

## FEDERAL BONDING PROGRAM IN OREGON

The Oregon Employment Department is proud to participate in the Federal Bonding Program where employers receive a \$5,000 fidelity bond to allow you to expand your pool of job candidates and help protect your business against employee theft.

### What is federal bonding?

The U.S. Department of Labor established The Federal Bonding Program in 1966 to provide Fidelity Bonds for “at-risk,” hard-to-place job seekers. The bonds cover the first six months of employment at no cost to the job applicant or the employer. The Federal Bonding Program is a unique hiring incentive tool that targets individuals whose backgrounds can pose significant barriers to securing or retaining employment, including:

- Citizens involved in the criminal justice system
- Individuals in recovery from substance disorders
- TANF recipients
- Individuals with poor credit records
- Economically disadvantaged youth and adults who lack work histories
- Individuals dishonorably discharged from the military

### What are the requirements?

- The applicant must have a final job offer with a start date (job offer can be contingent on receiving bond)
- The applicant must have a full-time or part-time job
- The job offered must have an employer-employee relationship with federal taxes automatically deducted
- The job offered cannot be a self-employment or independent contractor position

### What is covered?

- Covers theft, forgery, larceny, or embezzlement
- Does not cover poor workmanship, injuries, or accidents

### What is the cost?

- Employers receive the federal bonds free-of-charge as an incentive to hire these applicants
- Each federal bond has a \$5,000 limit with no deductible and covers the first six months of a selected individual’s employment

## EMPLOYERS

### What is the application process?

- Employers may fill out the contact us form at [employment.oregon.gov](http://employment.oregon.gov) (search Federal Bonding) if they have met the requirements, and Oregon's Federal Bonding Program Coordinator will contact you if there are questions
- Employers may call or email Jarred Parker, Federal Bonding Program Coordinator, at 503-947-1825 or [jarred.m.parker@employ.oregon.gov](mailto:jarred.m.parker@employ.oregon.gov)

### How soon is the bond issued?

- The bond is effective the day the job seeker starts work (The start date is entered on both the certification form and the employer confirmation letter)
- The bonding coordinator will also send a confirmation letter to the employer
- Union Insurance Group will mail the Bond Certificate to the employer within 15 working days
- The job seeker does not need to fill out any paperwork
- If an employee completes six months of free bonding without issues, the employer may purchase a bond from Union Insurance Group for that employee at the regular commercial rate

## JOB SEEKERS

### This is a program employers choose to use, so how does a job seeker use this program?

- The Federal Bonding Program is an incentive to hire a qualified job seeker who is job ready and has barriers to employment
- WorkSource Oregon offers assistance to job seekers to become job ready. You can find your local office at [worksourceoregon.org/contact](http://worksourceoregon.org/contact)
- Oregon's "ban the box" law makes it unlawful for an employer to ask about your criminal history before the interview stage of hiring
- If, during an interview, a job seekers answers questions indicating they have a barrier to employment, the job seeker can mention that the employer may be able to receive a \$5,000 bond as an incentive to hire, and provide the Federal Bonding Coordinator's email, [jarred.m.parker@employ.oregon.gov](mailto:jarred.m.parker@employ.oregon.gov)

### Questions?

Jarred Parker  
Oregon's Federal Bonding Coordinator  
503-947-1825  
[jarred.m.parker@employ.oregon.gov](mailto:jarred.m.parker@employ.oregon.gov)

More information is available at the Federal Bonding website at [bonds4jobs.com/](http://bonds4jobs.com/)