



CASE STUDY

Our client is an internationally known Las Vegas gaming and entertainment resort, attracting over 25 million visitors annually. The safety of guests and the protection of the complex are top priorities for the management team. As guests and players come to relax and unwind, they expect the hotel and casino to employ only trustworthy and responsible staff.

Maintaining the integrity of its staff requires the resort's continual diligence.

DON'T GAMBLE WITH WORKPLACE SECURITY

THE CLIENT

The client's hotel and casino operations rely on the professional efficiency of over 8,000 employees who are responsible for delivering first-class service, maintaining impeccable cleanliness, and ensuring a safe environment for guests. The company insists that all employees maintain integrity and trustworthiness to uphold its reputation as a safe, luxurious, and entertaining destination.

An important element of the company's risk management strategy is staying informed about any employee's criminal conduct during off-hours in an effort to reduce the risk of harm to the organization's customers, workforce, and reputation.

This was the goal our client sought to achieve when it engaged PostHire.



Our client does not gamble with the security of its guests.



THE CHALLENGE

As a highly regulated Las Vegas gaming and entertainment business, the leadership team must be notified immediately if any current employee is arrested and charged with a crime. Performing a standard pre-hire background screening provides only a snapshot in time that reveals a prospective employee's prior criminal history. The option of conducting new background screenings for more than 8,000 employees annually is not cost-efficient.

The client did not want any unknown threat to potentially fall under the radar and not be found until the next scheduled background screenings were completed. When safety is a priority, risk management and personnel executives should be informed of criminal charges against employees promptly.

Continuous workforce screening with PostHire solves the challenge of discovering arrests that occur after an individual joins the company.

THE SOLUTION

For a period of 5 months, from August to December 2023, PostHire continuously monitored a total of 9,444 individuals on the client's staff.

PostHire's proprietary technology delivered constant surveillance of public records for new criminal activity concerning any member of the resort's workforce. PostHire delivered 24/7 criminal monitoring with real-time tracking of events in the legal system, from start to finish. When a criminal arrest or prosecution of an employee occurred anywhere in the US, the leadership team was alerted in near-real-time. This allowed the company to stay informed, mitigate risks, and make informed workforce decisions to ensure workplace safety.

By continually searching official court records and formal arrest entries throughout the US, PostHire discovered and immediately notified the company that employees were charged with offenses in ten states.

PostHire's Continuous Workforce Screening proved to be the right answer for this Las Vegas hotel and casino.



410-382-4450

THE RESULTS

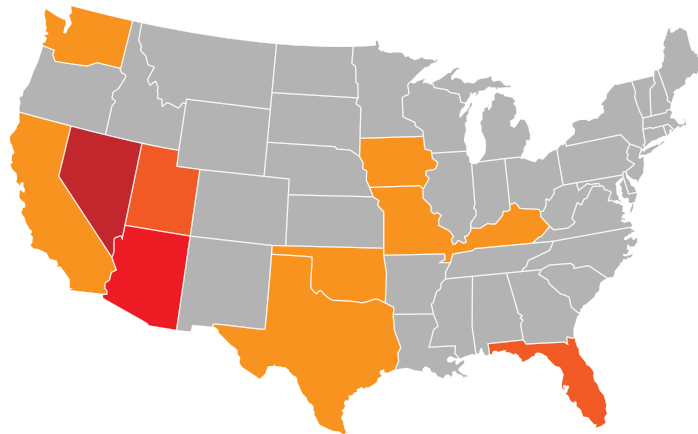
In just that brief period, 84 hotel or casino workers were formally charged with a total of 100 offenses outside of work hours. These events included serious felonies like violent assaults, domestic violence, weapons charges, offenses against minors, burglary, fraud, and drug offenses. Other charges included misdemeanor DUI, reckless driving, hit and run, disorderly conduct, obstructing police, damage to property, and theft, among others.

PostHire's superior performance convinced our Las Vegas resort client that our unique proprietary continual screening search protocol was precisely what they needed to maintain the most secure workforce on the Las Vegas strip.

Throughout the five months of this case study, PostHire's comprehensive official record research system even identified multiple incidents in which police brought charges against one specific employee in several states across the country. In near-real-time, PostHire notified the resort's management of each criminal charge, enabling the company to react according to its personnel policies.

STATES EMPLOYEES WERE CHARGED WITH OFFENSES:

Nevada	79
Arizona	9
Utah	3
Florida	2
California	1
Iowa	1
Missouri	1
Oklahoma	1
Texas	2
Washington	1



MOST SIGNIFICANT OFFENSES CHARGED DURING MONITORING PERIOD:



**Violent Assault
and Battery**
11



**Using Weapon
in Crime**
6



Theft
2



Burglary
1



DUI - Alcohol
22

Weapons (not used)	5	DUI - Drugs	4	Criminal Reckless Driving	2
Offense Against Minors	2	Disorderly Conduct	1	Obstructing Police	5
Drugs	7	Destruction of Property	1		
Fraud / Forgery	2	Criminal Hit-and-Run	3		

To have PostHire conduct a customized workforce assessment for your organization, contact Peter Collins today at (410) 382-4450, peter@posthire.com, or scan the QR code below to schedule a demo.

