

## The Fidelity Bonding Program

# IT'S SIMPLE

Employers receive bonds free-of-charge as an incentive to hire at-risk applicants. The FBP was designed to reimburse the employer for any loss due to employee theft of money during the first six months of a selected individual's term of employment.

### 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 the bonded individuals (other than legal working age in state)

### 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 individuals are not eligible for FBP bonds.



## Employers and Job Seekers

# GET A BOND

Workforce Solutions Offices work hand-in-hand with local, state, regional, and national employers; job seekers; and grantees to issue bonds. Individuals seeking bonding services and/or a job should contact their local Workforce Solutions Office:

1. Workforce Solutions Office locations can be found at <https://www.twc.texas.gov/find-locations>.
2. For assistance with finding employment, complete the registration at <http://www.workintexas.com/>.
3. For more information, contact the State Bonding Coordinator at [fidelity.bonding@twc.texas.gov](mailto:fidelity.bonding@twc.texas.gov).

*\* Employment offer must be presented to an individual prior to bond being issued.*



# THE FIDELITY BONDING PROGRAM

TEXAS WORKFORCE COMMISSION

Employers and Job Seekers



## WHAT IS IT?

The US Department of Labor established the Federal Bonding Program (FBP) in 1966 to provide fidelity bonds to employers, giving them access to job seekers and opening doors of opportunity.

A fidelity bond is a six-month business insurance policy for employers that hire, retain, or promote certain at-risk individuals. The policy protects an employer against theft, forgery, larceny, and embezzlement committed by a bonded employee.

This unique hiring incentive tool targets individuals whose backgrounds can pose significant barriers to securing or retaining employment, including:

- Second Chance, women, and youth
- Individuals in recovery from substance abuse
- Public Assistance recipients
- Individuals with poor credit records
- Economically disadvantaged youth and adults with little or no work histories
- Individuals dishonorably discharged from the military

## WHO WE SERVE



### Employers

FBP is designed to give employers the peace of mind that they can safely provide all individuals job opportunities with limited risk.

FBP reduces barriers for Second Chance individuals, as well as others who have difficulty securing employment and getting their lives back on track, building strong, and healthy communities.

There are no forms to be completed, no deductible if employee dishonesty occurs, and no additional paperwork after the bond expires.

Visit us online at <https://www.twc.texas.gov/employer-resources/fidelity-bonding>



### Job Seekers

Each year, Second Chance men, women, and young adults return home to restart their lives, unfortunately, often facing ridicule, discrimination, and hostility.

FBP can help individuals facing barriers to employment by providing fidelity bonding for the first six months on the job. The bond can be renewed for another six months after the initial six-month period based on eligibility.

The bond provides job seekers with the opportunity to build their self-confidence and to prove their skills and trustworthiness to their employer.