

# Fidelity Bonding Program



The Fidelity Bonding Program was created to assist certain at-risk, but qualified, job seekers who have bona fide offers of employment. Some employers view ex-offenders and other individuals who have questionable backgrounds as high-risk and possibly untrustworthy workers.

## What is a fidelity bond?

A fidelity bond is a business insurance policy for employers that hire and employ certain at-risk job seekers. It is purchased to protect an employer against loss due to employee dishonesty, including theft, forgery, larceny, and embezzlement.

The Fidelity Bonding Program offers a business insurance policy from Travelers Insurance Company. It protects an employer against theft, forgery, larceny, and embezzlement committed by a covered employee. A covered employee is any worker currently bonded by the Fidelity Bonding Program.

## How does the fidelity bond work?

- Bonds are issued up to \$5,000 for at-risk applicants.
- Bonds are issued at no cost to the employer, with no deductible.
- Bonds serve as an incentive to encourage employers to hire job seekers who might otherwise be denied employment.

- Fidelity bonding indemnifies a single, specific employer-employee relationship.
- Bond insurance becomes effective on the employee's first day of employment.
- The fidelity bond is mailed directly to the employer.
- Free fidelity bonding coverage is provided for a six-month period; thereafter, if no claim is made against the bond, it can be renewed through the regular commercial network.

## Eligibility for bonding services

At-risk applicants eligible for fidelity bonding services include the following:

- Ex-offenders, including individuals with records of arrest, probation, or any police record
- Individuals with poor credit histories, including bankruptcy
- Veterans dishonorably discharged from the military
- Public assistance recipients
- Individuals with a substance abuse history
- Disadvantaged youth who lack a work history
- Anyone who cannot secure bonding through the regular commercial system

## Requests for fidelity bonding

Either the job applicant or the prospective employer can request bonding through any Workforce Solutions Office.