

## Advanced Background Screening Solutions for Healthcare and Life Sciences



### Life Sciences Center of Excellence

Sterling's Life Sciences Center of Excellence (COE) partners with pharma, biotech, and medical device organizations to cut background and clinical testing down from weeks to days. With life sciences needing to keep critical roles filled to support ongoing innovation, our screening and compliance solutions enable organizations to make informed hiring decisions so they can continue providing life-saving medicines and technology.

### Sterling Outcomes for Life Sciences

**96%** of Criminal Services Completed <1 Day

**90%** Primary Source Education Verifications Completed by Day 3

**98%** Client Retention Rate in Healthcare



### STERLING FACTS



**95M+** Background Checks Annually



**45+** Years of Expertise



**240+** Countries and Territories

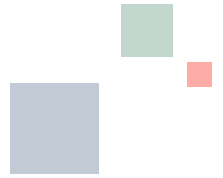


**50%** of Fortune 100 choose Sterling



**HR Tech Award** for Best Comprehensive Solutions for Enterprises

“ Personalization would be the word I'd use to describe Sterling's services as being a big benefit for us. With Sterling, I feel we have the right solutions that are tailored to our needs on a personal level. They help us figure out what's going on and what to do about it rather than just ticking the boxes for a client, which can feel like getting lost without that personal touch.”



# Sterling's Healthcare Hiring Suite

## Criminal Background Checks

With direct access to 85% of US criminal search records, our background checks provide a complete picture of a candidate's criminal history, delivering accurate results quickly and enabling safer hiring decisions.

## Drug & Occupational Health Screening

Our drug and occupational health screening services are among the fastest and most expansive collection network of over 15,000 test sites nationwide. Sterling offers robust pre- and post-hire screening to help organizations stay compliance focused.

## Primary Source Verifications

From employment and education to reference and credential verifications, our sophisticated database allows us to identify validated contacts in 130,000+ entities, resulting in quicker turnaround times for verifications.

## Global Checks

We offer the most in-depth product suite to allow for screening in more than 240 countries and territories in 35 languages, as well as delivering support from regionally based teams.

## Fingerprinting

Sterling's fingerprinting services offers a national network of hundreds of collection sites, certified with the FBI, AHCA, and NMLS to submit electronic fingerprints directly. Our digital fingerprint capture technology speeds up processing time to an average turnaround time of less than 24 hours.

## Medical Workforce Monitoring

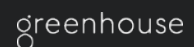
Our medical sanctions, exclusions, and license monitoring solutions help organizations mitigate regulatory risk by continuously monitoring thousands of medical bodies, enabling companies to react to a change in days, not months.

## Identity Verification

Sterling's identity verification service allows life sciences to confirm that their candidates are who they say they are, creating a safer workplace for both their employees and their patients.

## Integrations

Simplify your workflow with the largest network of technical integrations in the industry.



## ABOUT STERLING

Sterling (NASDAQ: STER) — a leading provider of background and identity services — offers background and identity verification to help over 50,000 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 95 million background checks annually.

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