REAL-TIME SECURITY WORKFORCE MANAGEMENT

Avoiding a $200,000 Regulatory Fine

How Automated Certification Tracking Keeps Companies on the Right Side of the Law

THE SITUATION

A security company operating armed posts across several boroughs had a certification tracking system that consisted of a shared spreadsheet last reviewed six months prior. When the state licensing board conducted a spot audit, they found three armed guards deployed with expired permits — one of whom had been working expired for 14 weeks.

The company had no automated alert system. Expirations had slipped through during a period of rapid hiring. The operations manager assumed certifications were current because no one had flagged them.

WHAT WENT WRONG

- Certification tracking in a manual spreadsheet with no automated expiration alerts
- 14-week gap in compliance for one armed guard — undetected by anyone in the company
- Rapid hiring period created tracking gaps that manual processes couldn't keep up with
- No pre-deployment compliance gate to block non-compliant guards from armed assignments
- Regulatory audit triggered — not an internal discovery

THE BUSINESS IMPACT

State licensing board issued $200,000 in civil penalties across three violation counts. Two armed contracts were suspended pending compliance review. The company's armed guard authorization was placed on a six-month probationary status. All armed guards required re-verification at company expense.

COMPLIANCE FAILURE	CONSEQUENCE
3 guards with expired permits	**$200,000 in civil penalties**
14-week undetected gap	**Willful violation designation**
Manual spreadsheet tracking	**No early warning possible**
No deployment block	**Non-compliant guards worked freely**
Armed authorization probation	**Six months of regulatory oversight**

The InstaNotified™ Solution

InstaNotified tracks every guard’s certifications and licenses with automated alerts at 90, 60, and 30 days before expiration. When a certification expires, the system blocks that guard from being assigned to any post requiring that credential. Compliance is enforced structurally, not manually.

RESULTS AT A GLANCE

What changed after InstaNotified™

90/60/30

Day expiration alerts per guard

Block

Non-compliant guards blocked from assignments

Zero

Manual spreadsheet certification tracking

Audit

Full compliance record exportable instantly