Solution Innovation Case Study:

Persistent Background Screening Improves Compliance and Exception Reporting

The SEC Solution Innovation Partner (SIP) program evolved as a means for practitioners to choose a trustworthy risk mitigation provider with confidence when there are a myriad of options in the marketplace. Proven Solution Innovation Practice Case Studies help to evaluate performance claims and differentiate security solution providers for business outcomes including risk mitigation, return on investment, and security assurance. Endera has developed a patented post-hire cloud-based continuous monitoring solution that relentlessly screens personnel and automatically alerts clients when relevant risks with individuals emerge. This Solution Innovation Case Study offers a proven process approach for mitigating risk(s) that could result in injury or impairment of people, assets, critical processes, products and/or brand reputation.

Risk Issues and Mitigation Opportunities:
1. End user is bound to background screening standards that are based on Department of Homeland Security (DHS) and Transportation Administration (TSA) lists of Disqualifying Criminal Offenses.
2. Requirements include pre-screening as well as rescreening upon every 3 year anniversary of 30,000+ employees
3. Current background screening requirements, as well as the process does not provide consistent, timely and accurate risk assessments per employee. Significant changes may occur during a 3 year period which may impact the risk profile and ultimately impact employment eligibility. More frequent traditional background checks are cost prohibitive.
4. Self-reporting by individuals which is required, appears to be non-existent

Solution Requirements:
1. Population needs to be continually monitored for potential changes in risk/eligibility
2. Screening services need to include
    o Dynamic enrollment/cancellation of over 30,000 persons
    o Monitoring thousands of data sources for changes
    o Notification services for activities defined by Company, with an ability to add/delete designated activities throughout the life of the program
    o Reporting and analytics engine for Risk Alerts
3. Secure access to an online portal for reviewing identity changes

Delivered:
✓ Secure data base and access that is compliant with DHS and TSA standards
✓ Ease of access and integration with no IT setup or maintenance
✓ Screening services that are available daily, weekly or monthly
✓ Data sources available include:
    o Criminal Data – criminal history, sex offenders, fugitives, wants/warrants
    o Arrests and Bookings – State based and Sherriff's Office booking/arrest/jail bed records
    o Professional licenses – drivers, lawyers, engineers etc.
    o Healthcare Licenses – doctors, nurses, dentists etc.
    o Financial Data – lawsuits, bankruptcy's, liens, judgements, pre-foreclosures and evictions
    o Sanctions
✓ Reporting and analytics tools that continue to evolve to meet the on-going needs of clients

Outcome and Benefits of Service Including ROI:
❖ *During the 3 month period that the end user used the Endera Continuous Monitoring Service, Endera identified over 800 identity changes, of which the following twenty four (24) actionable alerts were deemed to disqualify the*

noted persons from continued participation in the Secure Worker Access Consortium Program. Thus protecting the client from potential risk due to unacceptable activities.

Count	Alert Category	Alert Description
1	Bookings/Arrest	Criminal possession, with intent to sell 10 lbs marijuana
1	Booking/Arrest	Unknown offense
1	Booking/Arrest	Drug related, intent to sell
1	Booking/Arrest	Unknown offense
1	Booking/Arrest	Unknown offense
1	Criminal-State	Criminal possession of stolen property
1	Criminal-State	Criminal possession of controlled substance
1	Criminal-State	Criminal possession of a weapon
1	Criminal-State	Robbery 2nd degree
1	Criminal-State	Assault 1st degree
1	Criminal-State	Injury/risk of injury to minor – sexual nature
1	Criminal-State	Felony possession of controlled substance
1	Criminal-State	Receiving stolen property
1	Criminal-State	Receiving stolen property
1	Criminal-State	Endangered welfare of a child; photo sexual act
1	Criminal-State	Unknown offense
3	Recorded Death	Death
2	Sanctions	Prohibition from working on NJ Government Contracts
2	Sanctions	Prohibition from working on NJ Government Contracts
1	Sex Offender	Multiple sexual offenses

SIP Process
This process was overseen by a Council Faculty member with 16 years of experience in developing and leading people and asset protection programs as a trusted security advisor for global, multinational organizations. End-user authenticated October 2015

Note: The Security Executive Council's Solution Innovation case study represent a snapshot in time to demonstrate a solution to a specific-organization's issue. End-user diligence, trial and measurement are strongly recommended for any contemplated risk mitigation activity.

A General Comparison of Competition

Client Service/Resource Attributes or Capabilities	*Endera*	Company A YES/NO	Company B YES/NO	Company C YES/NO	Company D YES/NO
Web-based individual enrollment of subject persons	YES	YES	YES	YES	YES
Web-based bulk enrollment of subject persons	YES	NO	NO	NO	NO
API-based individual enrollment of subject persons	YES	YES	YES	YES	YES
API-based bulk enrollment of subject persons	YES	YES	YES	YES	YES
Web-based individual monitoring-service-	YES				

cancellation for a subject person					
Web-based bulk monitoring-service-cancellation for subject persons	**YES**	**NO**	**NO**	**NO**	**NO**
API-based individual monitoring-service-cancellation for a subject person	**YES**	**YES**	**YES**	**YES**	**YES**
API-based bulk monitoring-service-cancellation for subject persons	**YES**	**YES**	**YES**	**YES**	**YES**
Web-based monitoring package configuration/specification	**YES**	**NO**	**NO**	**NO**	**NO**
Web-based organization configuration/specification	**YES**	**NO**	**NO**	**NO**	**NO**
Role-based access controls	**YES**	**NO**	**NO**	**NO**	**NO**
Two factor authentication	**YES**	**NO**	**NO**	**NO**	**NO**
Identity verification of subject persons, using public and commercial data sources	**YES**	**NO**	**NO**	**NO**	**NO**
Global Sanction & Watch List monitoring of subject persons, using public and commercial data sources	**YES**	**YES**	**YES**	**YES**	**YES**
Criminal/Sex Offender/Infraction/Traffic Offense monitoring of subject persons, using public and commercial data sources	**YES**	**NO**	**YES**	**YES**	**YES**
Booking/Arrest monitoring of subject persons, using public and commercial data sources	**YES**	**YES**	**YES**	**NO**	**NO**
Civil Court / Financial monitoring of subject persons, using public and commercial data sources	**YES**	**NO**	**NO**	**YES**	**YES**
Professional Licenses monitoring of subject persons, using public and commercial data sources	**YES**	**NO**	**NO**	**YES**	**YES**
Death Records monitoring of subject persons, using public and commercial data sources	**YES**	**NO**	**NO**	**YES**	**YES**
Alert Categorization – automated categorization of alert categories and sub-categories for reporting and analytics	**YES**	**NO**	**NO**	**NO**	**NO**
Alert Severity Assessment – automated alert severity assessment for intelligent routing, reporting and analytics	**YES**	**NO**	**NO**	**NO**	**NO**
Web-based Alert Publishing	**YES**	**NO**	**NO**	**NO**	**NO**
Daily Alert notifications	**YES**	**YES**	**YES**	**YES**	**YES**
Reporting – pre-defined reports and dashboards for operational metrics, ability to created unlimited custom reports	**YES**	**NO**	**NO**	**NO**	**NO**