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# RETAIL INDUSTRY BENCHMARKING

All samples are based on actual First Advantage customers.

Customer	Retailer A	Retailer B	Retailer C	Retailer D	Retailer E	Retailer F	Retailer G
Estimated Background Screening Volume Per Year	270,000	150,000	115,000	81,000	80,00	63,500	20,000
Scope of Services							
- Civil							
- Conflict of Interest							
- Credit			✓			✓	
- Criminal	✓	✓	✓	✓	✓	✓	✓
- Directorship							
- Drug Testing	✓	✓	✓	✓	✓		✓
- Education			✓			✓	
- Employment			✓		✓		✓
- Entitlement to Work/ SSNV	✓	✓	✓	✓		✓	✓
- Financial Regulatory Sanctions							
- Fingerprint			✓				
- Global Sanctions							
- IFPS--Internal Fraud Prevention Service Report							
- MVR--Motor Vehicle Report			✓	✓	✓		✓
- Negative News							
- Professional Qualifications			✓				
- References			✓			✓	
Scope for Backgrounds (New Hire, Post Hire, or Both):	New Hire	New Hire	New Hire/ Rescreen	New Hire – Annual MVR	New Hire	New Hire	New Hire
If Client Runs Verifications, Mitigate:	No	No	Yes	No	No	Yes	No
Does First Advantage Apply Client Adjudication Criteria:	Yes	Yes	Yes	Yes	Yes	Yes	Yes



**First Advantage**

A Symphony Technology Group Company

INFORMATION YOU NEED. PEOPLE YOU CAN TRUST.

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Customer	Retailer A	Retailer B	Retailer C	Retailer D	Retailer E	Retailer F	Retailer G
Who Administers Backgrounds (Centralized or Decentralized):	Centralized	Centralized	Centralized	Centralized	Centralized	Centralized	Centralized
Adverse Action Letter Mailing Services:	Yes	Yes	Yes	Yes	Yes	Yes	Yes
ATS if Applicable:	Proprietary ATS System	Taleo	IBM Kenexa	IBM Kenexa	PeopleFluent	HODES IQ	Success Factors

This benchmarking information is being provided for informational purposes only and should not be construed as legal advice.

FirstAdvantage® assumes no liability for any errors or omissions herein.

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

Call +1 844.717.0510

Email [solutions@fadv.com](mailto:solutions@fadv.com)

Visit [fadv.com](http://fadv.com)

As the trusted partner of over 35,000 organizations worldwide, we at First Advantage provide easy-to-understand background screening results so you can confidently make decisions about prospective employees, vendors and renters. Not only does this safeguard your brand, but you also arrive at dramatically better background insights – insights you can rely on.

It's time to partner with First Advantage. Now in 26 locations, 14 countries and conducting over 55 million international background screens on 17.2 million applicants annually. **Trusted Knowledge.**

**Exceptional People.**