

Confident Hiring Decisions Start with Sterling

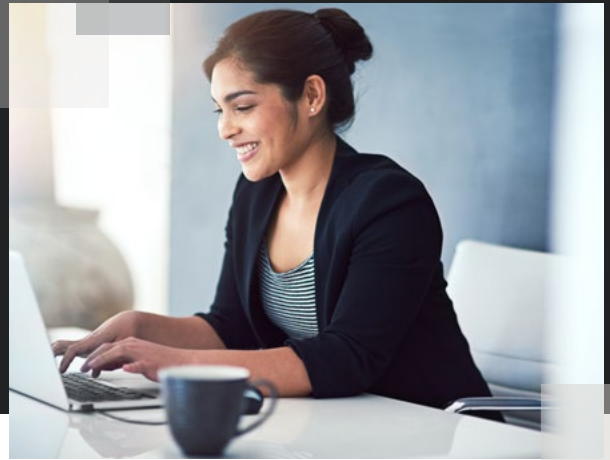
Sterling — an industry leader in background and identity services — provides a foundation of trust and safety that spans across industries, professions, and borders. Our flexible background screening, drug testing, and monitoring solutions can be tailored to fit your specific needs and are designed to deliver a smarter, faster, and safer way to take the next step with candidates.

Sterling Advantage

- 70% of our criminal searches close in 1 hour
- 110+ million global background checks conducted annually
- 50,000+ global clients trust Sterling
- Sterling’s automation technology has direct digital access to over 2,400 court jurisdictions or 90% of US criminal search records
- Reduce risk with our built-in, technology-enabled compliance tools and process
- When used together, Sterling’s locator tools uncover tens of thousands more criminal records than database searches alone
- Pre-built integrations with leading HCM and ATS providers streamline your recruitment process while increasing productivity

Best Comprehensive Enterprise Solution

Our clients’ success is why we received two annual HR Tech Awards for Best Comprehensive Solution for Enterprises.



Through Our Partnership with Coupa, Clients Receive:



Average cost savings of 30-40%



Dedicated customer support



Access to a robust suite of background screening and identity solutions at pre-negotiated, discounted rates

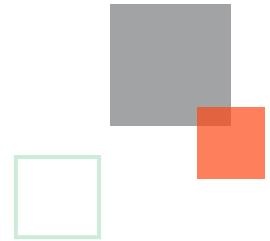


Implementation fees waived for most pre-built integrations with leading ATS and HCM platforms



“ Sterling has been our trusted background screening provider for many years, and they’ve enabled our team to meet the hiring demands of our high-growth organization.” - **Carmen Miles, Talent Acquisition Specialist, Coupa**

Have questions about the Coupa/Sterling partnership?
Partners@sterlingcheck.com.



Sterling's Services

Criminal Background Checks

Our screening solutions are built on powerful proprietary technology that automates complex workflows — and delivers high quality results with industry-leading turnaround times.

Verifications

Get a more complete picture of your candidate with our robust verification solutions backed by our own powerful fulfillment engine.

Drug & Health Screening

Promote a safe and secure drug-free workplace with comprehensive drug and health screening services and an extensive collection network of 20,000 clinic sites nationwide.

Identity Verification

Sterling's Identity Verification is powered by ID.me and designed to improve background checks by collecting more accurate candidate data before initiating a background check.

Fingerprinting

We provide fingerprinting solutions that are fast, safe, secure, and convenient using our national collection network across all 50 states as well as state-of-the-art digital technology.

Sterling Monitoring

Effortlessly manage your compliance risk and protect your business with Sterling's proactive monitoring solutions.

Motor Vehicle Record Checks

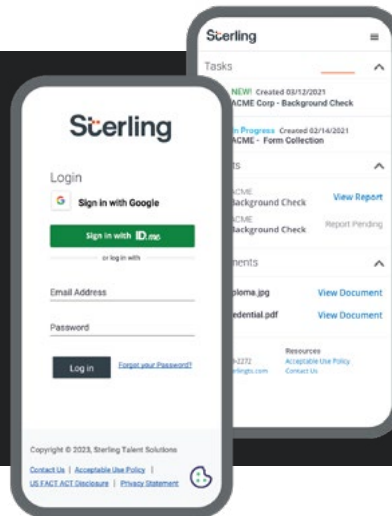
Promote safety and compliance with industry-leading turnaround times using Sterling's Motor Vehicle Record (MVR) checks to navigate the Department of Transportation (DOT) requirements.

Social Media Searches

A convenient and compliant solution that searches publicly available social and online information of potential hires to identify behaviors that may violate the law or work policies.

Candidate Experience

Making a positive first impression with job candidates is important. Sterling's highly-rated Candidate Hub acts as an extension of your brand and makes it easy to engage top talent.



Intuitive — our modern, mobile-responsive design is accessible at any time, across any device.

Seamless — candidates can complete data collection for all Sterling services within our Candidate Hub.

SMS Notifications — text reminders help keep your candidates informed.

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. Visit us at sterlingcheck.com/.