

5 WAYS


EMPLOYEE SCREENING
DATA FAILS SECURITY
PROFESSIONALS

Learn the pitfalls to avoid to
succeed with external data.

ENDERA



DATA QUALITY IS JUST THE TIP OF THE ICEBERG

 Security needs access to quality external employee data, but it takes much more than data to succeed.

Security professionals know that external employee data is a valuable resource for identifying potential insider threat risks. When employees exhibit warning signs outside of work, it's often only a matter of time before external pressures lead to negative outcomes at work.

The challenge used to be figuring out how to access external data, but now new sources of data come online almost every day. Quality data is everywhere in plain site, but potential disaster still lurks below the surface.

This ebook spotlights the issues that security professionals must get right to successfully take advantage of all the external employee data now available in the marketplace.

More than ever, security professionals need supporting systems and processes to take advantage of external screening data.

1

Data Coverage

Even the highest quality data source cannot provide all of the data coverage that a company needs to stay safe. Security professionals must work to develop a patchwork of data sources to avoid the common blind spots listed below:

Geographic Limits: Nearly half of all criminal alerts occur far away from where an employee works. Companies that focus their efforts on local counties and ignore the 3,000+ other U.S. counties will inevitably miss important alerts.

Limited Data Types: Companies that only look for criminal convictions are missing the bulk of the benefits of external data. Alerts on bookings, financial pressures, licensing issues, and civil legal issues provide critical early warning signs that provide employers the opportunity to mitigate issues before they escalate.

Access Limits: More than half of all US states keep some data behind a paywall and all present some sort of hurdle to accessing data. Understanding the data access landscapes in all 50 states and how to navigate them are critical to success.

Nearly 50% of criminal alerts originate from out-of-state data sources.

Source: Endera Real-Time Alert Study



Matching Accuracy

2



A data source can provide the highest quality data and still be useless if there is no way to reliably match records with employees. False positives and false negatives waste resources, damage employee relationships, and undermine security's credibility.

The challenge of matching accuracy is compounded when companies tap hundreds or thousands of data sources to get the data coverage they need. Every source of data provides information in different formats and levels of detail.

Automating a process to reliably merge numerous data sources, eliminate duplicate alerts, and accurately determine whether each alert matches any employees is a massive challenge, but one that security professionals must get right to succeed.

External data sources produce thousands of potential "hits". An automated and reliable system for processing is critical.

3

Incorporating Employee Roles

To accurately measure and mitigate risk, companies cannot approach their workforce with a one size fits all approach. For every role within a company there is a different set of risks that are a priority.

Do your accountants have personal financial issues? Do your delivery drivers abuse drugs and alcohol? Did a specialist just lose a key professional license?

Role-based customization makes risk management more effective and allows security professionals to quickly identify and prioritize the most serious issues. It also protects employee privacy by eliminating personal information that is not pertinent to an employee's job.

Focusing on role-based risks helps security teams work more efficiently while improving the protection of employee privacy.



Timeliness of Information

4

If an employee were to get pulled over for a DWI tonight, when would you learn about the incident?

In most cases, the employee would carry out a series of acts to hide the incident. The employee will ignore the self-reporting policy, keep the incident a secret, and utilize vacation and sick days as needed to make court dates.

Ultimately, the incident will remain unknown to the employer until a periodic background check is run or the person is locked up. Perhaps, the company will never know.

Data that is not timely is useless. Security professionals need to evaluate external data sources in real-time when it matters most, post-hire.

Real-time alerts are the only way that security professionals can proactively work to mitigate risks before they become threats.

5

Process Scalability

If there is a common thread among the first four items, it is that evaluating external data sources the right way is not something that can be handled manually.

Accessing thousands of data sources, matching millions of data points with thousands of employees, customizing data by dozens of roles, and doing all of the above on a real-time basis requires automation.

Without automation, security professionals will never be able to fully take advantage of all the many quality sources of external data that are available today.

“We want to evaluate a high access group 3 times larger than we do today, but increasing our responsibilities is impossible if it remains a manual process.”

Source: Financial Services Global Security Executive

ABOUT ENDERA

Endera provides the industry's first automated, continuous insider risk assessment platform, scanning tens of thousands of federal, state and county data sources to proactively alert organizations to potential high-risk individuals within their workforce.

Our secure, easy-to-use, cloud-based platform, is available as an identity-based, monthly subscription service, accessible from any web browser without any software for IT to install. Originally developed for the federal government to help the FBI screen flight school applicants, Endera helps organizations detect and reduce insider risk and prevent potential workplace fraud, theft and violence.



Want to see exactly how Endera can help protect your employees and your brand? Join us for a personalized demo:



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