor

Criminal Records Watch is ideally suited to monitor those positions that require an additional level of trust or certification, particularly those in the healthcare, education, and financial services industries. It is also particularly relevant to transportation and fleet services, as it alerts an employer to any motor vehicle violations.

### How It Works

**Employee Roster**  
Employer uploads current employee roster, or subset of roster, to monitor for changes to an employee’s criminal records history.

**Arrest Activity**  
Criminal Records Watch monitors booking database for a relevant activity.

**Identity Confirmation**  
The system matches arrest activity to a roster employee’s identity.

**Court Search**  
The system initiates court searches to monitor for a reportable criminal records activity (e.g. pending court date or conviction).

**Alert**  
When actual or pending convictions arise for current employees, the employer is alerted.

**Consumer Report**  
The employer receives a consumer report.

**Action**  
The employer now has the information to initiate intervention or adverse action.