

Individualized Assessment Service

Review mitigating factors before making a hiring decision

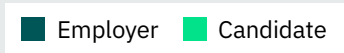
First Advantage offers an electronic Individualized Assessment service allowing you to collect additional information from potential and current candidates during the hiring process.

Our service can be initiated before, along with, or after the Adverse Action process. By administering the Individualized Assessment process directly from our platform, your candidate has the opportunity to provide their response and/or documentation for you to consider, directly within our candidate experience.

Features and benefits:

- Seamlessly fits into your existing background check workflow.
- Electronically send a task asking your candidate to provide mitigating factors and/or other documentation.
- Define the time duration the candidate has to complete the task.
- Customize your Individualized Assessment questionnaire by jurisdiction.
- View related tasks and events via our Individualized Assessment tab and Activity Log for increased visibility.
- Direct access to PDF copy of Individualized Assessment responses.
- Include New York City and Los Angeles Fair Chance forms when needed.

How our service works



Employer reviews the Order Manager.

Employer initiates the Individualized Assessment process.

Our systems apply relevant jurisdiction rules based on customer configuration.

Candidate receives email to complete their assigned tasks for Individualized Assessment.

Our system will apply the customer configured due date for Individualized Assessment task.

Employer is notified of the task being completed (or expired.)

Employer is prompted to review the response provided in Order Manager.

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