

Identity Verification

Make identity the foundation of your hiring practice

Quality background screens require accurate candidate data. Incomplete or incorrect data can delay background screens and lead to inaccurate results. Verifying candidate identity before starting a background screen offers two distinct benefits; it helps you collect the most accurate candidate data possible, leading to better background screens, and it can help deter or detect identity fraud, which sadly continues to rise.

Thanks to our exclusive partnership with ID.me—a leading identity services provider—Sterling brings a unique identity verification solution that allows you to verify candidate identity while collecting accurate candidate data to maximize background screen quality.

Your process. Our expertise.

Sterling Identity Verification powered by ID.me integrates into your existing hiring processes allowing you to verify candidate identity in a matter of minutes. With a full suite of available identity verification proof points, you can customize the candidate experience to capture exactly what you need—it's simple, effective, and modern.

ID.me is the trusted identity verification provider for:

- Social Security Administration
- Veterans Administration
- Various state agencies



The Sterling + ID.me Difference

- Candidates verify identity just once and can then reuse their verified identity
- Existing ID.me users simply log in for a streamlined experience
- Multiple identity verification proof points available for greater candidate success
- Higher-quality candidate data for fewer screening errors
- Simple, guided mobile candidate experience available anywhere, anytime
- Fast results that integrate seamlessly into your hiring process

FOR MORE INFORMATION

To learn more about identity verification services, please contact your dedicated Sterling Client Success partner, call 800.899.2272, or visit us at sterlingcheck.com/identity

How Digital Identity Verification Works

When you request identity verification, your candidate is guided through the process of verifying their identity. If they already have an ID.me wallet, they simply login and proceed.

Including more than one proof point with appropriate failovers in the process helps ensure candidates can successfully verify their identity.



Available Proof Points:



Telecom and Device Verification

Verify that the SIM card in a mobile device is associated with the candidate's identity. Evaluate tenure of account, device location, and fraud history.



SSN Verification

Verify a candidate's biographic information, such as name, address, and other identifying information, against credit bureau records.



Document Verification

Scan, verify, and parse document images using machine vision to extract content, leveraging a proprietary database of rules and AI to verify document authenticity.



Facial Recognition with Biometric Matching

Advanced machine learning technologies to match a government identity document to the candidate's selfie image.



Live Video Chat ID Proofing

Individuals complete identity proofing with a trained "Trusted Referee" via video conferencing.

ABOUT STERLING

Sterling — a leading provider of background and identity services — offers background and identity verification to help over 40,000 clients create people-first cultures built on a foundation of trust and safety. Sterling's tech-enabled services help organizations across all industries establish great environments for their workers, partners, and customers. With operations around the world, Sterling conducts more than 75 million background checks annually. Visit us at sterlingcheck.com.

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