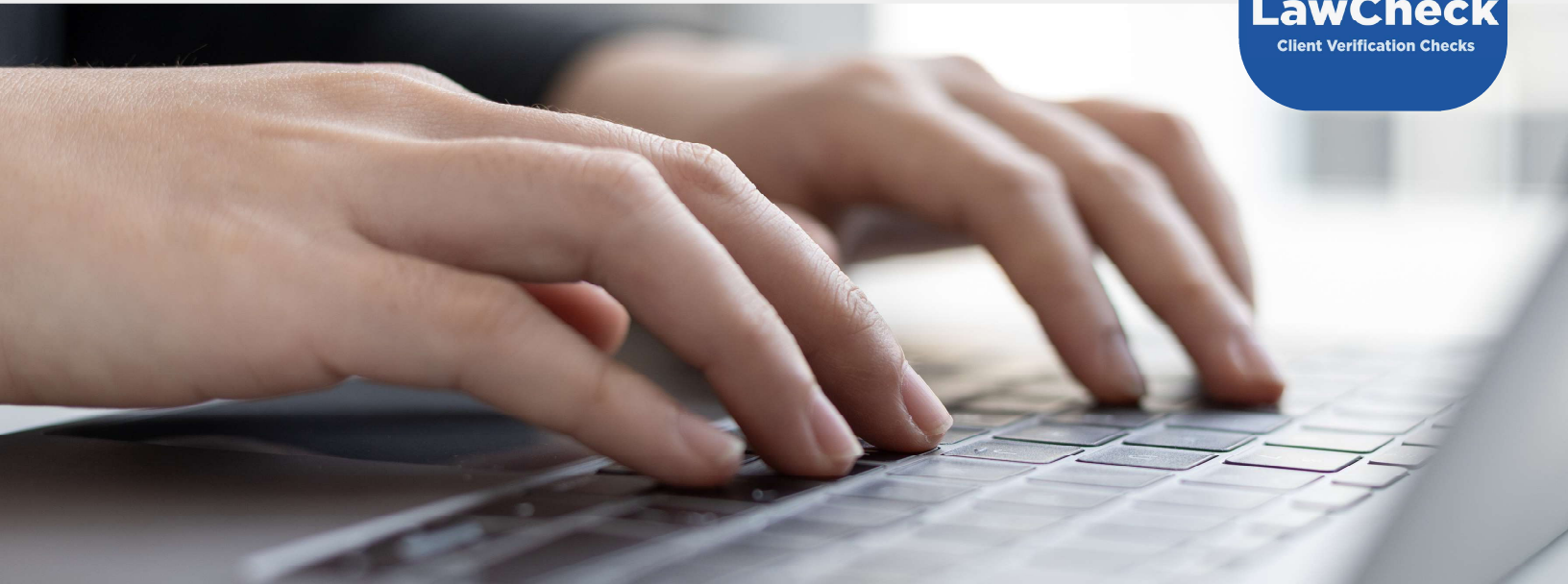


AUTOMATE SCREENING



A Canadian compliant and technologically advanced all-in-one background checking platform.

Truly Canadian

We ensure that our clients make informed decisions based on reliable and accurate results because we are familiar with Canadian privacy and human rights legislation.

Fully Compliant Process

We adhere to RCMP disseminating information policy and follow strict compliance-based processes approved by national law enforcement partners.

All-in-One Platform

Multiple searches can be performed on a single unified Canadian-centric platform, including criminal record checks, driver's licence verifications. Additional searches to be added at the end of 2023.

Seamless Candidate Experience

Utilizing your organization's branding throughout the screening process will enhance your candidate experience.



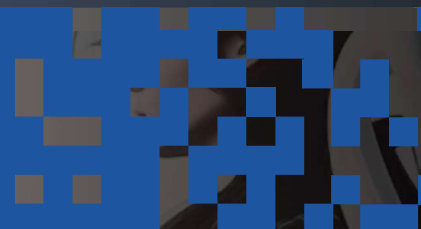
Criminal Record Searches

A Criminal Record Check determines if an individual has been charged/convicted of a criminal offence, or, if there are other outstanding conditions.





Driver Licence Verification






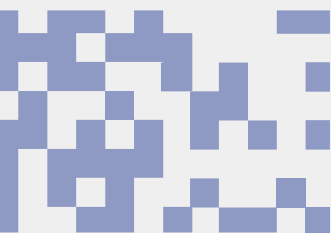
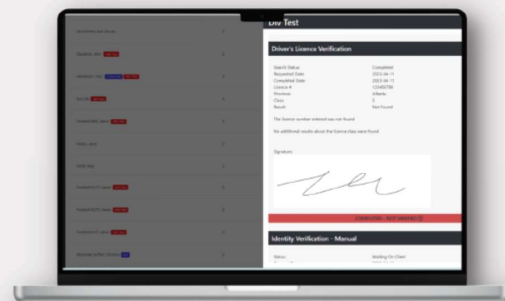
The driver's licence verification search is based by province and is typically offered to clients who do not require abstract details (ride sharing or cab service) and simply require verification of the candidate's driving licence, class of license, date of birth, gender, and name.

Canadian Driver's Licence Verification Turnaround time: Instant

A cost-effective alternative to abstracts, it is widely considered the best practice for rental car companies, employers with corporate vehicles, delivery drivers, and insurance companies. This approach serves as a proactive measure, with the option for annual screenings as necessary to mitigate risk.



-  Driver Licence Status
-  Class Matching Result
-  Authorized Vehicle Class



Over 10% of drivers on the road have invalid licences.

Source:
psto.ca/drivers-suspended-invalid-drivers-license

75% of drivers with suspended licences continue to drive.

Source:
lifesaferr.ca/blog/ebike-drunk-driving-on-a-suspended-licence-ontario

Identity Verification

Provide HR teams with a simplified process for identity verification and reduce candidate complexity.

The first step of a Canadian Criminal Record Check is to verify the candidate's identity through an Identification Verification process, which mitigates the risk of fraud and ensures peace of mind for everyone involved.

Manual ID Verification

Onboard candidates more efficiently by verifying their identities manually via video chat or in person. Through this approach, onboarding barriers are removed and drop-off for candidates who fail Biometric or Knowledge Based Verification is drastically reduced.

Biometric ID Verification



Biometric ID verification is an advanced method of remote authentication that relies on capturing a live image of an individual's face and comparing it to a photo on their government-issued ID (such as a passport, driver's license, or ID card) to confirm their identity. Compared with traditional in-person identity verification methods, this approach allows for remote authentication without compromising accuracy or security.

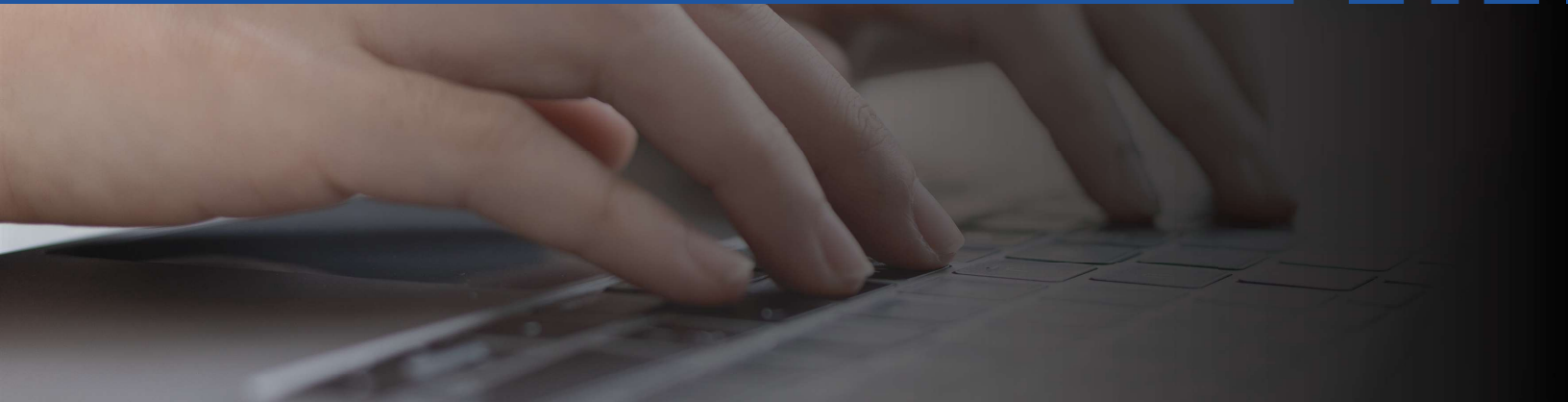
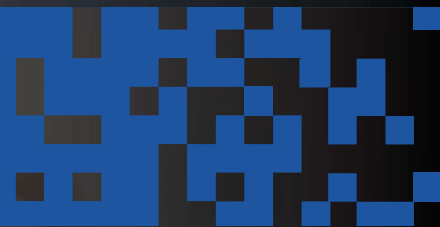
Knowledge Based Verification



Using Knowledge Based Authentication, you can verify candidate identity securely and reliably. Developed by Canada's top credit bureaus, our process is quick, easy and accessible from desktops or mobile devices. We cross-reference candidate credit history with the personal information they provide to produce questions that only they can answer correctly. In addition to ensuring maximum security, this ensures that the identification verification process is both dependable and accurate.



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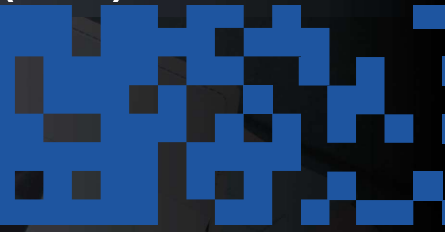


Criminal Record Searches

A Criminal Record Check determines if an individual has been charged/convicted of a criminal offence, or, if there are other outstanding conditions.



Criminal Record Check



A Criminal Record Check determines if an individual has been charged/convicted of a criminal offence, or, if there are other outstanding conditions (see below). Information is collected and reported in the form of Clear or Unclear.

Criminal Record Check - Basic

The Basic Criminal Record Check is a query, based on name and date-of-birth, of active criminal files in the RCMP National Repository of Criminal Records. This search will report any Canadian criminal convictions that have not been pardoned, discharged or sealed by record suspension. Basic Criminal Record Checks do not report on summary convictions or pending charges before the courts.

Across Canada, the Basic Check may be referred to as Standard or CPIC.

Criminal Record Check - Enhanced

The enhanced check is comprised of two components; the Criminal Record Check - Basic, as well as a query of the Investigative and Identification data banks of CPIC. This comprehensive search provides indicators of the following key areas:

- Discharged findings of guilt may be identified if relevant and releasable (Absolute discharges within 1 year and conditional discharges within 3 years).
- Additional convictions, either indictable or summary, that have not yet been populated into the RCMP's National Repository of Criminal Records.
- Summary convictions, within the past five years.
- Outstanding warrants; criminal charges presently before the courts, including restrictive bail or release conditions; peace bonds and prohibition or probation orders in effect.

Across Canada, this check may be referred to as a Criminal Record and Judicial Matters Check (CRJMC), Police Information Check, or a Level 2 Check.

Declaration of a Criminal Record

A declaration allows candidates to voluntarily disclose their criminal convictions in Canada during the Criminal Record Check process. The authorized Police Agency will confirm the accuracy of information voluntarily revealed by the candidate. This process allows requesting organizations to accurately view and adjudicate previous criminal convictions.

Candidate Convenience

Candidates have opportunity to securely upload further information from their local police about their criminal record. This will provide additional context to the requesting organization, allowing for informed decisions.

In Canada, all Criminal Record Checks require the candidate's informed consent and their identity verified.

Average turnaround time is less than 4 hours.

Empowering Organizations With Next Day Hires



1

The Hiring Manager places an order with just a few clicks.

2

The candidate completes their consent from any device, in just a few minutes.

3

ID verification is completed online.

4

Criminal Record Check request is automatically sent to a Canadian Police Partner.

5

Police department completes the search of CPIC using the candidate's name and date of birth.

6

Results are marked in the candidate's file as Clear or Consider.

71% of criminal record checks completed within 5 minutes.

87% of criminal record checks completed within 15 minutes.

93.5% of criminal record checks completed within 1 hour.

No requirement to attend Canada Post or have Hiring Manager involvement.

Criminal record checks processed by the police 7 days a week.

Police partners have direct, secure access to SOS to enter results.



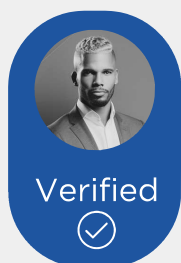
KNOWLEDGE BASED VERIFICATION

Validating a candidate's identity through identification verification is crucial. In addition to helping prevent fraud, this step fosters trust and assurance among all parties involved.

WHAT IS KNOWLEDGE BASED VERIFICATION?

We ensure swift and effortless verification via desktop or mobile devices, thanks to our streamlined process created in collaboration with Canada's leading credit bureaus. By cross-referencing the candidate's credit history with the supplied personal information, we generate tailored questions that remain exclusive to them, thereby enhancing security measures. This meticulous approach not only fortifies overall security but also reinforces the reliability and precision of the identification verification process.

WHO CAN BENEFIT FROM KBV?



- ✔ Healthcare Industry
- ✔ Legal Sector
- ✔ Recruiters
- ✔ Car Rental Industry
- ✔ E-commerce Stores
- ✔ Real Estate Industry
- ✔ Sharing Economy
- ✔ Travel Industry

"OUT OF WALLET" INQUIRIES

Knowledge that cannot be acquired from a pilfered wallet is required by KBV. Fraudsters cannot determine the nature of questions in a KBV quiz, even when they possess a driver's license, social insurance number, and credit card information.

Basic and Enhanced Criminal Record Checks

There are two different levels of searches available – a Basic Criminal record Check and an Enhanced Criminal Record Check. Both types of criminal record checks in Canada require the individual's signed consent, and an RCMP approved form of ID verification before proceeding.

What is included in a Basic Criminal Record Check?

The Basic Criminal Record Check is a search, based on an individual's name and date-of-birth, of active criminal files in the RCMP National Repository of Criminal Records. This search will report criminal convictions for indictable offences, that the candidates has not received a record suspension for.

A record suspension, can be applied for through the Government of Canada. It allows individuals who have been convicted of an offence, completed their sentence and have not been convicted of any further crimes, to have their criminal record removed from the CPIC database.

What is included in an Enhanced Criminal Record Check?

Enhanced Police Information Check, is comprised of two components:

- The Basic Criminal Record Search, as described above.
- A query of the Investigative and Identification data banks of CPIC and a search of the Police Information Portal (PIP). These queries of national data banks provide significant information that is at the heart of an enhanced criminal record check. This check is the most comprehensive criminal record check allowed in Canada.

The Enhanced Criminal Record Check provides visibility into the following key areas:

- Discharged findings of guilt may be identified if relevant and releasable (Absolute discharges within 1 year and conditional discharges within 3 years).
- Additional convictions, either indictable or summary, that have not yet been populated into the RCMP's National Repository of Criminal Records (CPIC). The RCMP data bank queried in the basic criminal record check may not be fully up to date with recent indictable convictions and does not include any summary convictions (lesser criminal offences).
- Summary convictions (only if convicted within the past five years).
- Outstanding warrants.
- Criminal charges presently before the courts, including restrictive bail or release conditions.
- Peace bonds and prohibition or probation orders in effect.