CASE STUDY

A leading global airline carries hundreds of thousands of passengers daily across international routes. In an industry where safety is non-negotiable, overlooking workforce risk is not an option. Whether on the ground or in the air, personnel must be dependable, vigilant, and accountable—especially during off-hours when new threats can emerge without warning.

To close critical gaps in workforce oversight, the airline partnered with PostHire's Continual Workforce Screening. The result was a measurable improvement in the speed and accuracy of safety-critical intelligence—supporting stronger protection for passengers, crews, and brand reputation.

ELEVATING TRUST AND SAFETY IN THE SKIES

THE CLIENT

With a large, globally distributed workforce and operations spanning six continents, the airline requires a high level of integrity and reliability from all employees.

While certain employees are enrolled in the FBI's federal "Rap Back" program—designed to alert employers when someone is fingerprinted for a new offense—a significant portion of the workforce falls outside this system. The organization needed a scalable and accurate way to detect potentially disqualifying criminal activity across this uncovered group, reducing risk exposure.

Our client sought to eliminate blind spots in workforce oversight.

THE CHALLENGE

The airline's previous screening solution underperformed. Alerts were delayed, inaccurate, and often incomplete—generating excessive false positives and consuming internal resources. Even more concerning, the volume of actionable alerts was far too low given the scale of operations.

In a high-stakes industry like aviation, even one missed red flag can cause serious disruption or reputational damage. Without robust monitoring of all workforce segments, the organization remained vulnerable to off-hours risks that could escalate without warning.

What the airline needed was not just data—it needed a system that could provide nationwide court-sourced alerts, real-time visibility, and enough precision to act quickly without being bogged down by noise.

THE SOLUTION

PostHire offered a no-cost, 90-day demonstration of its Continual Workforce Screening platform, including a retrospective screening of thousands of employees not enrolled in federal monitoring programs.

The results were immediate: PostHire uncovered over three times the number of relevant matches compared to the incumbent provider—validating concerns that important incidents had been missed.

Unlike traditional databases, which often contain stale, partial, or inaccurate data, PostHire relies solely on primary-sourced court records updated within minutes of filing. This ensures timely, verifiable alerts.

PostHire also worked with the airline to configure alert filters—highlighting serious charges such as felonies and safety-related offenses while suppressing low-priority or non-disqualifying events. This helped internal teams focus on what mattered most.

With direct access to thousands of court dockets and intelligent filtering tools, PostHire delivered unmatched speed, coverage, and precision.

PostHire's Continuous Workforce Screening
proved to be the right answer for this international airline.

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THE RESULTS

PostHire delivered a 300% increase in accurate, actionable alerts, while significantly reducing false positives and streamlining internal workflows.

Key benefits included:

Verified alerts sourced directly from official court data	National coverage across thousands of jurisdictions	Prioritized notifications highlighting high-risk offenses	Seamless integration with existing HR and safety systems

By eliminating the need for manual validation, PostHire freed up significant staff time—enabling teams to resolve issues more efficiently. Today, PostHire provides continuous monitoring for employees not covered by federal programs, alerting the organization within hours of a triggering event.

This transformation not only improved the organization's visibility into workforce risk—it reinforced its broader commitment to public safety and operational accountability

CONCLUSION

This major U.S. airline didn't just enhance its screening process—it eliminated critical blind spots left by legacy vendors and added a vital layer of protection alongside federal systems. With 300% more verified alerts and far fewer false positives, PostHire replaced guesswork with actionable intelligence.

While programs like the FBI's Rap Back rely on the NCIC system—which only captures about half of all U.S. criminal records—PostHire

delivers real-time insights based on direct court data, giving organizations the confidence to act fast and with clarity.

In an industry where trust and safety are paramount, PostHire helps aviation leaders stay ahead of threats—not just react to them. For any organization managing risk at scale, PostHire isn't just a better solution. It's an essential one.

Curious what a 90-day lookback might reveal? No commitment—just insight.
Reach out to Peter Collins, Chief Revenue Officer at PostHire to get started.
(410) 382-4450, peter@posthire.com, or scan the QR code below to schedule a demo.

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