

BACKGROUND SCREENING

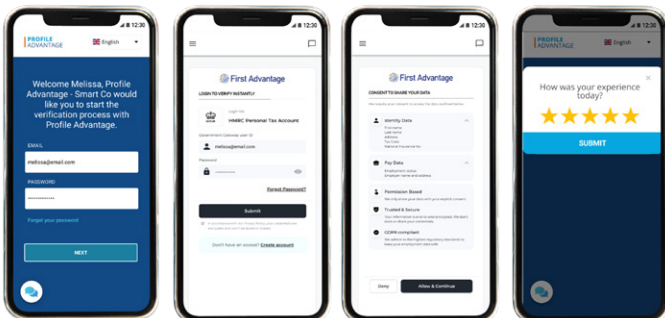
Instant Employment Verification

Instantly verify your applicants employment history, covering up to 5 full years of employment within the UK with no limit to the number of employer verifications. Information is shared with you, the employer, with consented permission directly from the applicant, giving access to data including Employer Name, Start Date and End Date, directly from HMRC, the UK's National Tax Authority.

What is it?

First Advantage's 'Instant Employment Verification' enables our employers to make quick and informed hiring decisions, with the following benefits:

1. **Near Instant Completion**
2. **Integrated and seamless** applicant workflow, ensuring high completion rates and low friction
3. **Up to 5 years of employment history** with no limit on how many periods of employment verified
4. **Significant reductions in staff hours** for onboarding, ensuring you can Hire Smarter, Onboard Faster
5. **A digital first solution**, reducing the need for applicant documents and manual checks



Instant Completion

Instantly complete up to 5 years of present & former employment history near instantly



Trusted Data

Highly accurate and trusted data*

**as recorded by HMRC*



Faster Onboarding

Instant employment verifications enable employers to substantially reduce staff hours required to check applicants, leading to quicker onboarding



What do I get?

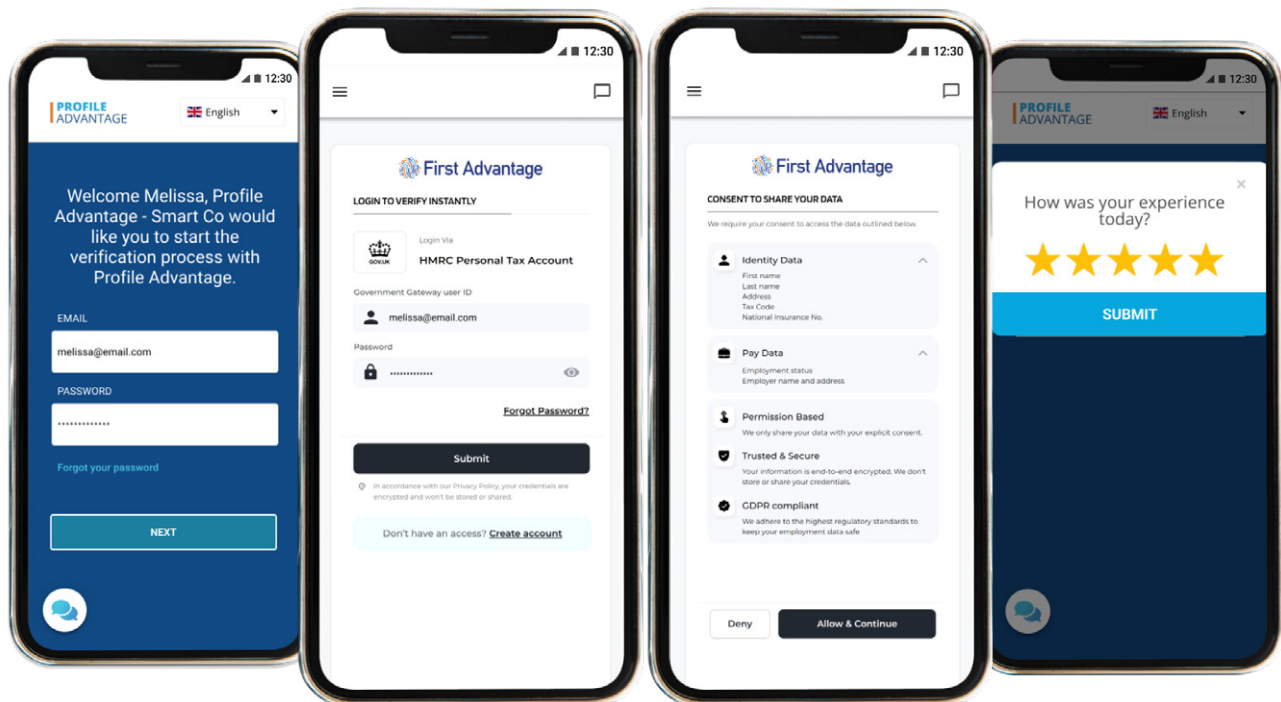
Instant completion of up to 5 full tax years employment information, directly from HMRC, the UK's national tax authority.

Data is directly from HMRC*, and will always contain the employer's name, employment start and end dates.

What are the benefits?

Employers can significantly reduce the number of individual pieces of information required while onboarding an applicant, enabling applicant background screening to be completed in minutes rather than days or weeks, ensuring you can Hire Smarter and Onboard Faster.

Applicants are provided with an intuitive and low friction process, removing the need to provide specific start and end dates, or provide an individual contact point at their previous organisation, ensuring that they can provide their new employer with instant, HMRC verified, employment data.



Switch to Instant Employment Today!

First Advantage are confident that we can support employers to switch to digital processes quickly and seamlessly! With our easy to deploy applicant mobile journey and specialist teams we can provide advice and guidance on policy so you can have your organization verifying employment information quicker than before. Our intuitive helpdesk and client care teams are also on hand to support applicants and hiring managers through the process.

First Advantage is not liable for errors or omissions in data sourced from HMRC. Employment data is obtained directly from the UK Tax authority and not verified with individual employers.