



Criminal Screening Powered by Innovation

Built for your success and supported
by proven industry expertise.



Background Checks are Critical to the Hiring Process

Background screening is a critical part of the hiring process because it helps ensure an individual meets the hiring criteria of your organization, providing a foundation of trust and safety. It gives you the tools to manage the risk associated with hiring. Criminal background checks aid in forming a better understanding of your job candidates so that you can have greater confidence your new hires are a good cultural fit.

Built for Your Success

For more than 45 years, we've set the pace for our industry, disrupting the status quo with our deep-rooted culture of technology and innovation. Since 2006, we have invested millions annually in proprietary fulfillment systems. Our unwavering focus on innovating the US criminal search process has enabled us to reduce our turnaround times by 50% while increasing accuracy. As leaders in background screening and owners of our own end-to-end screening processes, we are proud to serve our clients with more informed, responsive solutions.



Our innovations allowed us to deliver **98%** of our US criminal searches without interruption during the peak of the Covid-19 pandemic shut-down.¹

¹ Sterling Corporate Stats, Q4 2021

² Sterling Corporate Stats 2022

The Sterling Difference

95%

of Sterling's US criminal screens are completed entirely in-house²

90%

of Sterling's US criminal screens are automated²

90%

of our US criminal searches are complete within a day and 70% within an hour²

Discover the Solution Built for You

With 50,000+ clients, we cover every aspect of screening from start to final hiring decision. We have one of the most extensive suites of criminal service offerings and we can help you optimize your program to align with the screening requirements of your industry as well as the specific positions you hire.



Here's How Our Identity and Screening Technology Work Together



1

Identity First

Verify Accurate Candidate Data

Verifying candidate data helps confirm the accuracy of details provided for the search, reduces delays due to misinformation, and streamlines the candidate experience.



2

Discover Locations

Uncover More Places to Search

Sterling uses three different locator tools to uncover more meaningful places to perform criminal searches:

- SSN Trace
- Enhanced Nationwide
- Locator Select



3

Criminal Searches

Use Automation for Faster, More Accurate Results

We then conduct a primary source search for criminal records in the identified locations. We match the record to the candidate and check if it is reportable, then apply your reporting criteria, if needed.



4

Background Report

Review Report to Make A Confident Hiring Decision

The finalized report is assembled and delivered in the Client Hub for your review and use in the hiring decision process.

Engage Excellence

Our verticalized support approach ensures an integral connection between Sterling's industry experts and your specific business requirements and compliance needs.

Leverage Innovation

Sterling's SmartData technology standardizes 750K+ different charges, statutes, and other county court data, enabling Sterling to automate throughout the entire screening process - from matching candidate data to determining reportability and applying your order rules, reducing turnaround time by 50%¹.

Discover More

Leveraging Sterling's three powerful criminal record locator tools — the SSN Trace, Enhanced Nationwide, and Locator Select — allows you to cast a wider net and uncover tens of thousands more criminal records than database searches alone.

¹ Sterling Corporate Stats 2022

ABOUT STERLING

Sterling (NASDAQ: STER) is a leading global provider of background and identity services, offering background and identity verification services to help our clients create people-first cultures built on a foundation of trust and safety. With operations around the world, Sterling's tech-enabled services help organizations across all industries establish great environments for their workers, partners, and customers.



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