Quantifying the trends and qualifying the nature of discrepancy patterns in India

First Advantage

FOREWORD

> "
> **We are serving innovation through integrated technological developments and digital screening solutions.**
> "

Dear Readers,

With decline of the second wave of COVID-19, organizations are resuming their operations with an increase in the new job openings to scale up their technology or business operations. The growth in the employment opportunities is also coupled with high attrition from junior and middle management and organizations are looking to hire the right talent.

In the current digital workplace, significance of background verification of a candidate, a vendor or a partner has become crucial to safeguard from any potential risk. As companies compete for the best talent available in the marketplace, it is important to get insights that will help you **"Onboard Faster. Hire Smarter."**

With our digital initiatives driven by modern technology and alternate screening solutions, we have transformed our processes to adapt with the changing environmental and economic conditions. Our focus, as always, has been to enhance customer onboarding experiences, reduce delivery cycle timelines and provide improved quality performance.

Our proactive approach to background screening is enabling companies to make informed hiring decisions, resulting in improving the quality of hires.

Major highlights for Q2 (Apr-Jun'21)

✓ Fueled by hiring growth in IT, Consulting, Banking & Financial services, the second quarter has showed very promising trends with volumes increasing by 25% vs. the previous quarter

✓ Sectors like Banking, Financial Services, BPO, Engineering & Infra, FMCG, Healthcare, Pharmaceutical, Manufacturing and Telecom displayed discrepancy percentages way above the industry average of 8.7% in Q2-21

✓ Highest level of 64% discrepancy among associate level employees

It is more important than ever that businesses understand best practices and trends for employee background checks when looking to expand or manage their workforces.

We are glad that you are getting the required perspective and insights from our Trends report and we look forward to your continued feedback.

Always, Proud to be of service to you!

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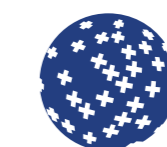
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GLOSSARY OF TERMS

Cases

One case indicates one candidate. It is denoted by a case reference number which is unique to that particular candidate.

Fake

confirmation shared by authorized personnel/ body on the authenticity of the document/ university.

Client

The organization which authorizes First Advantage to conduct the verification.

Possible Suspect

Any organization or company whose credentials might not be genuine.

Component(s)

Screening carried out for various phases of the candidate's background like Employment, Education, Address, etc. are termed as Components.

Industry

The industry sector/segment under which the Client falls. All abbreviations used are as per Indian standards of industry bifurcation and are easily accessible via the internet.

Checks

One case can have one or more than one check based on the credentials being verified.

Employee Category

The designation at which the candidate worked/is working [current employment] in the organization.
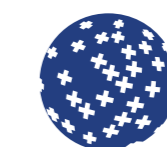
FOR EXAMPLE

First Advantage is conducting a background check for a candidate ABC [Case].

The check is authorized by a [Client] say XYZ Corp. This client belongs to the BFSI sector [Industry].

As per the client's mandate, the screening components include latest Education and two previous Employments of the candidate. Here Education and Employment are [Components] & there are a total of three Checks - one Education and two Employment [Checks].

Depending on a predefined matrix followed by the client, either as standardized by First Advantage or a client customized matrix - a disconnect identified [Discrepancy] would be categorized as major or minor discrepancy, suspect, [Possible Suspect], etc.
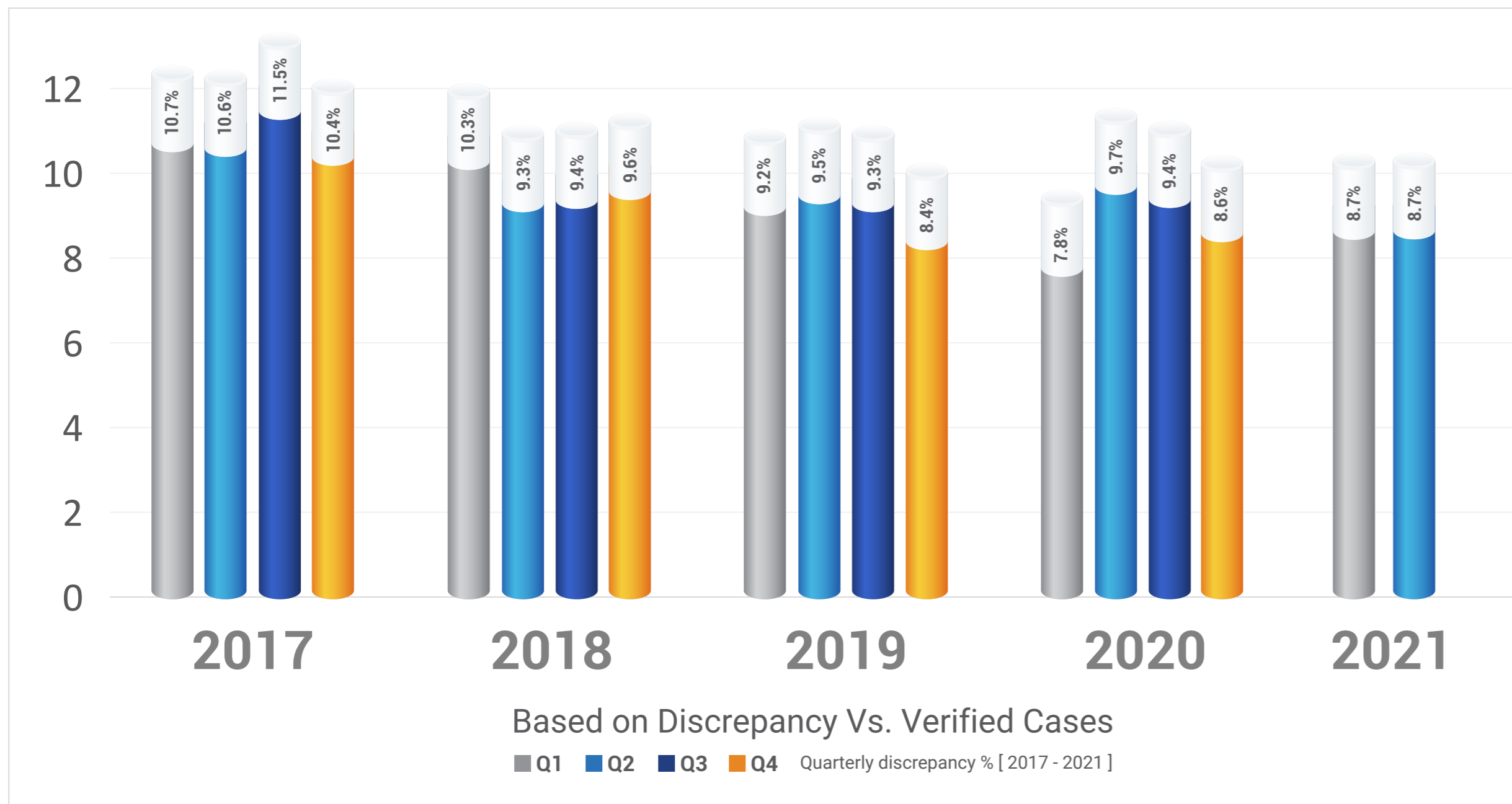
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CASE LEVEL TREND
1.A. Discrepancy Percentage
By Quarter [Q1-17 to Q2-21]

Based on Discrepancy Vs. Verified Cases

■ Q1 ■ Q2 ■ Q3 ■ Q4   Quarterly discrepancy % [2017 - 2021]

A study of the Case Level Quarterly Discrepancy Analysis for Q2-21 shows that the discrepancy percentage is at 8.7 percent.

The discrepancy versus verified percentage in 2017 has averaged at 10.8 percent. It was at 9.6 percent in 2018 and 9.1 percent in 2019. In 2020 it had averaged at 8.9 percent.

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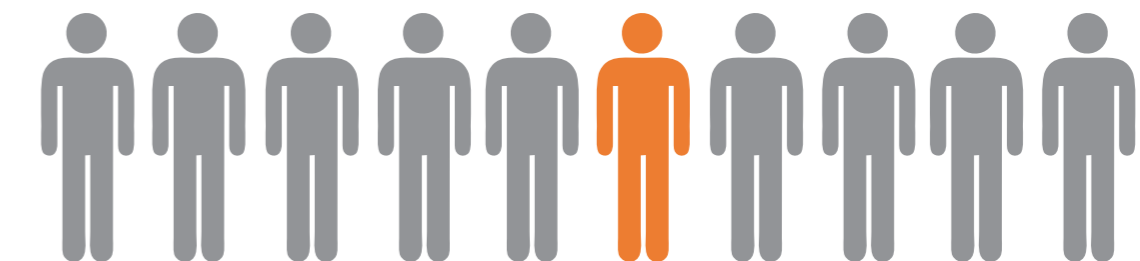
CASE LEVEL TREND

1.B. Discrepancy Percentage -
By Age [Q1-21 v/s. Q2-21]

AGE BRACKET		<= 21 years	>= 22 to 30 years	>= 31 to 40 years	>= 41 to 50 years	>= 51 years	Grand Total
Q1-21	VERIFIED CASES%	2.9%	63.3%	27.9%	5.2%	0.7%	100.0%
Q2-21		2.6%	64.5%	27.6%	4.6%	0.7%	
Q1-21	DISCREPANCY CASES%	0.6%	55.4%	36.1%	6.6%	1.3%	100.0%
Q2-21		0.8%	56.7%	34.6%	6.2%	1.6%	
Q1-21	DISCREPANCY Vs. VERIFIED%	1.7%	7.6%	11.3%	11.2%	16.8%	
Q2-21		2.5%	7.7%	11.0%	11.8%	21.2%	

Please note: Cases wherein the date of birth is not mentioned have been excluded from the analysis. These cases have a 10 percent and 07 percent discrepancy in Q1-21 and Q2-21 respectively.

Highest number of cases have been verified for the >= 22 to 30 years [age bracket] candidates.

Similarly highest number of discrepancies have been detected in the >=22 to 30 years [age bracket] candidates.

More than 91 percent of the fraudulent occurrences have transpired in the 22 to 40 years age bracket in both the quarters.

Q1-21   Q2-21

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CASE LEVEL TREND

1.C. Discrepancy Percentage -
By Industry [Q1-21 vs. Q2-21]

Industry	Q1-21	Q2-21
OVERALL	8.7%	8.7%
BANKING	18.4%	17.0%
BPO	13.0%	10.9%
CONSULTING	8.7%	6.9%
E-COMMERCE & LOGISTICS	6.0%	8.0%
ENGINEERING & INFRA	11.6%	13.5%
FINANCIAL SERVICES	16.1%	17.5%
FMCG	10.9%	9.1%
HEALTHCARE	16.9%	13.5%
HOSPITALITY	2.9%	2.8%
INSURANCE	4.5%	5.0%
IT	5.4%	5.2%
MANUFACTURING	14.5%	13.6%
PHARMA	10.8%	9.3%
RETAIL	12.0%	7.5%
STAFFING	7.1%	6.1%
TELECOM	49.7%	71.8%
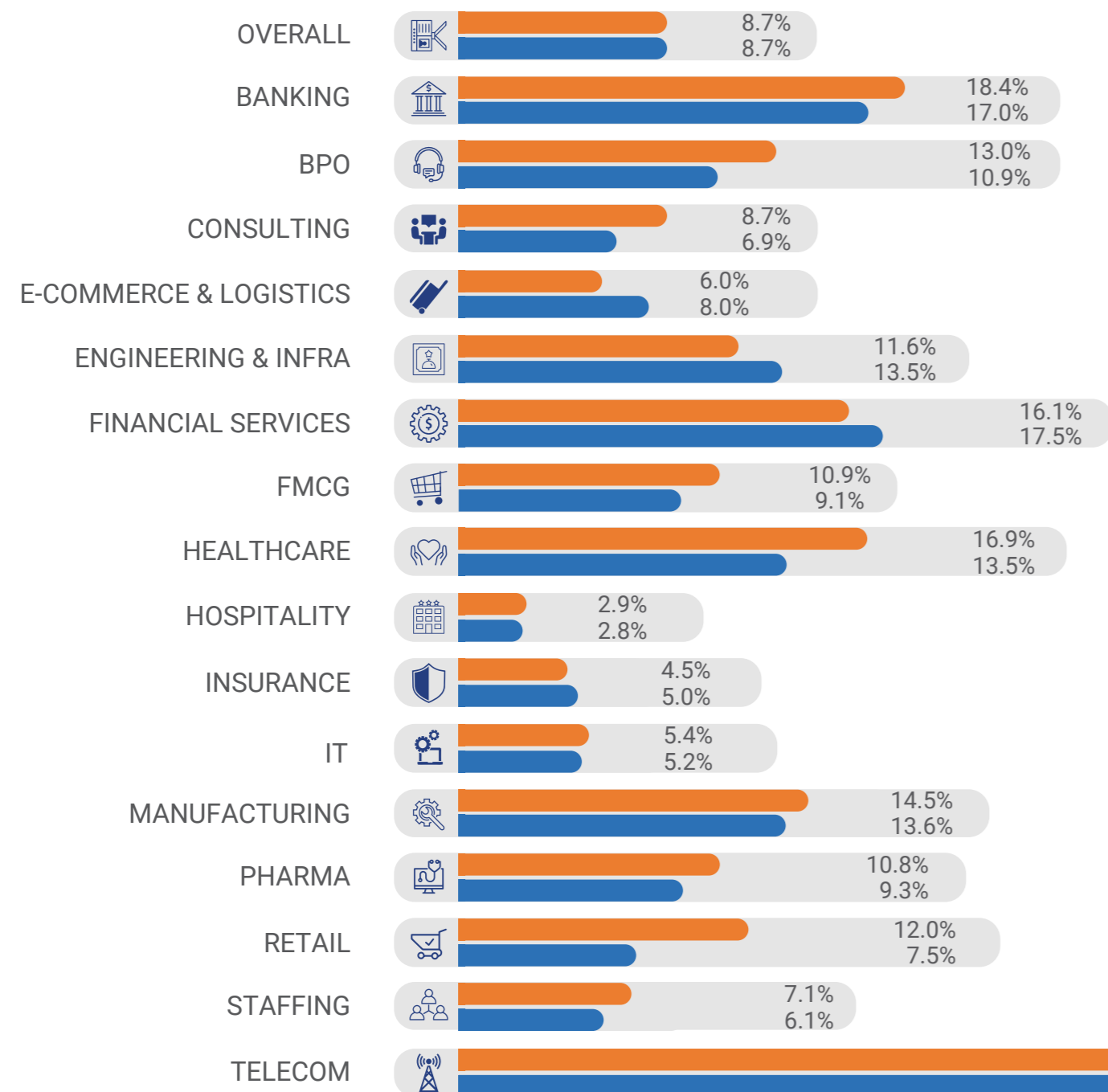
Sectors like Banking, BPO, Engineering & Infra, Financial Services, FMCG, Healthcare, Manufacturing, Pharma, and Telecom display discrepancy percentages way above the industry average of 8.7 percent in Q2-21.

Engineering & Infra, Financial Services, and Telecom have shown a much higher discrepancy percentage in the second quarter this year as compared to first quarter.

72 out of every 100 candidates screened in the Telecom sector were discrepant which is in line with the usual high discrepancy trending of the Telecom sector.

Q1-21   Q2-21   Discrepancy %

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CHECK LEVEL TREND

2.A.Discrepancy Percentage -
By Industry by Component Education
[Q1-21 vs Q2-21]

	BANKING	BPO	CONSULTING	E COMMERCE & LOGISTICS	ENGINEERING & INFRA	FINANCIAL SERVICES	FMCG	HEALTHCARE	HOSPITALITY
Q1-21	1.5%	0.4%	0.3%	1.2%	1.1%	0.8%	0.9%	0.3%	3.0%
Q2-21	1.1%	0.5%	0.2%	1.4%	1.0%	0.6%	1.6%	0.0%	0.6%

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CHECK LEVEL TREND

2.A.Discrepancy Percentage -
By Industry by Component Education
[Q1-21 vs Q2-21]

	INSURANCE	IT	MANUFACTURING	PHARMA	STAFFING	TELECOM
Q1-21	3.4%	0.3%	1.2%	0.9%	0.7%	2.2%
Q2-21	1.7%	0.4%	1.0%	0.7%	1.1%	2.0%
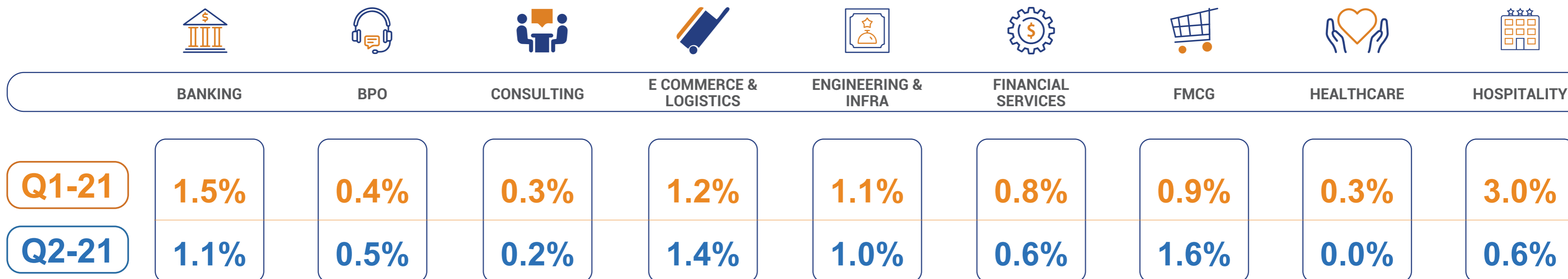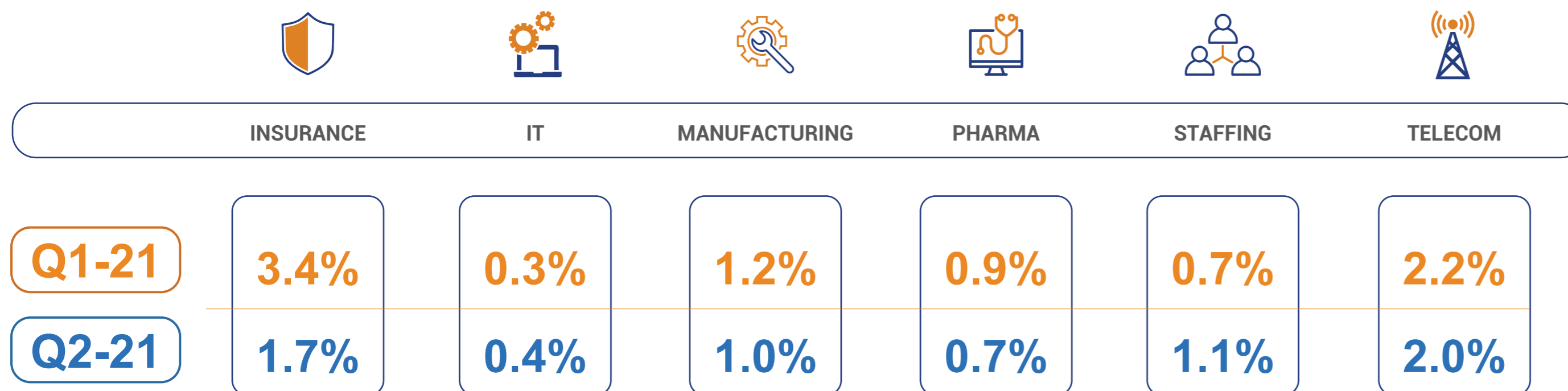
In the Education component sectors like BPO, E-Commerce & Logistics, FMCG, IT, Staffing have shown a slight increase in the discrepancy percent in the second quarter of 2021 as compared to the first quarter.

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CHECK LEVEL TREND

2.B.Discrepancy Percentage -
By Industry by Component Employment
[Q1-21 vs Q2-21]

	BANKING	BPO	CONSULTING	E COMMERCE & LOGISTICS	ENGINEERING & INFRA	FINANCIAL SERVICES	FMCG	HEALTHCARE	HOSPITALITY
Q1-21	9.9%	4.0%	7.6%	6.7%	10.0%	9.2%	9.1%	9.2%	5.5%
Q2-21	9.9%	5.7%	7.4%	6.9%	9.7%	8.3%	7.2%	5.8%	6.0%

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CHECK LEVEL TREND

2.B.Discrepancy Percentage -
By Industry by Component Employment
[Q1-21 vs Q2-21]

	INSURANCE	IT	MANUFACTURING	PHARMA	RETAIL	STAFFING	TELECOM
Q1-21	12.7%	5.1%	8.5%	9.5%	8.6%	4.7%	18.5%
Q2-21	11.0%	4.3%	8.5%	8.4%	2.6%	4.1%	26.7%
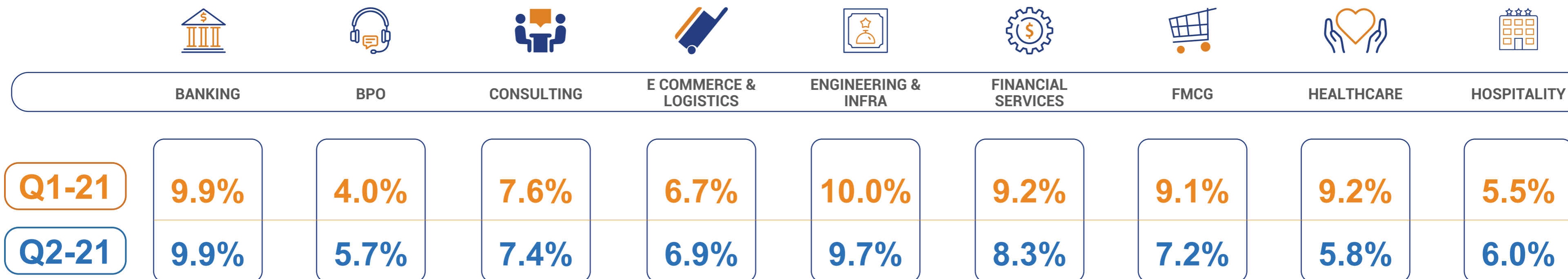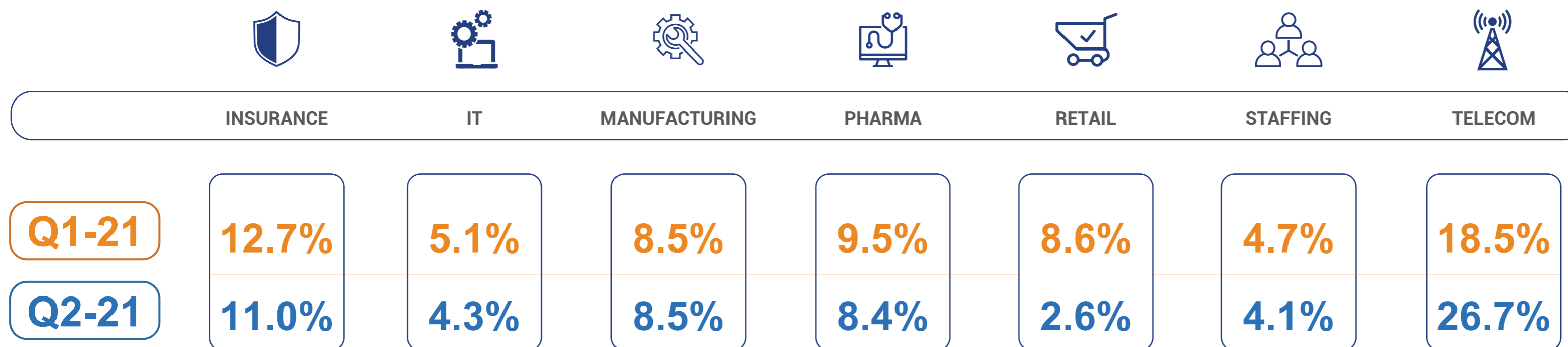
Employment component has witnessed high discrepancy percentages in most of the industrial sectors - especially in traditional sectors like Banking, Engineering & Infra, Insurance, Telecom to name a few.

Out of every 100 Employment checks verified in the Telecom sector – 27 were discrepant in Q2-21.

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CHECK LEVEL TREND

2.C.Discrepancy Percentage -
By Industry by Component Address
[Q1-21 vs Q2-21]

	BANKING	FINANCIAL SERVICES	FMCG	HOSPITALITY
Q1-21	5.1%	1.1%	0.0%	0.1%
Q2-21	3.7%	0.3%	1.4%	0.2%

CHECK LEVEL TREND

2.C.Discrepancy Percentage - By Industry by Component Address [Q1-21 vs Q2-21]

	IT	MANUFACTURING	PHARMA	RETAIL	TELECOM
Q1-21	0.5%	2.3%	0.1%	11.2%	19.1%
Q2-21	0.5%	2.5%	0.0%	7.1%	18.3%
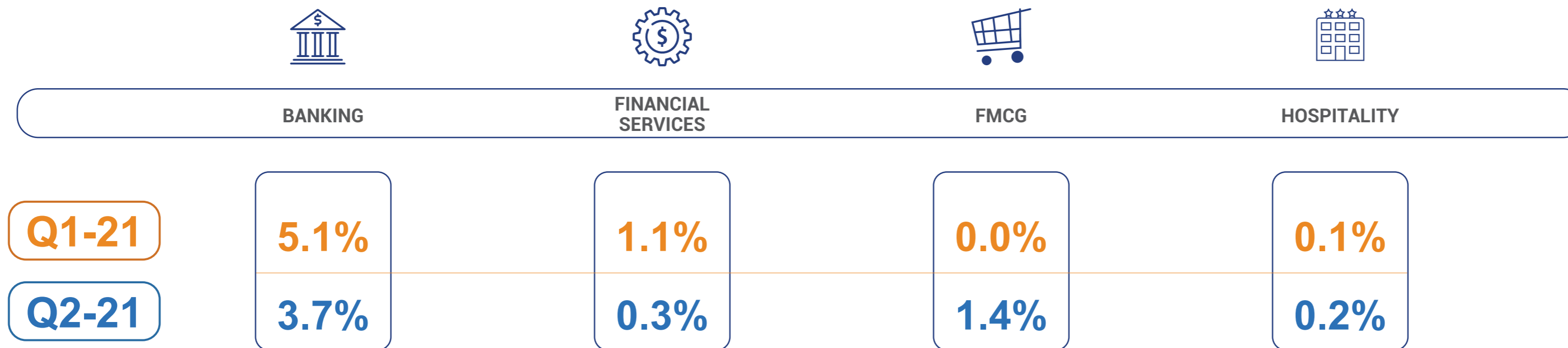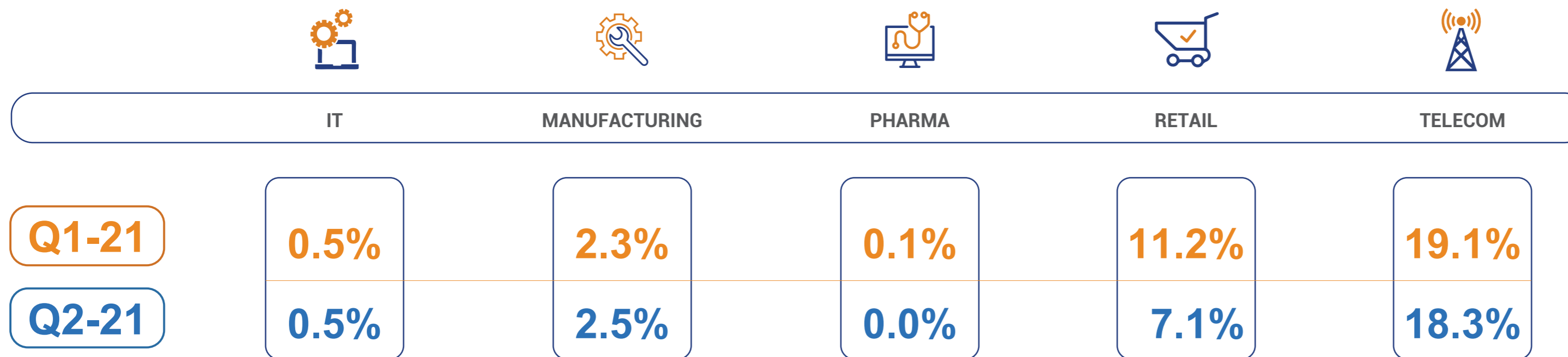
Address component has witnessed high discrepancy percentages in the Banking, Retail and Telecom sectors.

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3.Discrepancies By Component across Zones in India and Overseas [Q1-21 vs. Q2-21]

	EDUCATION	EMPLOYMENT	ADDRESS
Q1-21			
NORTH	30%	22%	31%
SOUTH	29%	39%	28%
WEST	21%	27%	29%
EAST	16%	4%	11%
OVERSEAS	4%	8%	0.4%
Q2-21			
NORTH	33%	20%	37%
SOUTH	24%	41%	32%
WEST	19%	28%	13%
EAST	16%	5%	17%
OVERSEAS	8%	6%	0.0%
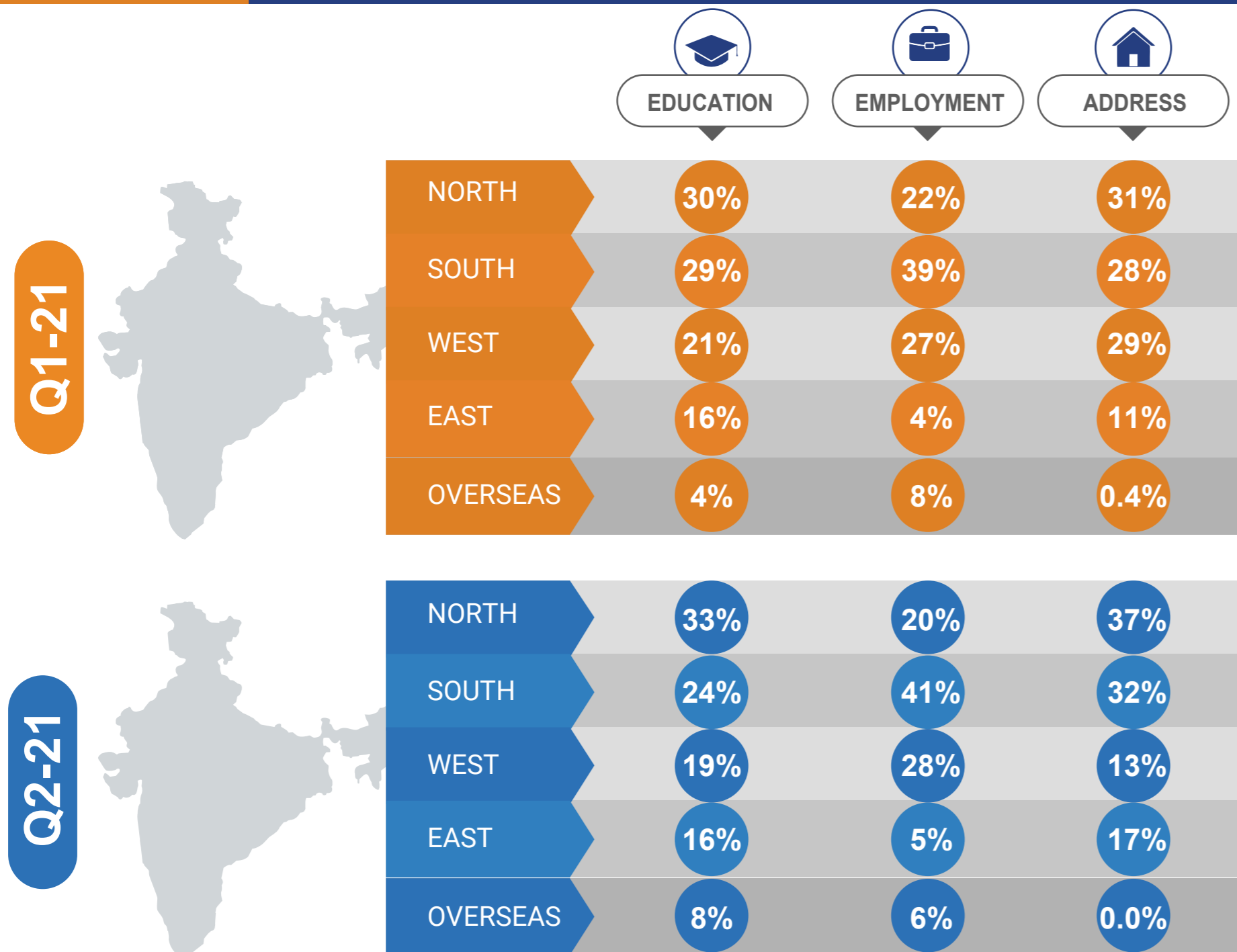
The discrepancy trend across zones in India and abroad has displayed an interesting spectrum.
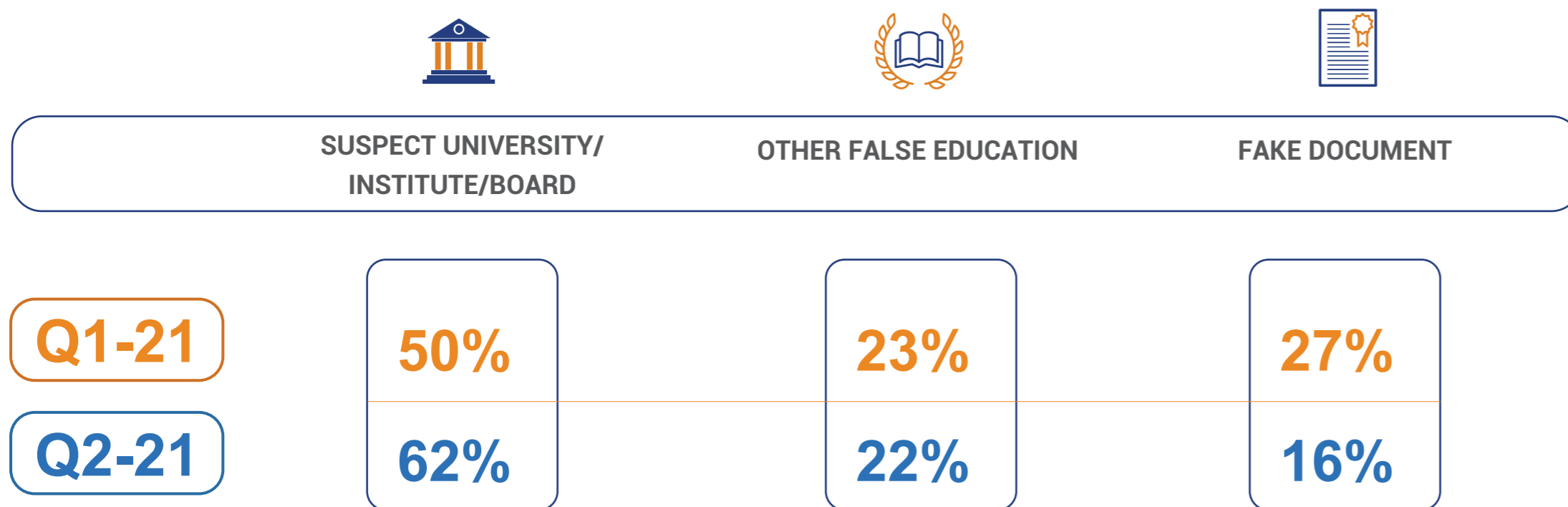
The highlighting factors:

Discrepancy rates for Education checks and Address checks were high in the Northern zone.

Discrepancy rates for Employment checks were very high in the Southern zone.

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CHECK LEVEL TREND

4.A.Categorization of Discrepancies By Component Education [Q1-21 vs. Q2-21]

	SUSPECT UNIVERSITY/ INSTITUTE/BOARD	OTHER FALSE EDUCATION	FAKE DOCUMENT
Q1-21	50%	23%	27%
Q2-21	62%	22%	16%

A study of Education discrepancies shows a very interesting spectrum.

The discrepancy trend for Q2-21 depicts:

Suspect Institution forms the biggest chunk in this quarter at 62 percent.

Discrepancies like 'Other False Education 'were at 22 percent. Other False Education includes 'Did not officially complete the course, Registration or Credential or membership expired, etc.'

Fake document was at 16 percent.

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4.B.Categorization of Discrepancies
By Component Employment
[Q1-21 vs. Q2-21]

	INCORRECT TENURE	INFLATED DESIGNATION	EXIT FORMALITIES NOT COMPLETED/ ABSCONDING	OTHER FALSE EMPLOYMENT	POSSIBLE SUSPECT COMPANY	NEGATIVE HR/ SUPERVISOR FEEDBACK	FAKE DOCUMENTS / NOT AN EMPLOYEE	INCORRECT SUPERVISOR DETAILS
Q1-21	24%	24%	14%	12%	11%	7%	6%	2%
Q2-21	30%	27%	13%	10%	7%	6%	5%	2%

In the second quarter of 2021, 'Incorrect Tenure' has topped the graph at 30 percent.

It was closely followed by 'Inflated Designation' at 27 percent and 'Exit Formalities Not Completed/ Absconding' at 13 percent.
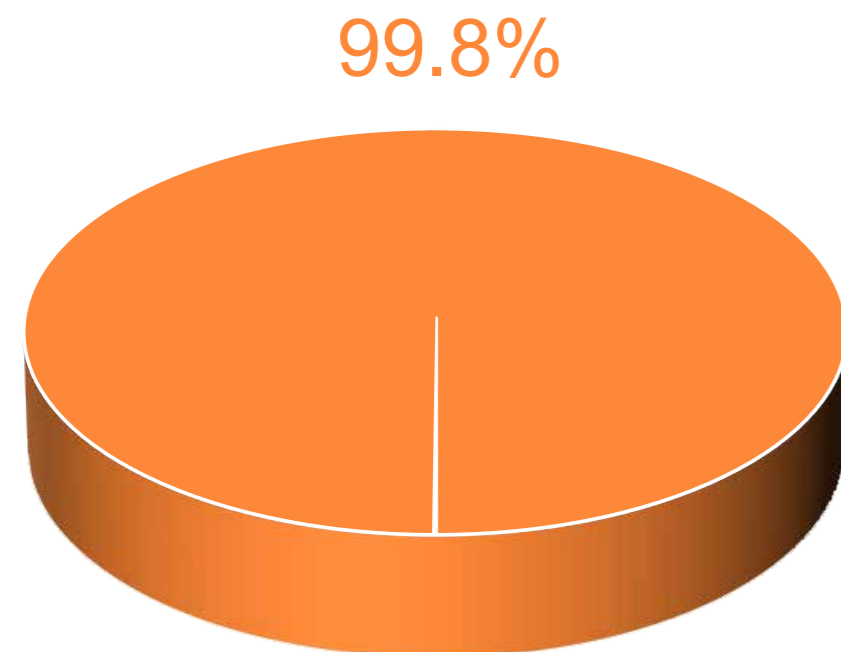
'Other False Employment' was at 10 percent. Other False Employment includes 'Discrepancy in Permanent/ Contractual Status', 'Not Eligible for rehire, Active Employee, etc'.

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4.C.Categorization of Discrepancies
By Component Address [Q1-21 vs. Q2-21]
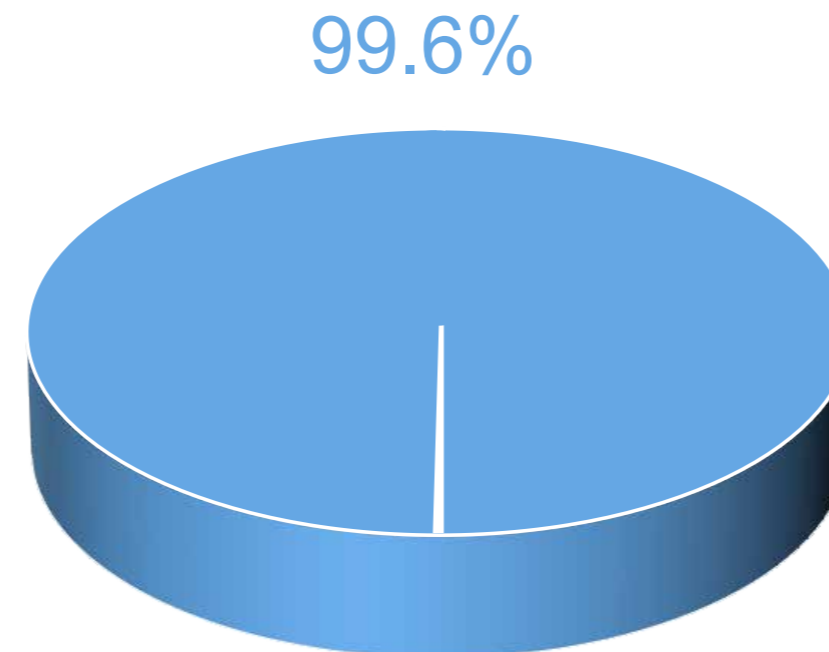
Q1-21

99.8%

0.2%

- PERIOD OF STAY
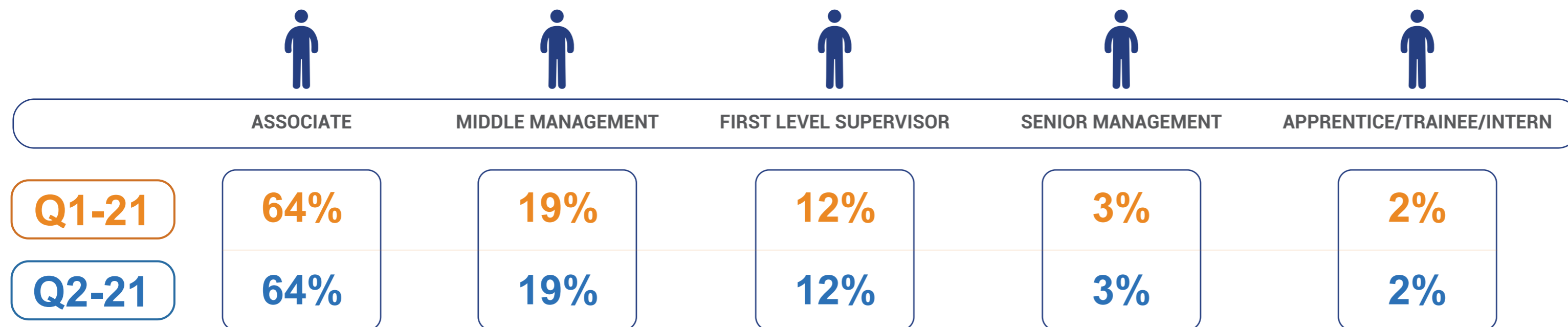- NOT RESIDING AT ADDRESS

Q2-21

99.6%

0.4%

- PERIOD OF STAY
- NOT RESIDING AT ADDRESS

In the second quarter of 2021 'Period of Stay' forms the biggest chunk of discrepancies at almost 99.6 percent.

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CASE LEVEL TREND

5.A.Discrepancies - By Employee Category [Q1-21 vs. Q2-21]

	ASSOCIATE	MIDDLE MANAGEMENT	FIRST LEVEL SUPERVISOR	SENIOR MANAGEMENT	APPRENTICE/TRAINEE/INTERN
Q1-21	64%	19%	12%	3%	2%
Q2-21	64%	19%	12%	3%	2%

In the second quarter of 2021 - Associate level discrepancy continues to top the graph at 64 percent.

It is followed by Middle Management at 19 percent and First Level Supervisor at 12 percent.

The graph depicts the Senior Management employee level discrepancies at 3 percent.

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CASE LEVEL TREND
5.B. Discrepancies - By Employee Category By Age [Q1-21 vs. Q2-21]

DISCREPANCIES - BY AGE BRACKET	APPRENTICE TRAINEE/INTERN	ASSOCIATE	FIRST-LEVEL SUPERVISOR	MIDDLE MANAGEMENT	SENIOR MANAGEMENT
<= 21 years	0.0%	0.3%	0.0%	0.1%	0.0%
>= 22 to 30 years	1.1%	36.3%	6.7%	10.2%	1.5%
>= 31 to 40 years	0.7%	22.8%	4.1%	7.3%	1.1%
>= 41 to 50 years	0.1%	4.1%	0.7%	1.2%	0.2%
>= 51 years	0.0%	0.7%	0.2%	0.2%	0.0%

Q1-21

The discrepancy – by Employee Category by Age Level analysis depicts interesting details which basically links both the candidate's age and designation.

Maximum discrepancies have been observed at the Associate level at 36.3 %.

Highest number of discrepancies have occurred in the > = 22 to 30 years age bracket in all the employee levels.

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CASE LEVEL TREND
5.B. Discrepancies - By Employee Category By Age [Q1-21 vs. Q2-21]

| DISCREPANCIES - BY AGE BRACKET	APPRENTICE TRAINEE/INTERN	ASSOCIATE	FIRST-LEVEL SUPERVISOR	MIDDLE MANAGEMENT	SENIOR MANAGEMENT
<= 21 years	0.0%	0.5%	0.0%	0.1%	0.0%
>= 22 to 30 years	1.3%	36.8%	6.9%	10.5%	1.4%
>= 31 to 40 years	0.8%	21.9%	4.4%	6.8%	0.8%
>= 41 to 50 years	0.1%	3.8%	0.8%	1.2%	0.2%
>= 51 years	0.0%	1.0%	0.2%	0.3%	0.1%

Q2-21

The discrepancy – by Employee Category by Age Level analysis depicts interesting details which basically links both the candidate's age and designation.

Maximum discrepancies have been observed at the Associate level at 36.8 %.

Highest number of discrepancies have occurred in the > = 22 to 30 years age bracket in all the employee levels.

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CHECK LEVEL TREND
6. Verification Success % [Q1-21 vs. Q2-21]

99.0%

98.9%

Q1-21

Q2-21
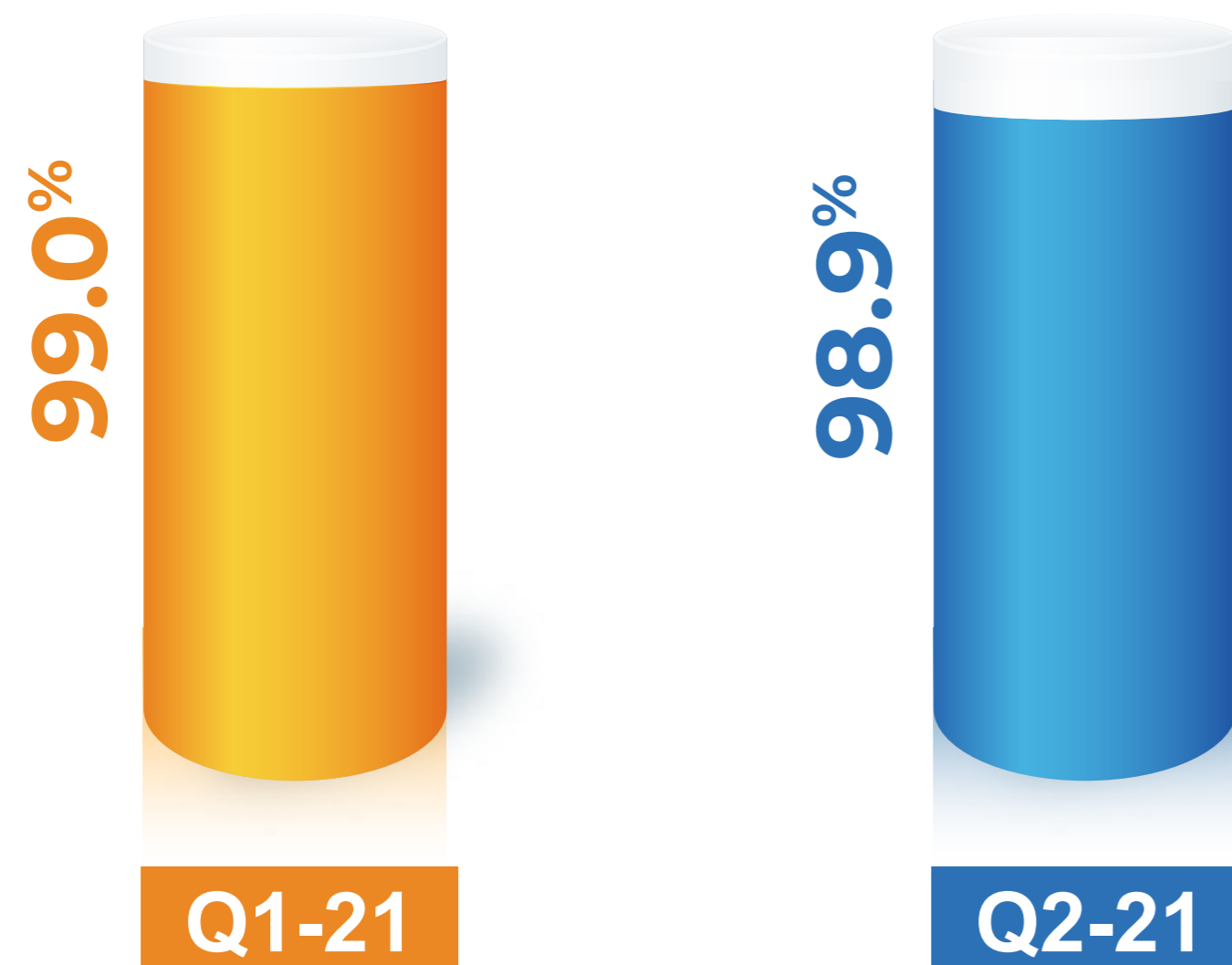
First Advantage's verification success percentage is as high as 99 percent

Only a miniscule 1 percent of the checks are tagged as Unable to verify wherein the Verifying authorities refuse to provide verifications in spite of several requests.

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ALTERNATE METHODS OF VERIFICATION

DIGITAL ADDRESS

Alternate mode of address verification using digital methodology, thus enabling a fast, reliable validation of the address provided by candidates:

An automated solution which uses advanced GPS technology to match the geographic coordinates of the address provided by the candidate with the co-ordinates captured via the mobile device from where the candidate is physically present.

EMPLOYMENT THROUGH PAN & TAN VALIDATION

Validation of a candidate's association as an employee with the concerned employer through linkage between PAN of the candidate and TAN of the employer in the TDS records available on TRACES portal
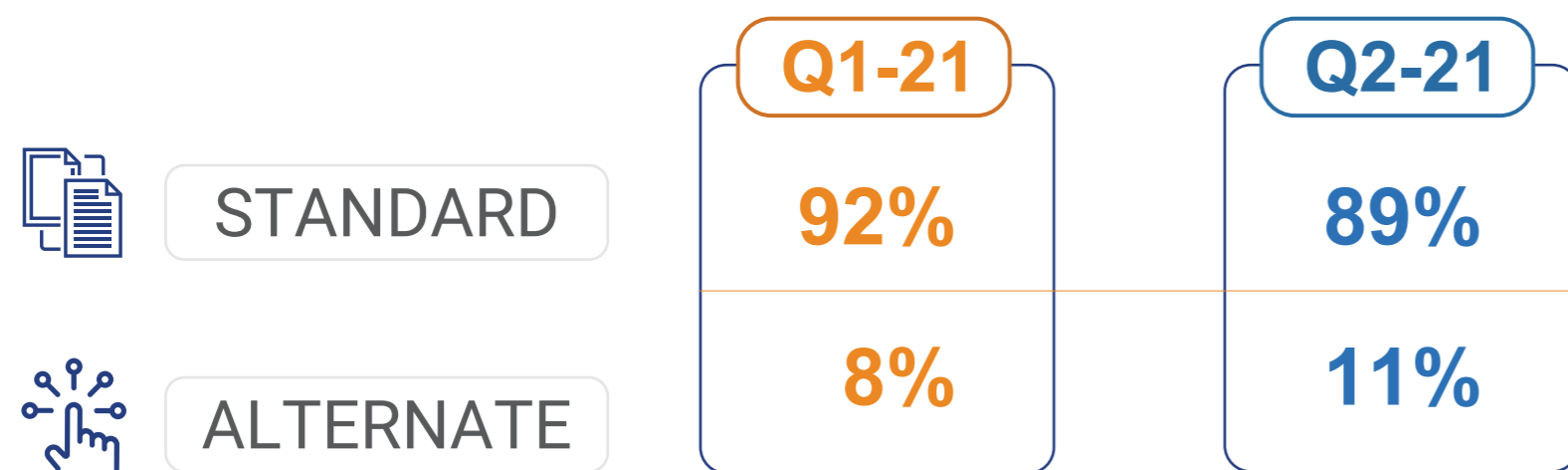
EMPLOYMENT THROUGH UAN VALIDATION

Using the UAN, validation of candidate's association with the employer and the dates of enrollment using the EPFO portal for records

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CHECK LEVEL TREND

7.A.1.Alternate Modes Of Verification: Component Employment [Q1-21 vs. Q2-21]

	Q1-21	Q2-21
STANDARD	92%	89%
ALTERNATE	8%	11%

11 out of every 100 Employment verifications were conducted through the alternate modes of verification.
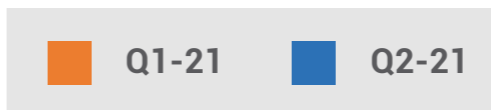
Q1-21 Q2-21

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CHECK LEVEL TREND

7.A.2.Alternate Modes Of Verification: Component Employment By Industry [Q1-21 vs. Q2-21]

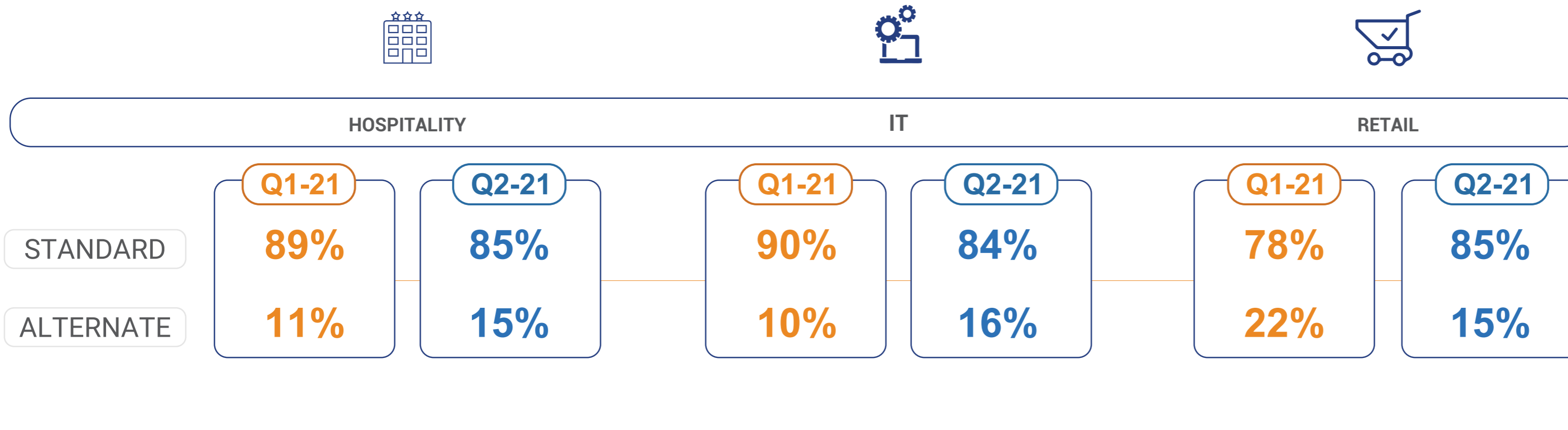|	BANKING		E COMMERCE & LOGISTICS		HEALTHCARE	
	Q1-21	**Q2-21**	**Q1-21**	**Q2-21**	**Q1-21**	**Q2-21**
STANDARD	95%	93%	89%	87%	89%	87%
ALTERNATE	5%	7%	11%	13%	11%	13%

In the second quarter of 2021 in the Employment component – many sectors individually like E-Commerce & Logistics, Engineering & Infra, Healthcare, Hospitality, IT and Retail to name few - have shown a higher inclination to alternate modes of verification as compared to the industry average of 11 percent.

■ Q1-21   ■ Q2-21

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7.A.2.Alternate Modes Of Verification: Component Employment By Industry [Q1-21 vs. Q2-21]

|	HOSPITALITY		IT		RETAIL	
	Q1-21	**Q2-21**	**Q1-21**	**Q2-21**	**Q1-21**	**Q2-21**
STANDARD	**89%**	**85%**	**90%**	**84%**	**78%**	**85%**
ALTERNATE	**11%**	**15%**	**10%**	**16%**	**22%**	**15%**

The leaning in the IT sector has increased towards alternate modes of verification from 10 percent in Q1-21 to 16 percent in Q2-21.

■ Q1-21   ■ Q2-21

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CHECK LEVEL TREND
7.B.1.Alternate Modes Of Verification: Component Address [Q1-21 vs. Q2-21]

	Q1-21	Q2-21
STANDARD	72%	56%
ALTERNATE	28%	44%
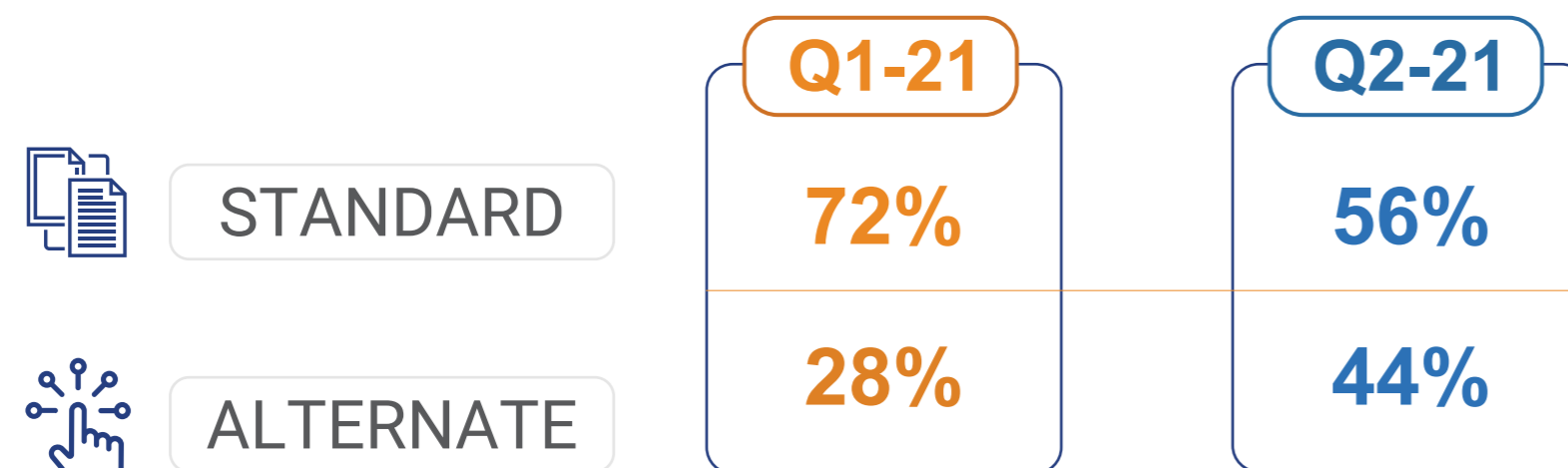
As we delve deeper into data to comprehend the changes that have swept through industrial sectors primarily through a background screening industry perspective, two things become quickly visible – Darwinian's evolutionary theory of survival of the fittest and the ability to quickly adapt to change in vastly uncertain times worldwide.
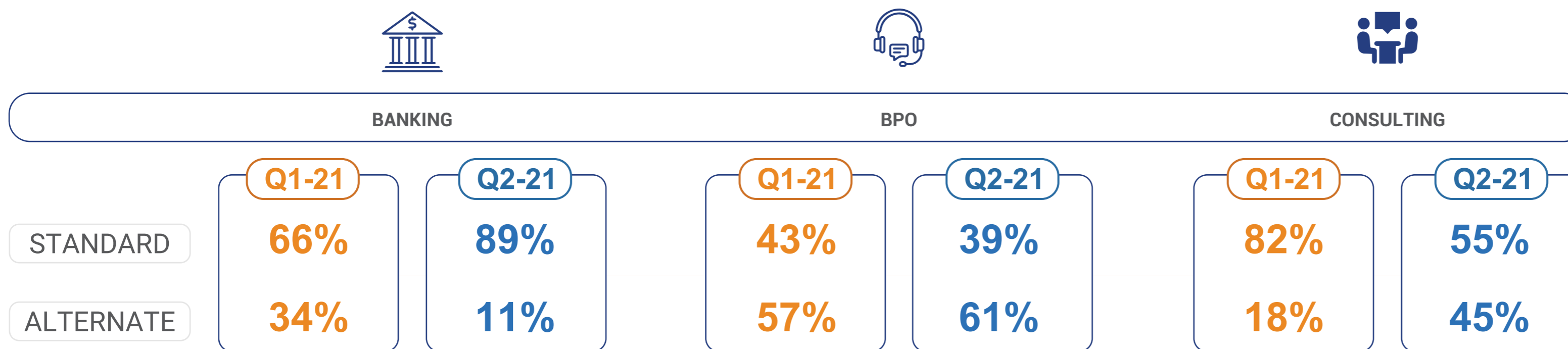
Alternate modes of verification in the Address component is a good example of how First Advantage- not only identified but moved swiftly from the standard modes of verification to alternate modes.

In Q2-21, 44 out of every 100 Address verifications - were conducted through the alternate modes of verification.

■ Q1-21   ■ Q2-21

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7.B.2.Alternate Modes Of Verification: Component Address By Industry [Q1-21 vs. Q2-21]

BANKING

BPO

CONSULTING

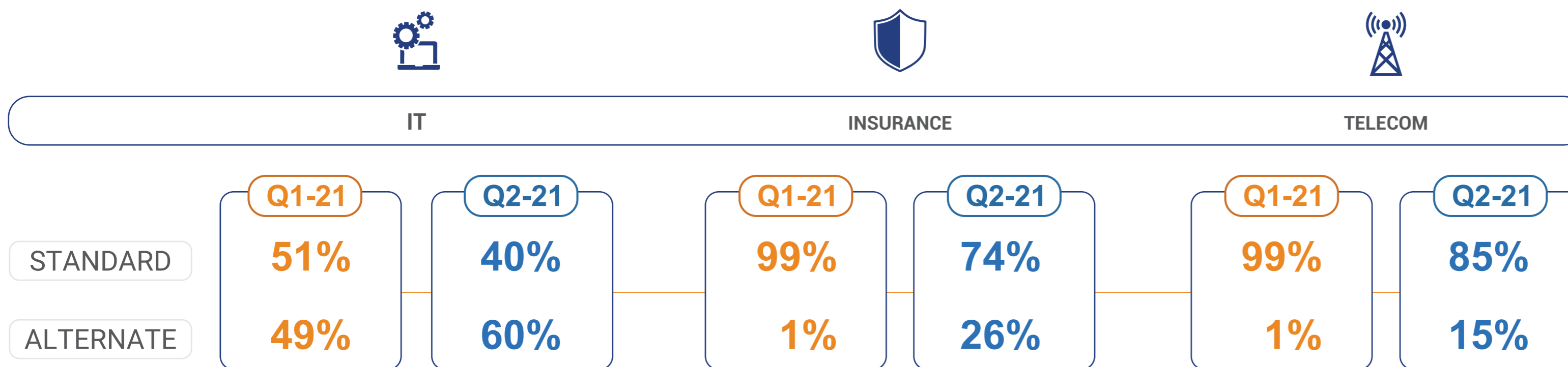|	Q1-21	Q2-21	Q1-21	Q2-21	Q1-21	Q2-21
STANDARD	66%	89%	43%	39%	82%	55%
ALTERNATE	34%	11%	57%	61%	18%	45%

Almost all the industrial sectors - surprisingly traditional sectors like BPO, Insurance, IT, Manufacturing, Telecom to name some and new sectors like E- Commerce & Logistics have adapted to the alternate mode of verification in the Address component..

■ Q1-21 ■ Q2-21

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7.B.2.Alternate Modes Of Verification: Component Address By Industry [Q1-21 vs. Q2-21]

	IT		INSURANCE		TELECOM	
	Q1-21	**Q2-21**	**Q1-21**	**Q2-21**	**Q1-21**	**Q2-21**
STANDARD	51%	40%	99%	74%	99%	85%
ALTERNATE	49%	60%	1%	26%	1%	15%

Industrial sectors like BPO, Consulting, Insurance, IT, Staffing, Telecom were some of the sectors which have made the shift more swiftly than the other sectors.

We have also seen instances of the sectors like Banking reverting back to standard modes in the second quarter of 2021

Q1-21   Q2-21

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CASE LEVEL INFLOW

[Q1-20 to Q2-21]

The case level inflow has shown a monumental and historic rise in the second quarter of 2021 – furthermore holding good the theory of recruitment and background screening trends coinciding with the pre-covid cyclical trends of the job markets.

The second quarter of 2021 has also shown an increase of 25 percent in volumes as compared to the first quarter of 2021.

The inflow of cases in the months of January to June in 2021, has shown a rise of 59 percent as compared to the first half of 2020.

V-SHAPED RECOVERY

The underlining trend in the volume story overall clearly depicts that the markets have bottomed out in 2020.

| Q1-20 | Q2-20 | Q3-20 | Q4-20 | Q1-21 | Q2-21 |
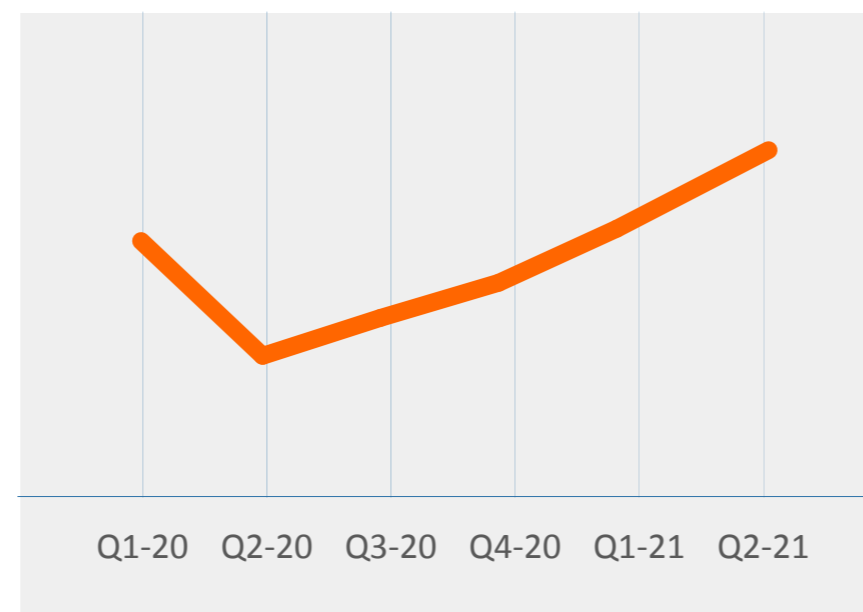
Sectors like Banking, Consulting, Financial Services, IT, have contributed to this sharp recovery.

W-SHAPED RECOVERY

We have sectors like BPO, Manufacturing, Pharma and Staffing showing a W-shaped recovery.

| Q1-20 | Q2-20 | Q3-20 | Q4-20 | Q1-21 | Q2-21 |

First Advantage
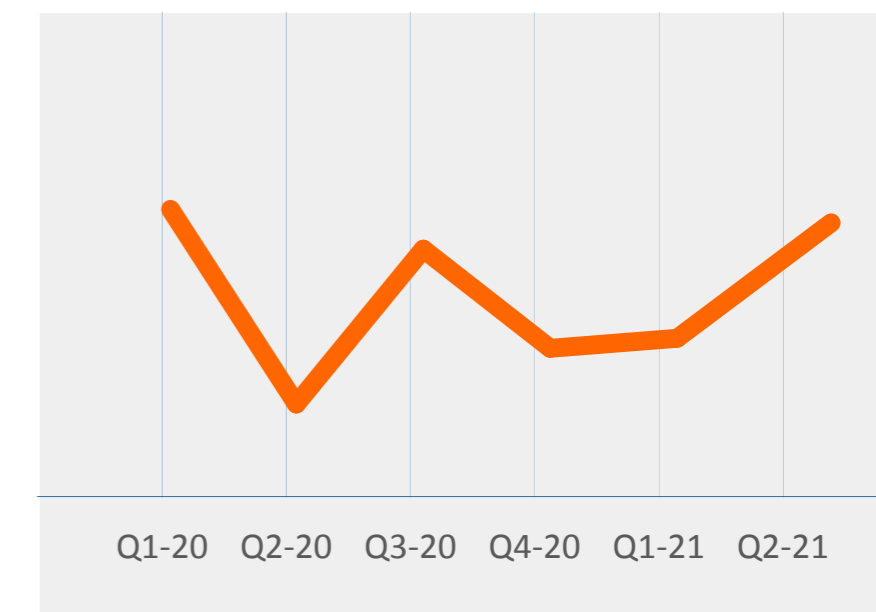
CASE LEVEL INFLOW
[Q1-20 to Q2-21]

ZIGZAG TREND

Sectors like E-Commerce & Logistics, FMCG, Healthcare, Hospitality, Insurance, Retail are following the wait and watch sort of trends - wherein volumes had picked up in Q4 last year after a fall, now again they are showing a slight fall this year. The impact of the second wave seems to be far more visible on these sectors as compared to other sectors.

Q1-20 Q2-20 Q3-20 Q4-20 Q1-21 Q2-21
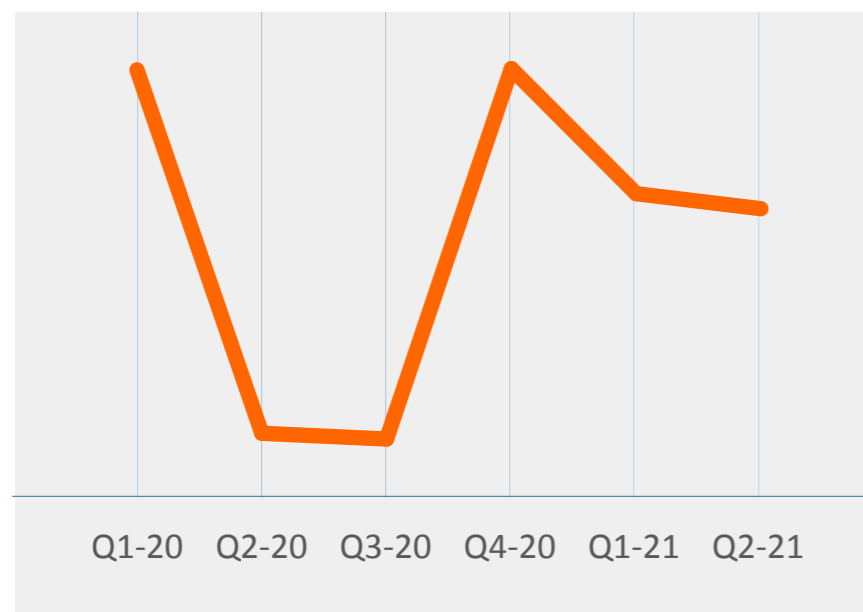
GRADUAL INCREASE

Telecom sector which had defied all trends even at the peak of the pandemic has continued increasing gradually.

Q1-20 Q2-20 Q3-20 Q4-20 Q1-21 Q2-21

First Advantage
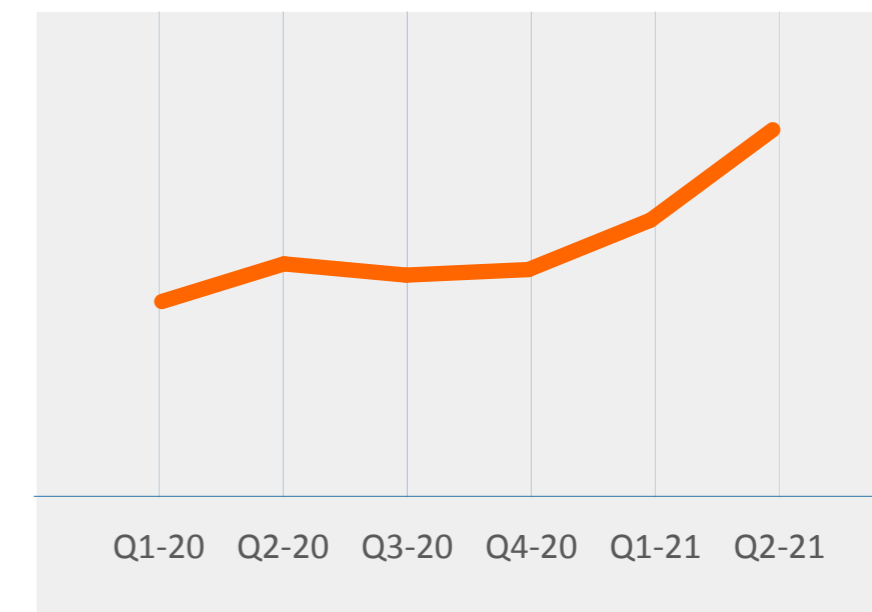
VENDOR SCREENING

Our vendor screening has been further strengthened by including FINANCIAL ASSESSMENT for your vendors/ partners

Financial assessment based on the information / documents sourced from various public domain. Contains information like Registration details, Director and Shareholder Details, GST details, Summary of financial statements of last three FY's.

Financial Assessment

Vendor Screening Solutions helps in minimizing a company's potential liability by screening current agencies, prospective customers, vendors and suppliers. These solutions also help businesses take decisions to expand operations by verifying vendor's credentials.

Company Verification Online Research

Court Record Search

Company Verification Site Visit

TAN Validation

Validation of Certificate of Incorporation

Global Database Checks

India Database Checks

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FUTURE OF BACKGROUND VERIFICATION INDUSTRY

ATS TRACKING SYSTEM INTEGRATION

Initiate Background Verification from within your ATS to streamline the process and reduce Turnaround Time

DIGITAL CONSENT

Digital consent form helps in getting Candidate information quickly and to easily start the Background Verification process.

REVIEW OF BACKGROUND VERIFICATION PROCESS

Filtering the report as per your business needs and concentrating on the specific requirements to help fast track your hiring process.

AUTOMATED STATUS NOTIFICATIONS

Automated status notifications ensuring real time process updates and access to current Background Verification status to employer and candidates.

First Advantage

SUCCESS FACTORS

Few experiences shared by our clients for our services

We are pleased with the quality of work that FADV has rendered to us. Their online verification systems are very critical to our company's operations and will definitely recommend their services because of professionalism, customer service and reliability. Staff members are quick in responding to any queries, have been courteous and focused on the needs of our business. We wish all the more success to FADV and look forward to a long term association not just domestic but globally as well

BGV Head, Brillio

CGI has been using FADV services since 2006, the quality of service and response has been extremely above expectations. They have a global reach with solutions which is customer friendly and accurate. Relationship with the account managers and the account leads are very proactive. We look forward for a greater partnership.

HR and BGV, CGI

On behalf of Artech, I would hereby like to appreciate FADV for the outstanding support towards achieving our business goals, especially during the pandemic situation of COVID. The SPOCs had always been available round the clock without a hitch, which is commendable. Artech looks forward to a continued long and fruitful relationship with FADV.

Sr. Manager Human Resources, Artech

We have been using FADV services since 2016. The service of FADV is very efficient in every aspect of BGV. Their timelines and enhanced checks with a user friendly portal is recommendable. The account managers and the entire team are extremely proactive and address the queries as needed. FADV's service quality and accountability is extremely satisfying.

HR and Head of BGV, Mavenir (India) Pvt. Ltd

Excellent services, extremely customer friendly, Quick turnaround time, accurate & timely results..
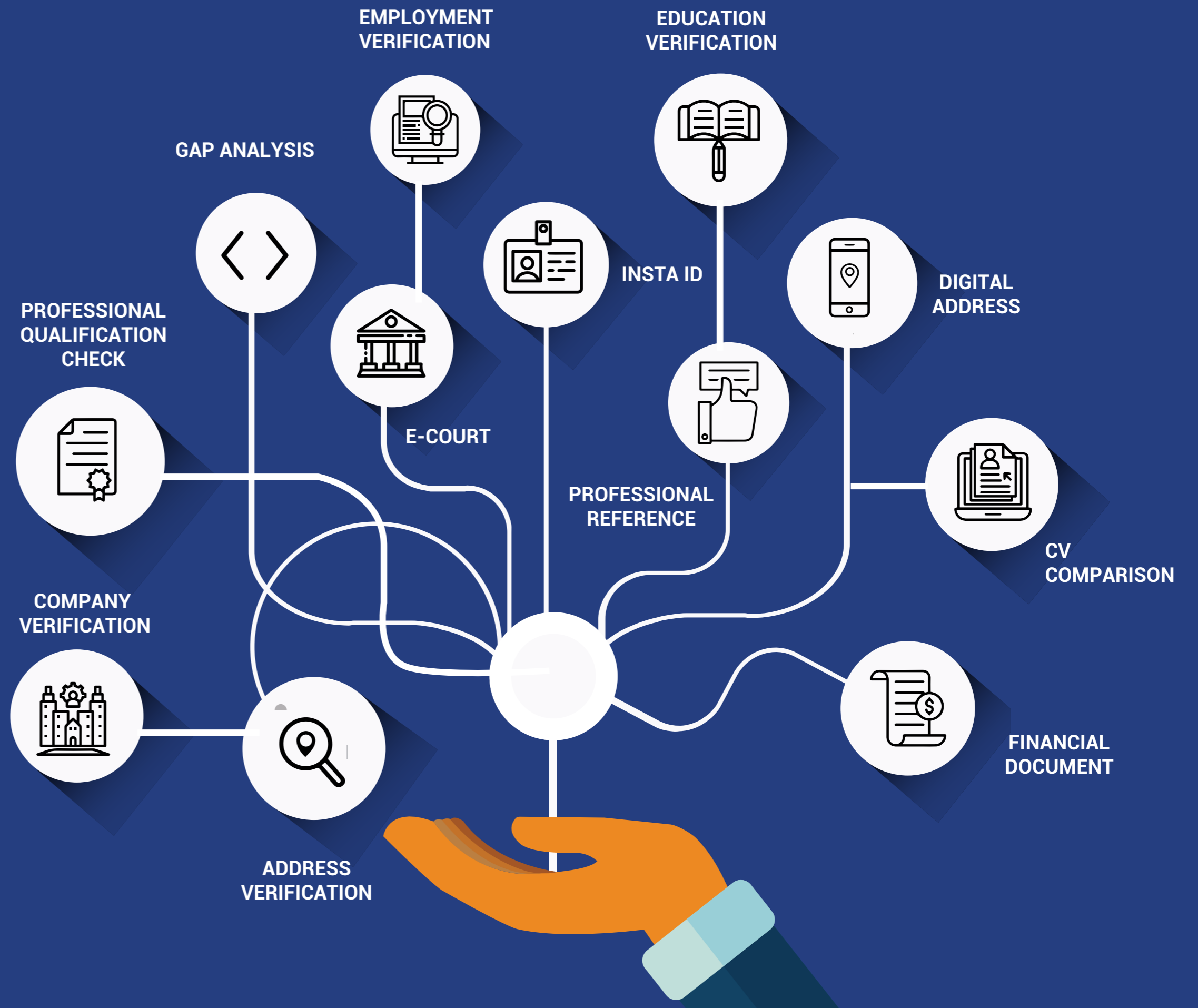They give us some good advises which also enhances our knowledge.

Head of BGV, Mindtree Ltd

First Advantage

FA CAPABILITIES AND SERVICES
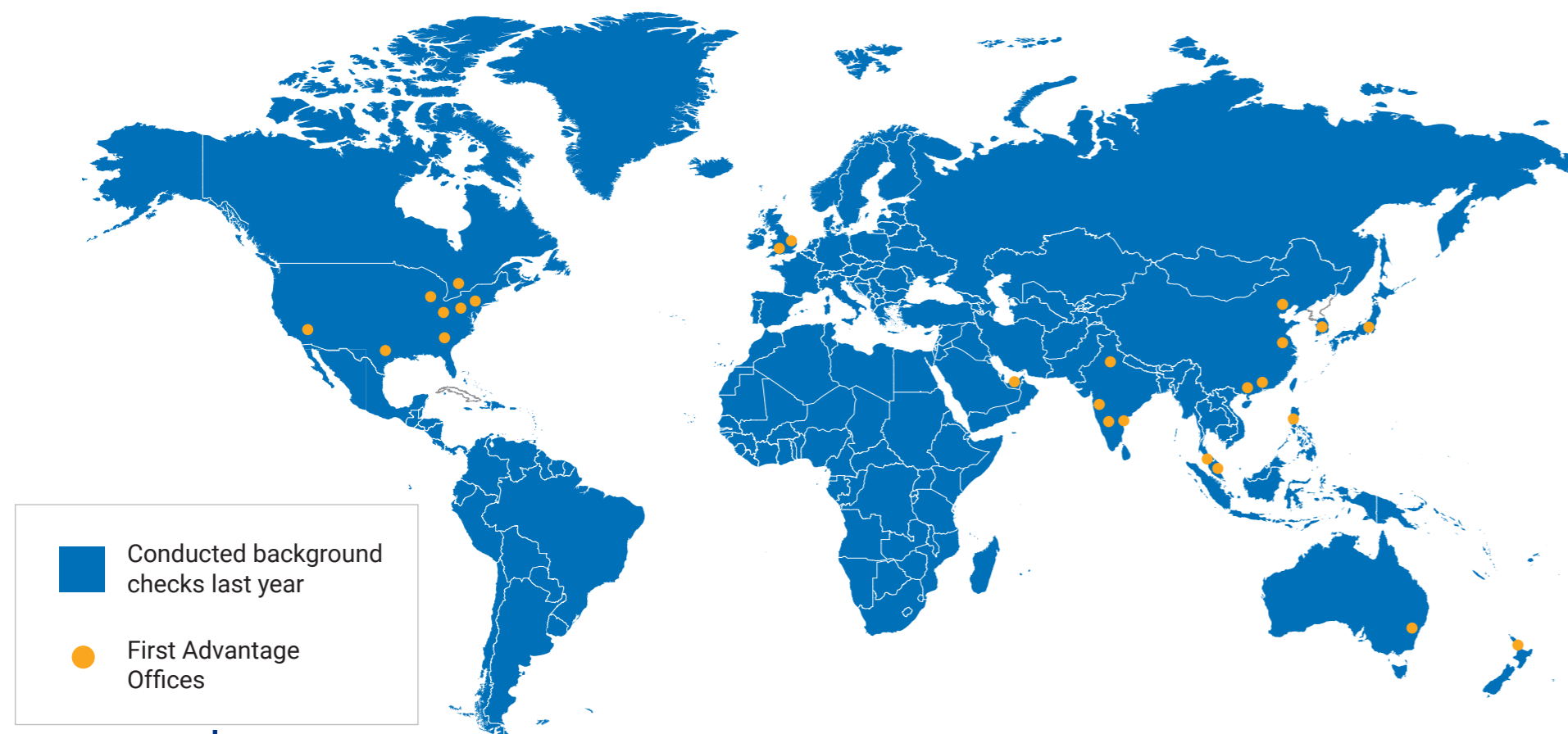
Our verifications determine whether the information provided by a candidate is accurate. Common inaccuracies include grades achieved, positions held and length of employment - all of which can have a significant impact on a candidate's ability to perform effectively in their role. We always contact former employers / institutions directly, rather than the individual provided by a candidate, to avoid the possibility of speaking to someone masquerading as a legitimate referee.

Digital Onboarding is a solution for any organization in order to adhere to social distancing norms. The service assures efficient online onboarding of the candidate, removes the hassle of paperwork and further eliminates the need of the candidate's physical presence.

EMPLOYMENT VERIFICATION

EDUCATION VERIFICATION

GAP ANALYSIS

PROFESSIONAL QUALIFICATION CHECK

INSTA ID

DIGITAL ADDRESS

E-COURT

PROFESSIONAL REFERENCE

CV COMPARISON

COMPANY VERIFICATION

FINANCIAL DOCUMENT

ADDRESS VERIFICATION

First Advantage

ABOUT US

Conducted background checks last year

First Advantage Offices

55%
55%
of Fortune 100
Trust First Advantage

4.2K
4.2K
First Advantage
Employees Worldwide

12 years
Average Customer Tenure
for Top 100 Customers

75+ million
Screens completed
in 2020

200+ Countries
& Territories

30,000 +
Active Customers in 2020

First Advantage provides comprehensive background screening solutions including employee screening, vendor screening, consumer screening and 'know your customer offering. First Advantage supports thousands of clients globally featuring quality products and business practices, configurable technology, helpful compliance and managed services, and highly responsive client support allowing for faster decisions with dramatically better insights.

With an advanced global technology platform, superior customer service and compliance expertise delivered by experts who understand local markets, First Advantage helps customers around the world build fully scalable, configurable screening programs that meet their unique needs.

First Advantage