

Workforce Services

Federal Bonding Program



April 2019

The Federal Bonding Program provides fidelity bonds to employers that hire hard-to-place job seekers who may be considered high risk due to facing certain barriers to employment. The fidelity bonds, issued as insurance policies, cover job seekers for the first six months of employment at no cost to the job seeker or the employer. The fidelity bond insurance policies are issued in coverage amounts of \$5,000 up to \$25,000, and they protect businesses against any loss due to employee dishonest acts. These acts include but are not limited to: theft of money or property, forgery, larceny, and/or embezzlement up to the amount of coverage.

All jobseekers with barriers to employment qualify for the Federal Bonding Program. Common barriers to employment include having a criminal history, a dishonorable discharge from the military, poor or limited work history, or poor credit history. This program also benefits employed individuals that need the bond to secure a job promotion or to avoid being laid off. For newly hired job seekers, the steps below must be followed for the bond to be issued to their employer.

Federal Bonding Program Steps:

- The employer must provide the job seeker with a written job offer letter that requires bond issuance.
- The job seeker must present a written job offer letter with an anticipated start date to the local career center.
- The local career center must verify the job seeker's actual start date with the employer.
- After verifying the job seeker's actual start date, the local career center must complete the online Fidelity Bond Request form and submit it to the Department of Economic Opportunity (DEO).
- DEO must process, certify, and submit the bond request to Union Insurance Group.
- Union Insurance Group prepares and sends the insurance policy to the employer.

Federal Bonding Program Restrictions:

- The job seeker must be authorized to work in the United States.
- The job seeker must receive wages with federal taxes automatically deducted.
- Self-employed individuals and independent contractors cannot be bonded.



Ron DeSantis, Governor
Ken Lawson, Executive Director

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