

Know Your People

Easily Verify Candidate Identity and Criminal History

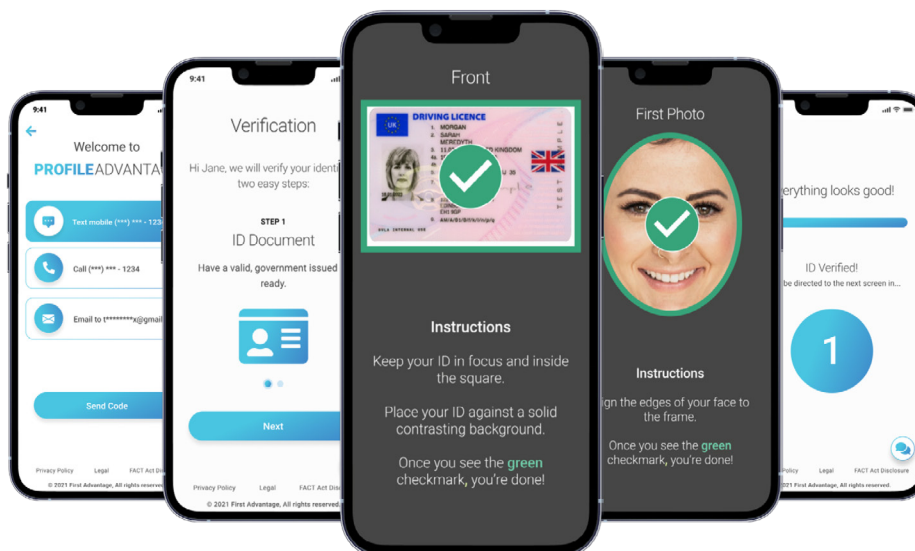
One Solution for All Checks

Your organisation needs to stand out to compete for and keep the best talent. You need a fast, accurate, mobile-enabled background check solution that works for all aspects of your workforce, including candidates, contractors, employees and volunteers. It's important that you get the information you need when you need it, so that you can get the insight to make the best decisions.

Comprehensive Screening Services

First Advantage offers a broad coverage model that gives you as much information as possible, but within the applicable rules and regulations.

- **Depth and Breadth of Services:** Access First Advantage's background screening services with a range of checks in one online solution, including digital identity services.
- **Flexibility and Configurability:** Manage your program with centralised processes, or manage by region/division.
- **Easy Integration:** Seamless, transparent integration with current business processes, workflows and applicant tracking systems.
- **Increased Efficiency:** Innovative data capture solutions help gather information from candidates and employees for screening and scheduling.
- **Management Information:** Easy to access data and reporting tools, enabling users to review and export results.
- **Self-Registration:** Options to point applicants to self-register and complete background screening process without the need for hiring manpower involvement.
- **Payment Choices:** Flexible payment options, including ability for invoicing or online payment facility.



Criminal Background Checks

- **Disclosure and Barring Service (DBS) Basic Criminal Record Check** - Checks if an individual has unspent convictions and conditional cautions.
- **DBS Standard Check** - Checks if an individual has spent and unspent convictions and cautions.
- **DBS Enhanced Check** - Checks if an individual has spent and unspent convictions and cautions plus any information held by local police that's considered relevant to the role.
- **Disclosure Scotland (DS) Basic Criminal Record Check** - Checks if an individual has unspent convictions and conditional cautions for those living and working in Scotland.
- **Overseas Criminal Check** - Our overseas criminal record checks search both local and national jurisdictions for the criminal record history of the applicant. Records may be made available via a national criminal database held by police or justice services, or may involve court record checks.

Financial Related Searches

- **Bank Account Check** - Validates the authenticity of an individual's bank account number and sort code and confirms that they are a legitimate combination. Verifies that the account details match the individual's name and address. Flags if certain transaction types are not accepted on the account e.g., do not allow Direct Credits, Bankers' Automated Clearing Services (BACS) clearing or Faster Payments clearing. The check also returns alerts for inconsistencies in the information, for example where the address match is based on a previous or forwarding address. Sourced at a credit reference agency.
- **Adverse Financial Check** - An adverse financial check or adverse credit check is a thorough search of a credit reporting agency, or public database, to determine an applicant's credit status and/or credit history and determines if there are any County Court Judgments (CCJ's), Bankruptcy Orders or Voluntary Arrangements.

Identity Verifications

- **Identity Check** - Verifies an individual's full name and date of birth matched to their current and previous addresses. To obtain a Pass the application must match

against at least 2 separate data sources, one must confirm the date of birth. A wealth of data sources are used, including credit header data, landline telephone directory, edited electoral roll.

- **Digital Identity for DBS** - This is a service add on that must be used in conjunction with a DBS service. Using this service will enable the applicant to complete a secure and remote identity verification to the required DBS identity assurance levels. Where the applicant is unable to meet the digital requirements a process of document collection will be available to ensure completion.

Specialty Searches

- **Digital Right To Work** - Service designed to enable an applicant to demonstrate their current immigration status (Right to Work) within the United Kingdom. This service takes form as self-guided applicant journey, enabling the applicant to digitally, via. Gov or through the collection of acceptable supporting documents demonstrate their ability to work in the United Kingdom.
- **Driving Licence Check** - Appends an individual's driving licence details including endorsements, disqualifications, category, entitlement, restriction, address mismatches and expiry dates. Sourced from the Driver and Vehicle Licensing Agency (DVLA).
- **National Insurance Number Check** - Checks the algorithm to ensure the National Insurance Number supplied is in a valid format.
- **Politically Exposed Person (PEP), Sanctions & Enforcements Check** - Over a million records taken from approximately 100 global databases including His Majesty's (HM) Treasury, Home Office, Office of Foreign Assets Control (OFAC), Federal Bureau of Investigation (FBI), Interpol, Metropolitan Police, Financial Conduct Authority and Lloyd's Insurance Market. Checks global lists of known financial fraudster and politically exposed persona to establish if there is any known associated risk.
- **Social Media Search** - Leverages proprietary technology to help identify the actions and behaviours of a candidate or employee who may present a potential risk to your company or create an unsafe and unwelcoming workplace. Likewise, it can also find positive attributes of candidates who may be a good fit in the culture of your company. It intelligently analyzes the content, applying customer-specific alerts and keywords.

We can help. For more information, contact First Advantage today: