



Workforce Services

Federal Bonding Program

January 2016

A Federal Fidelity Bond is a business insurance policy that protects the employer in case of any loss of money or property due to employee dishonesty. The Fidelity Bonds issued under the Federal Bonding Program are insurance policies of the Travelers Property Casualty Insurance Company and are good for a period of six months. Each bond insures the employer for theft, forgery, larceny, or embezzlement by the bonded employee. Any high risk job seeker is eligible for bonding services, including: ex-offenders, recovering substance abusers (alcohol or drugs), welfare recipients and other persons having poor financial credit, economically disadvantaged youth and adults who lack a work history, individuals dishonorably discharged from the military, and others. Florida CareerSource center staff is able to provide this service by following the instructions below.

To be eligible for the Federal Bonding Program, a high risk job seeker must:

1. Need the program's bond in order to get a specific job, (have an actual job offer that requires bond issuance).
2. Meet the legal age for working. There are no other age limits, although some jobs require the employee to be 18 years of age, and others require 21.
3. Be paid wages with federal taxes automatically deducted from pay. Self-employed persons and independent contractors cannot be covered.

While the main purpose of the Federal Bonding Program is to help applicants who are having difficulty obtaining a job due to their background, a bond can be issued to cover a current employee who is not bondable under the employer's insurance and needs the program's bonding to get a promotion to a new job which requires bonding or to keep from being laid off.

A training presentation on the bonding process can be viewed by visiting:
<http://floridajobs.org/docs/default-source/office-of-workforce-services/fbp-process-presentation.pdf?sfvrsn=2>

A training presentation on the history of the bonding program can be viewed by visiting:
<http://floridajobs.org/docs/default-source/office-of-workforce-services/fbp-history-presentation.pdf?sfvrsn=2>

For additional program information, you may also visit <http://www.bonds4jobs.com>



Rick Scott, Governor
 Cissy Proctor, Executive Director

For additional information call: 1-866-352-2345

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Who is Eligible for Bonding Services?

- Any high risk job seeker is eligible for bonding services, including: ex-offenders, recovering substance abusers (alcohol or drugs), welfare recipients and other persons having poor financial credit, economically disadvantaged youth and adults who lack a work history, individuals dishonorably discharged from the military, and others
- Anyone who cannot secure employment without bonding
- All persons bonded must meet the legal working age set by the State in which the job exists
- Self-employed persons are NOT ELIGIBLE for bonding services (bondee must be an employee who earns wages with Federal taxes automatically deducted from paycheck)
- Bonds can be issued to cover already employed workers who need bonding in order to (a) prevent being laid off, or (b) secure a transfer or promotion to a new job at the company
- Bonding coverage can apply to any job at any employer in any State

How Can Bonds Be Accessed Under the Federal Bonding Program?

- The Fidelity Bonds issued to employers covering high risk job seekers are made available exclusively to the Federal Bonding Program by Travelers which is not duplicated by any other U.S. program
- Bonds are issued instantly to be in effect the day that the applicant is scheduled to start work; the bonds are self-terminating (no termination paperwork needed), and the employer does not sign any papers in order to receive the bond free-of-charge
- The bond insurance issued ranges from \$5,000 to \$25,000 coverage for a 6-month period with no deductible amount (employer gets 100% insurance coverage); when this bond coverage expires, continued bond coverage can be purchased from TRAVELERS by the employer if the worker demonstrated job honesty under coverage provided by the Federal Bonding Program
- Bonds can be issued to the employer as soon as the applicant has a job offer with a date scheduled to start work

Email inquiries to: federalbondingprogram@deo.myflorida.com