

# FEDERAL BONDING PROGRAM

## an Employer Hiring Incentive



The U.S. Department of Labor established the Federal Bonding Program (FBP) in 1966 to provide Fidelity Bonds that protect employers against employee fraud and dishonesty for "at-risk," hard-to-place job seekers. The bonds cover the first six months of employment. There is no cost to the job applicant or the employer.

Thousands of employers across the United States have integrated the FBP into their hiring practices - industries that support our country's economy - hospitality, retail, construction, transportation, auto repair, manufacturing, healthcare, banking, tourism and more.

### TARGETED AT-RISK GROUPS

The FBP, a unique job placement tool, targets individuals whose backgrounds can pose significant barriers to securing or retaining employment, including:

- ▶ Justice-Involved Men, Women and Youth
- ▶ Individuals in Recovery from Substance Use Disorders
- ▶ TANF Recipients
- ▶ Individuals with Poor Credit Histories
- ▶ Economically Disadvantaged Youth and Adults who Lack Work Histories
- ▶ Individuals Dishonorably Discharged from the Military

### FIDELITY BONDS CAN BE APPLIED TO:

- ▶ ANY job
- ▶ ANY state
- ▶ ANY employee dishonesty committed on or away from the work site
- ▶ ANY full or part-time employee paid wages with Federal taxes automatically deducted, including individuals hired by temp agencies. However, self-employed people are not eligible for FBP coverage.

### ACCESSING THE PROGRAM IS EASY

- ▶ NO application for job seekers to complete
- ▶ NO forms for employers to submit or sign
- ▶ NO additional paperwork after the bond expires
- ▶ NO deductible if employee dishonesty occurs
- ▶ NO age requirements for bonded individuals (other than legal working age in state)



## A SIMPLE AND EASY SOLUTION

The fidelity bonds issued by the FBP protect employers against employee fraud and dishonesty. Employers receive bonds free-of-charge as an incentive to hire hard-to-place applicants. The FBP was designed to reimburse the employer for any loss due to employee theft of money or property from \$5,000 - \$25,000 during the first six months of a selected individual's term of employment.

## INFORMATION AND RESOURCES

The FBP national network of State Bonding Coordinators work hand-in-hand with local, state, regional, and national employers; workforce agencies; job seekers; and grantees to issue bonds.

For more information on the FBP, call 1.877.US2.JOBS (1.877.872.5627) or visit their website at <http://www.bonds4jobs.com>.



## STATE NORTH DAKOTA

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