



CLEARFORCE

CLEARFORCE TAKES EMPLOYEE INSIDER RISK MANAGEMENT WELL BEYOND TRADITIONAL POINT-IN-TIME SCREENING BY CONTINUOUSLY EVALUATING MISCONDUCT AND HIGH-RISK BEHAVIOR OCCURRING OUTSIDE THE WORKPLACE

CLEARFORCE OVERVIEW

ClearForce is a workforce assurance solution that streams relevant content about employee risk in real-time with event-based alerts of criminal activity and high-risk behavior. Evolving beyond static calendar based-screening, organizations can now proactively identify employee risk and pre-emptively solve a problem before it escalates. ClearForce helps proactively recognize a troubled or struggling employee who may become a possible threat to the organization, other employees or its customers.

COST OF EMPLOYEE CRIME

Each year the US loses more than \$1 trillion to cybercrime, fraud, theft, and workplace violence, with 53% of these losses being directly attributed to inside employees. 61% of fraud and theft involves executives and managers. The average cost for an organization to



resolve a single insider crime incident ranges from \$2 million to \$8 million per incident. Additionally, each year, more than 2 million incidents of workplace violence are reported.

CONSENT BASED APPROACH

ClearForce is employee consent-based and places employee privacy at the forefront of enhanced security. ClearForce helps organizations transparently communicate the information it evaluates for security assessments. ClearForce never scrapes or searches for negative employee data, instead it delivers specific and pre-defined alerts that align to a pre-hire background check; criminal activity and presence on a national watch list (e.g., FBI, Sex Offender Registry). For employees with access to cash and financial transactions, ClearForce can provide financial alerts of leading indicators of financial stress or unusual financial transactions.

LEGALLY COMPLIANT WORKFLOW

Once an alert is received, customers access ClearForce's secure cloud-based and legally compliant adjudication platform for consistent and compliant action. ClearForce's role-based architecture automates checks and balances and its compliant workflow ensures fair and equitable treatment under EEOC law and FCRA regulations. Initial anonymity of alerts prevents bias and favoritism. All alerting and policies are customized by each specific job role within the organization.

LIMITED RESOURCES TO MAINTAIN

ClearForce pre-defines policies that are 100% configurable based on organizational functions, employee roles, or desired level of alerting. Using the integrated and legally compliant workflow, analysis and investigations are streamlined and efficient, and in many cases, replace manual processes to adjudicate personnel issues in a reactive manner.

SECURE CLOUD SERVICE

There are no servers to buy and no software to maintain. All data is owned by your organization and encrypted at rest and in motion. Employee data never leaves the database (e.g.: no reports and no email). Access to the ClearForce application is provided via secure web browser (Firefox, Chrome, Edge, Internet Explorer).

SIMPLE TWO STEP DEPLOYMENT

The first step is to ensure employee consent. Some organizations capture consent as part of the new hire background check, others include this as part of an annual policy update, and some through mandatory security training. ClearForce provides sample consent forms to assist the process. The second step is to format employee data for transfer to ClearForce. Many existing payroll or HR systems are already set to format the data, but if not, ClearForce will provide a template to easily populate the database.

INTERNAL INCIDENT REPORTING

ClearForce includes an optional employee portal for employees to securely submit self or peer reports of illegal or inappropriate behavior within the workplace. All external and internal behavioral alerts and incidents are centrally captured, archived, and adjudicated, significantly reducing the resources needed to research past complaints and respond to legal questions, as organizations spend less time managing ad-hoc responses to personnel issues.

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*ClearForce delivers
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