Identity Verification

Sterling starts by verifying identity to accelerate hiring

Why Identity Matters

Verifying candidate identity before starting a background check offers HR professionals two distinct benefits. It helps:

- Collect the most accurate candidate data possible, leading to improved background screening results
- Deter or detect potential identity fraud and theft, which continues to rise

Thanks to Sterling's exclusive partnership with ID.me — a leading identity services provider — Sterling provides a unique identity verification offering that allows you to easily verify candidate identity in order to maximize background screen results and accuracy.

Identity Verification and Screening Technology Combined Improves Accuracy

We combine identity and screening automation technology, locator tools, and human experts to deliver faster, more accurate results. When employers leverage them together, they can:

Verify Identity Upfront. Verifying candidate data first helps confirm the accuracy of details provided for the search, reduces delays due to misinformation, and streamlines the candidate experience.

Uncover More Places to Search. Sterling uses three different locator tools to uncover more meaningful places to perform criminal searches: SSN Trace, Enhanced Nationwide, and Locator Select.

Use Automation for Faster, More Accurate Results. Sterling then conducts a primary source search for criminal records in the identified locations. We match the record to the candidate and check if it's reportable, and then apply your reporting criteria if needed.

Review Report to Make a Confident Hiring Decision. Sterling then delivers our finalized report in the Client Hub for your review and use in the hiring decision process.

The Sterling Difference

- **>100 million** existing ID.me users are part of our digital identity network and the number grows by nearly 125k users daily.
- **1 in 3 candidates** are pre-verified with ID.me within ~30 seconds or ~90 seconds for candidates not pre-verified.
- 6 clients have **uncovered an average of 44.5% more criminal records** after adding identity to their screening program, improving their accuracy.
- Our **96% completion rate** is due to multiple self-service methods available to fit your business needs.
- **Cost-effective** approach does not charge for failed identity verifications or for repeated identity verification attempts.
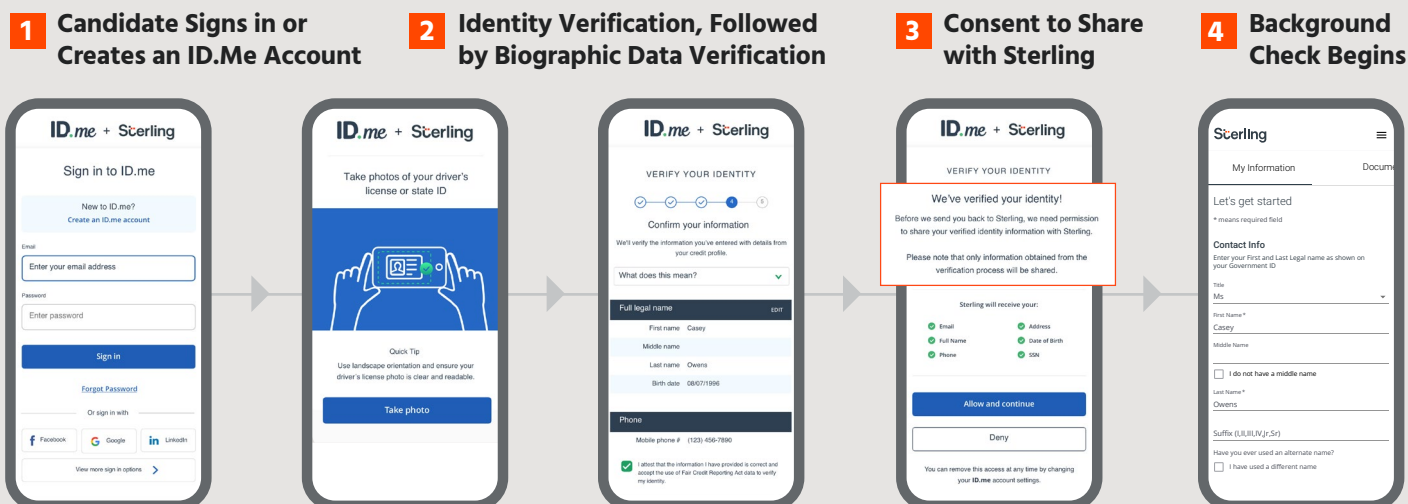
Sterling and ID.me Corporate Stats, 2022-2023

FOR MORE INFORMATION

To learn more about our identity verification services, please contact your dedicated Sterling Client Success partner or visit **sterlingcheck.com/identity**

Sterling | ID.me

Our Simple Digital Identity Verification Process

Our seamless candidate journey provides a fast and convenient way to verify identity from anywhere, anytime. Additionally, our process pre-populates verified identity data into the background check to streamline the candidate experience and reduce delays due to misinformation.

1 Candidate Signs in or Creates an ID.Me Account

2 Identity Verification, Followed by Biographic Data Verification

3 Consent to Share with Sterling

4 Background Check Begins

Flexible Identity Methods that Fit Your Business Needs

When you request identity verification, our process guides your candidate through the process of verifying their identity. Not only do you have multiple self-service identity methods to choose from, we also offer alternative options (such as live video chat) to deliver high completion success rates.

AVAILABLE SELF-SERVICE METHODS

- Telecom & Device Verification
- ID Document Verification
- Biographic Data Verification
- Biometric Facial Recognition with Liveness Detection

ALTERNATIVE METHODS

- Live Video Chat
- In-Person Verification

ABOUT STERLING

Sterling (NASDAQ: STER) is a leading global provider of background and identity services, offering background and identity verification services to help our clients create people-first cultures built on a foundation of trust and safety. With operations around the world, Sterling's tech-enabled services help organizations across all industries establish great environments for their workers, partners, and customers.

sterlingcheck.com