

Delaware Department of Labor

Connecting people to jobs, resources monetary benefits, workplace protections and labor market information to promote financial independence, workplace justice and a strong economy

Division of Employment and Training
Director/Richard Fernandes

Federal Bonding Program Fact Sheet

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Program Overview

- Federal Program that provides fidelity bonding insurance coverage to justice involved persons and other high-risk job applicants who may be denied coverage due to their backgrounds.

Eligibility

- Persons with a record of arrest, conviction or imprisonment
- History of alcohol or drug abuse
- Persons with poor credit histories
- Persons with Bankruptcy
- Young persons with no work history
- Those dishonorably discharged from the military
- Lack of employment history

Process

- The Employer hires a qualified applicant.
- The new employee gives the employer a letter of introduction and eligibility from the Department of Labor (Employer may also request this from DOL contact above).
- The employer contacts the Department of Labor Bond Program (DOLBP) to advise DOL of the new hire and eligibility.
- The DOLBP Administrator takes the required information and issues the employer a fidelity bond.

Program Benefits

- The Program is free to the employer with no deductible for up to 12 months. It is paid for by the Delaware Department of Labor.
- The Fidelity Insurance Bond is issued by the Union Insurance Group.
- The bond provides added protection to the employer from breach of trust.
- Eliminates Bonding as an employment barrier for the applicant and employer.

Support for Delaware's Federal Bonding Program is provided by the 2019-2023 Fidelity Bonding Grant awarded by the U.S. Department of Labor Employment and Training Administration. The overall funds of this grant total \$100,000, of which federal funds comprise 100 percent. The remaining 0 percent is comprised of local state, general, and special funds.