

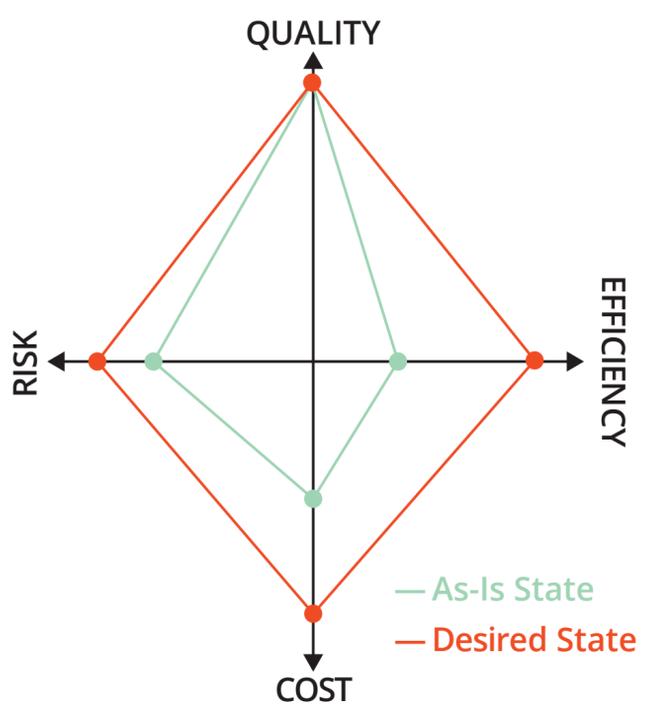
Beyond COVID-19: The Future of Background Screening & Identity Verification

SIA and Sterling have identified four key areas to help staffing companies deliver trust, safety, and compliance for customers, while improving the candidate experience.

1 Optimizing Quality, Efficiency, Cost, Risk in a Challenging Environment

Staffing companies need to balance quality, efficiency, cost, and risk (QECR) in their business strategy.

-  **QUALITY**
-  **EFFICIENCY**
-  **COST**
-  **RISK**



2 Establishing Identity as the First Step

Technology now allows for identity to be confirmed remotely and in less than 2 minutes, verifying the candidate's identity first.



The candidate snaps an image and scans data from their identity documents



The ID is authenticated, then verified against the candidate's information



The candidate snaps their photo and the system matches it to the photo on their ID



Within seconds, the system verifies the candidate or flags them for human review

3 End-to-End Digitization of Criminal Record Checks

CourtDirect™ allows digital access to 85% of US criminal search records.

Digital integration to US criminal search records allowed for fulfillment in over 95% of US jurisdictions, when courts were closed during the pandemic.



4 Legal and Compliance Considerations

 **Identify locations and positions**
Legal concerns related to local laws and specific job roles

 **Identify and manage risks**
Specific legislative requirements for a particular industry or location

 **Identify contractually required background checks**
Contractual requirements can be too broad or legally problematic

 **Periodically review programs**
Consult with legal counsel to ensure compliance in the recruiting process

Background screening and identity verification services are in the middle of a major technology-driven shift. Staffing firms should be assessing the risks and opportunities that have already manifested as well as those on the horizon. Get deeper insights in the full research report from SIA and Sterling.



Our industry-leading background and identity services help you navigate uncertainty and create safer environments for your employees, customers, and partners around the world. It's all about people.

Our vision is to make the world a safer place. And we know the right people make all the difference — in your workplace, hospitals, and schools, to name a few. As a global leader in background and identity services, Sterling can help you hire with confidence and build a foundation of trust and safety. Our deep market knowledge and unrivaled client service empower your business to make smarter, faster, safer hiring decisions.

For more information: www.sterlingcheck.com