



POST-HIRE MONITORING DATA REPORT • 2026

Hidden Risk in American Workplaces

A year of **post-hire monitoring data** —
and **what it means for your workforce.**

5,036

post-hire charges
detected in a single year

**From individuals who had already
passed a background check.**

One year. One regional sample. A
window into a much larger picture.

**The organizations that found these
charges are the ones that kept
watching.**

EXECUTIVE SUMMARY

Key Findings at a Glance

Most organizations believe they've managed hiring risk once the background check clears. This report challenges that assumption with real data. Over **one year**, Chex365 monitored employees and volunteers across a range of organizations and detected a sample of **5,036 criminal charges** — all from individuals who had already passed a background check. This is not a complete accounting of all offenses detected. It is a window into what happens inside workforces when monitoring doesn't stop at the hire date.

5,036

post-hire changes
in this sample

174

felony charges
including violent

58

child abuse & sex
offenses

247

unique offense
types identified

What the Data Shows

These organizations were doing everything right at hire. Every one ran a background check. The charges in this sample emerged after — during the months and years of employment that followed. The problem wasn't their hiring process. It was the silence after it.

5,036 is a sample, not the total. This represents one year of data from one regional subset of Chex365 clients. The broader universe of post-hire offenses detected across all industries and geographies is significantly larger.

The most serious charges are at the bottom of the list. 58 child abuse and sex offense charges. 100 assaults. 44 domestic violence cases. 34 weapons charges. A murder. An arson. None were self-reported. All were caught by monitoring.

Most of these charges were filed far from the workplace. The employer had no natural way to know. No HR complaint. No news story. No internal tip. Only monitoring surfaced them.

ABOUT THIS DATA

Methodology & Data Source

This report draws from one year of continuous monitoring data generated through Chex365. **The dataset covers more than 80 organizations in North Carolina**, representing a subset of Chex365's broader multi-industry client base. Education organizations are among the most active users of continuous monitoring because of the vulnerable populations they serve, making this dataset a highly instructive lens into post-hire risk across any workforce.

How Continuous Monitoring Works

- Consent first. Employees and volunteers provide written consent at onboarding — transparency is both required and best practice.
- Always on. **Chex365 monitors criminal databases and court records in North Carolina, and sex offender registries across all 50 states, 365 days a year.**
- Fast alerts. When a new charge is filed, the employer receives an alert — **typically within a day, not months.**
- You decide. The platform surfaces information. All decisions about next steps remain entirely with the organization.
- Nothing automatic. An alert is not an action. It's **visibility**. What happens next is always a human call.

Dataset Parameters

DATA TYPE

Sample - not a complete accounting

MONITORING PERIOD

One calendar year

ORGANIZATIONS COVERED

80+ (primarily education sector)

TOTAL CHARGES (SAMPLE)

5,036

FELONY CHARGES

174

UNIQUE OFFENSE TYPES

247

GEOGRAPHY

Primarily North Carolina

POPULATION

Employees & volunteers who passed a background check at hire

CASE STUDIES

Fully anonymized - no names

A note on interpretation: A charge is not a conviction, and a conviction is not automatic grounds for termination. Many situations in this dataset called for review, conversation, and context. The value of monitoring is visibility — knowing what you otherwise wouldn't. What organizations do with that information is always their call.

THE SCREENING GAP

The Check Cleared. Then What?

A background check is the single most trusted signal in the hiring process. **More than 90% of U.S. employers run one before every hire.** It feels like the answer to the question: can we trust this person? But a background check only answers that question for a single moment in time — the day it was run. After that, it goes silent.

The 5,036 charges in this sample didn't appear on a background check because they didn't exist yet. **They happened after the hire** — sometimes months later, sometimes years. DUIs. Assaults. Weapons charges. Child abuse. All from people who had cleared screening. All from inside organizations that believed they'd done due diligence.

DAY 1

Screened.
Cleared. Hired.



1,500+ Days With No Visibility

DUIs · assaults · fraud · weapons · domestic violence

No monitoring. No alerts. No way to know.

The organizations in this report closed that gap.

They kept watching. And they found 5,036 charges their background checks never could.

What Most Organizations Assume

"We screen everyone — we're protected."

"Something serious would surface on its own."

"Our people would tell us if something happened."

"Annual rescreens cover us."

"This won't happen in our industry."

What Continuous Monitoring Found

- 83 DWIs — all post-hire, none self-reported
- 58 child abuse & sex offense charges after screening
- 174 felony charges inside screened workforces
- Annual rescreens would have missed all of these
- A murder charge. An arson. Across every sector.

THE DATA

5,036 Post-Hire Charges. One Year. One Sample.

Every charge below was detected after the individual had **already cleared a background check.**

5,036

Charges in
this sample

174

Felony
charges

58

Child abuse &
sex offenses

83

DWI / impaired
driving

34

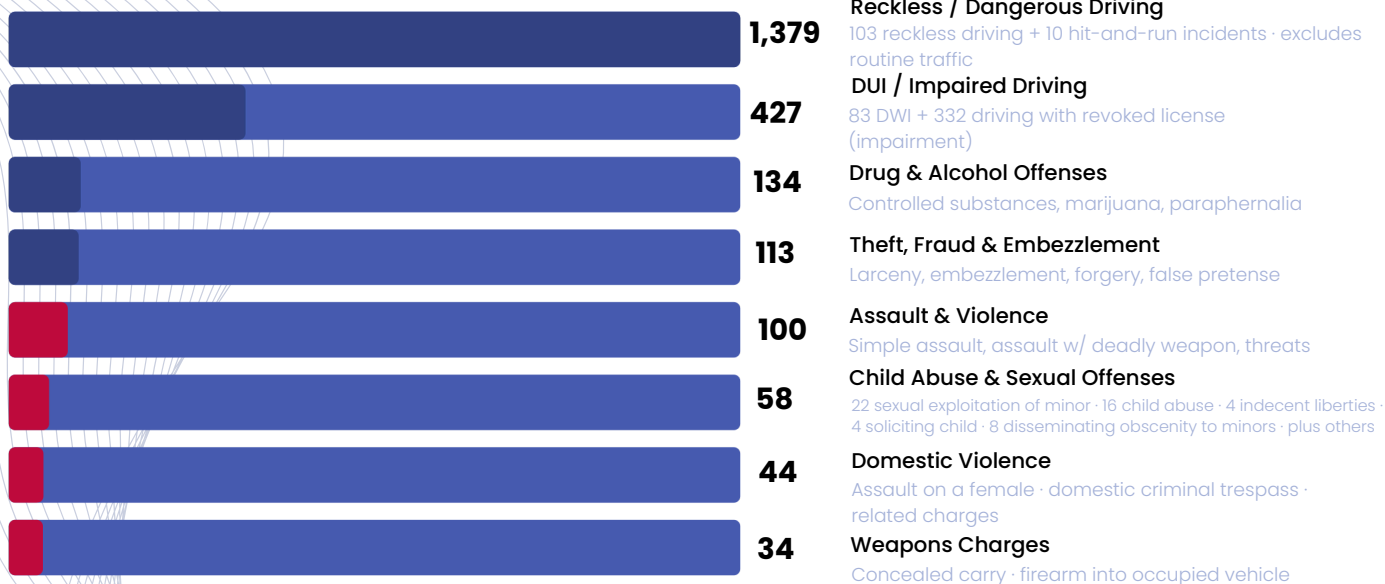
Weapons
charges

247

Unique
offense types

Offense Category Breakdown

Highlighted rows: the charges that keep risk officers up at night



These aren't hypotheticals. 58 child abuse and sex offense charges. 44 domestic violence. 34 weapons.

Real people. Real organizations. Already screened. None of this appeared on a background check. Every one was caught because someone kept watching.

What's at Stake When the Gap Goes Unmonitored

When an incident occurs that an organization had the tools to prevent — but chose not to use — the consequences extend beyond the event itself. Courts have increasingly applied the doctrine of negligent retention to organizations that had access to monitoring capabilities and didn't deploy them. In that context, "we didn't know" is no longer a complete defense. The question becomes: should you have known?

Financial

- Negligent retention settlements averaging \$1M+ across industries
- Insurance premiums increasing after workplace safety incidents
- Regulatory fines from governing and licensing bodies
- Legal costs for investigations and defense

Legal & Compliance

- Negligent retention: "knew or should have known"
- Duty of care for vulnerable populations
- OSHA general duty clause violations
- Industry-specific failures (DOT, CMS, state boards)
- Personal liability for executives and boards
- "Should have known" standard increasingly applied

Reputational

- Media coverage linking the incident to your organization
- Client, community, and donor trust — often permanent loss
- Staff morale decline and increased turnover
- Difficulty recruiting after a public safety failure
- Brand damage that outlasts the news cycle
- Board and leadership accountability pressure

The Negligent Retention Shift

Negligent retention holds employers liable when they continue to employ someone whose conduct poses unreasonable risk — and the employer knew or should have known. Courts have applied this standard in healthcare, education, transportation, finance, and beyond. The emerging legal question: when continuous monitoring exists as a readily available, affordable tool — and an organization chooses not to use it — does that choice itself create exposure when something goes wrong? The answer is increasingly: yes.

Five Charges Caught by Chex365

These are real post-hire charges detected through Chex365 monitoring. All identifying details have been removed. What remains is what matters: what happened, and what Chex365 made possible.

CASE 01 K-12 EDUCATION

21 Felony Charges — Child Sex Exploitation

WHAT HAPPENED

An employee was charged with 21 felony offenses: soliciting a child by computer, indecent liberties with a child, first-degree sexual exploitation of a minor, and disseminating obscenity to minors. Charges filed ~50 miles from the workplace. Bond: \$620,000.

AT STAKE: Child protection · Duty of care · Institutional liability · Community trust

HOW CHEX365 CAUGHT IT

Chex365 flagged the arrest the same week charges were filed — in a different county with no workplace connection. Without monitoring, the organization would have had no mechanism to detect this. The individual's access was removed immediately.

CASE 02 EDUCATION SERVICES

Shooting, Kidnapping, Assault — Different County

WHAT HAPPENED

An employee shot a victim inside an occupied vehicle. Charges: 3 counts discharging a firearm into an occupied vehicle, 2 counts second-degree kidnapping, assault with a deadly weapon with intent to kill. Bond: \$400,000.

AT STAKE: Workplace safety · Co-worker protection · Organizational liability

HOW CHEX365 CAUGHT IT

Chex365 flagged the felony charges within days. The incident occurred in a different county with no workplace connection — no HR complaint, no co-worker knowledge, no news coverage that reached the employer. Monitoring was the only path to visibility.

CASE 03 NONPROFIT / YOUTH SERVICES

Felony Assault on Individuals with Disabilities

WHAT HAPPENED

An employee was charged with felony assault on an individual with a disability and a separate misdemeanor assault — both involving vulnerable individuals in their direct, unsupervised care.

AT STAKE: Vulnerable population safety · Duty of care · IDEA-equivalent obligations

HOW CHEX365 CAUGHT IT

Both charges were flagged immediately through Chex365. The organization removed the employee and protected those in their care while the legal process proceeded — acting on information they would never otherwise have had.

Five Charges Caught by Chex365

CASE 04

PUBLIC SECTOR / ADMINISTRATION

Senior Leader — DUI Arrest, Never Self-Reported

WHAT HAPPENED

A senior organizational leader was arrested for driving while impaired — off-site, outside work hours, in a neighboring county. The charge was filed in a different district court. It was not self-reported.

HOW CHEX365 CAUGHT IT

Chex365 detected the charge and notified leadership before any external source surfaced it. The organization was able to address fitness-for-duty, brief their board, and manage the situation proactively — on their own terms.

AT STAKE: Leadership credibility · Institutional trust · Board accountability · Media risk

CASE 05

WORKFORCE / COMMUNITY SERVICES

Felony Strangulation + Child Abuse

WHAT HAPPENED

An employee was charged with felony assault by strangulation and misdemeanor child abuse. Both charges filed in county court. The employee had passed a background check at hire and continued working — with no employer knowledge — until monitoring detected the charges.

HOW CHEX365 CAUGHT IT

Both charges were flagged immediately by Chex365. The organization was able to assess the situation, consult legal counsel, and take action before the employee's next shift — rather than learning about it weeks later, or not at all.

AT STAKE: Workplacesafety · Dutyofcare · Negligentretentionexposure

**In every case, the organization did everything right at hire.
Chex365 did the rest.**

Common Questions, Direct Answers

Is continuous post-hire monitoring legal?

Yes. Post-hire monitoring is permissible under the FCRA with proper employee consent and compliant adverse action procedures. Chex365 includes built-in consent management and FCRA compliance workflows — so organizations don't have to build that infrastructure themselves.

Do employees have to know they're being monitored?

Yes — and that's a feature, not a liability. Transparency is both legally required and trust-building. Employees provide written consent at onboarding. Most organizations find that staff respond well to a clear commitment to workplace safety.

What happens when Chex365 flags a charge?

An alert gives your team information — not a decision. You review the charge, assess the context, and decide how to respond: a conversation, a temporary reassignment, a fitness-for-duty review, or another action. You stay in control. Nothing is automatic.

How is this different from rescreening annually?

An annual rescreen is still a point-in-time check — the gap just closes once a year. Between rescreens, you're blind. Chex365 detects new charges within days of filing, not 11 months later. The cases in this report? Annual rescreens would have missed all of them.

Does this work for contractors, volunteers, and temps — not just employees?

Yes. Chex365 monitors anyone whose role warrants it — full-time, part-time, contractors, volunteers, and seasonal workers. For organizations with mixed or rotating workforces, this flexibility is often the most valuable part.

How quickly can we get started?

Most organizations are fully onboarded within a few days. Existing employees and volunteers complete digital consent, monitoring activates immediately, and your team only needs to engage when an alert is triggered. Chex365 handles the infrastructure. You handle the decisions.

The Gap Is Closable.

The organizations in this report already closed it.

This sample — 5,036 charges, one year, one region —
is a window, not a ceiling.

174 felonies. 58 child abuse and sex offense charges.
83 DWIs. A murder. An arson.

Every single one was caught because an organization
chose to keep watching after the background check cleared.

That's what Chex365 does.

ABOUT CHEX365

Chex365 is a continuous post-hire monitoring platform from Bchex. Chex365 monitors criminal databases and court records in North Carolina, and sex offender registries across all 50 states, 365 days a year. When something changes, you know within days. Not months. Not never.

Chex365 Continuous Criminal monitoring is currently available in North Carolina (as of May 2026), with expansion underway. Chex365 Sex Offender Registry Monitoring is active nationwide, alerting you if someone on your team is added to a registry..

To see what Chex365 could reveal inside your workforce, visit bib.com/chex365 or reach out at sales@bib.com