



**First Advantage**

A Symphony Technology Group Company

# Asia Pacific Employment Screening Trends Report 2019

We Are Your First Advantage



# Methodology

The First Advantage Asia Pacific (APAC) Employment Screening Trends Report data is derived from nine countries across APAC: Australia, China, Hong Kong, Japan, South Korea, Malaysia, New Zealand, Philippines and Singapore.

Data is collated from more than **219,000** background screening reports comprising over **one million individual background checks** conducted by First Advantage throughout 2018 <sup>i</sup>.

The discrepancy results highlighted in this report relate to background checks conducted by First Advantage. Further discrepancies potentially uncovered during employers' in-house screening processes are not included in this report.

All figures are rounded to the nearest percentage point unless otherwise stated.

## Key

*AU – Australia*

*CN – China*

*HK – Hong Kong*

*JP – Japan*

*MY – Malaysia*

*NZ – New Zealand*

*PH – Philippines*

*SG – Singapore*

*SK – South Korea*

<sup>i</sup>. 219,794 background screening reports comprising 1,153,694 individual checks conducted from 1 January to 31 December 2018.



# Definitions

<b>Applicant/Candidate</b>	The subject of a background screening report.
<b>Case/Report</b>	The results report presented to First Advantage clients upon completion of an applicant's background check(s).
<b>Check</b>	A single element/component of research included in a background screening report, e.g. police/credit/qualification checks.
<b>Criminal Check</b>	Checks for any possible criminal record history of an applicant, where available and legally permissible for employment purposes.
<b>Database Check</b>	A name check referenced against various databases including those from media, address listings, passport templates and company registries.
<b>Discrepancy</b>	The variance between stipulated employer requirements as part of their background screening policy and what candidates declare in their application.
<b>Education Check</b>	Checks to verify education and qualification records for an applicant from educational institutions that they state they have attended. Verifications include dates of attendance, course major, completion of studies together with graduation and any degrees attained.
<b>Employment Check</b>	Confirmation of declared employment history. Results include verified dates of employment, positions held, key responsibilities, direct manager, remuneration and reasons for leaving.
<b>Financial-Related Check</b>	Checks to verify if candidates have any negative financial records regarding incidents of bankruptcy, credit, financial regulatory and anti-money laundering.
<b>Other (Checks)</b>	Checks not listed above including checks of CVs, driving and medical checks.
<b>Other (Industries)</b>	Industries performing background checks other than the core industry types listed.

First Advantage reports highlight discrepancies in the information provided by applicants. Specific checks conducted vary from country to country as access to quality data on individuals differs between countries in addition to data privacy law variations across different jurisdictions.



# Executive Summary

1

**Discrepancies rife in Singapore, Hong Kong, the Philippines and Malaysia.** All four economies are hotbeds for candidate discrepancies with rates significantly above the APAC average. In the case of Singapore, close to a third of all applications show discrepancies.

2

**Philippine employment discrepancies highest in APAC.** Employment discrepancies continue to account for nearly two-thirds of the total number of discrepancies found in the Philippines. At 65%, this is the highest rate of employment discrepancies anywhere in APAC.

3

**Employment discrepancies abound in IT sector.** Employment discrepancies account for over two-thirds of all discrepancies found in IT candidate screenings across APAC.

4

**Background screening works.** In the most heavily regulated industries such as Financial Industries where background screening has become the norm, screening is having a positive impact on the integrity of data in candidate applications. As a consequence, financial-related checks have seen the most notable year-on-year decrease among all sectors.

5

**Lowest discrepancies in Energy segment, Finance candidates getting better, too.**

At just 6%, the Energy segment has one of the lowest overall discrepancy rates among any sector. Financial industries have also witnessed a continued decline in the number of candidate discrepancies—falling by almost 4% since 2016.

## TOP FIVE LESSONS LEARNED IN 2018



**First Advantage**

A Symphony Technology Group Company

# Executive Summary

1

**China has growing concerns over employment and education discrepancies.**

Employment discrepancies account for nearly two-thirds of all background screenings in China—with the number continually increasing year-on-year to almost 12% in 2018. This trend ties in with an APAC-wide increase in the number of education checks requested, which is also up 2% since 2016.

2

**“Degree mills” fuel surge in education checks.** The number of checks into candidates’ educational backgrounds has shot up 22% since 2016 and currently accounts for 11% of all background checks conducted across APAC. With the proliferation of “degree mills” in recent years, this figure looks set to continue to rise as employers take measures to help screen out candidates with questionable qualifications.

3

**Increasing uptake of employment verification checks.** Employment checks have consistently accounted for just under half of the total all background screenings requested in APAC. In 2018, this figure rose even higher to 51% and looks set to continue to increase as employers seek greater numbers of such checks to reduce the risk of wrong hires.

4

**Healthcare hiring heads must remain extremely vigilant** as alarmingly, there has been an almost exponential increase in candidate discrepancies in this sector over the past three years.

5

**Criminal checks continue to be on the rise** with a 45% increase in their usage since 2016. With over two-thirds of countries globally having relatively high corruption burdens, according to the Corruption Perceptions Index<sup>1</sup>, criminal checks on candidates will likely continue to increase in an attempt to minimise organisational risk.

TOP  
FIVE  
ANTICIPATED  
TRENDS  
IN 2019 & BEYOND



# APAC Trends & Insights

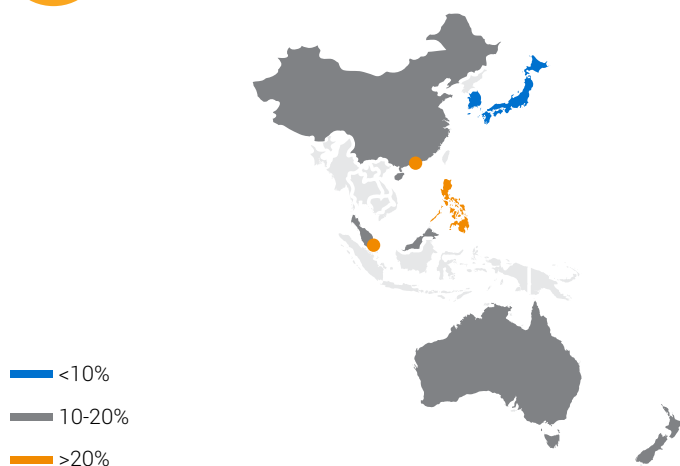


# APAC Trends & Insights

With over two-thirds of countries globally having relatively high corruption burdens, according to the Corruption Perceptions Index<sup>1</sup>, global screening of candidates continues to be an extremely high priority for hiring heads to minimise organisational risk. This report, compiled by First Advantage (FADV), reveals insights into the trends of background screening and candidate discrepancies across APAC.



## APAC Discrepancy Rates

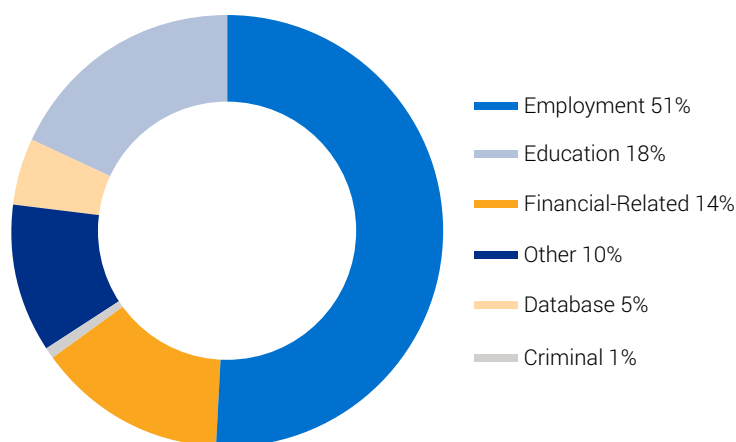


*The average discrepancy rate across APAC stands at 19%.*

*Singapore, Hong Kong and the Philippines are particular hotspots in terms of candidate discrepancies. All three economies have discrepancy rates over 24%.*



## Discrepancy by Key Checks



*A concern for APAC hiring heads, employment checks account for just over half of all discrepancy checks conducted across the region.*

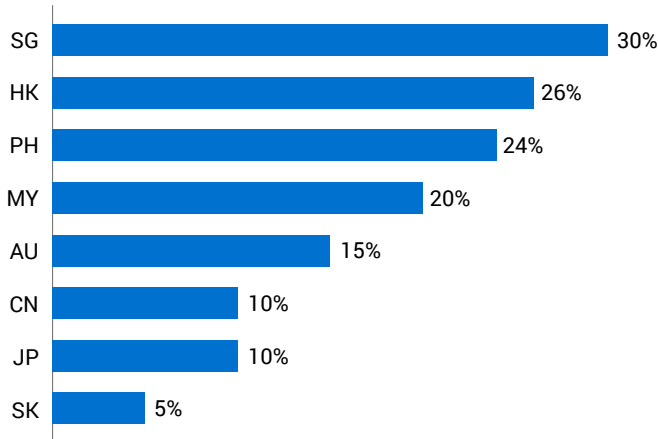
*Education and financial-related checks rank second and third, comprising 18% and 14% of the total discrepancy checks conducted, respectively.*



# APAC Trends & Insights



## Discrepancy Rates Across APAC



Singapore, Hong Kong, the Philippines and Malaysia top the list in terms of **candidate discrepancies** identified across APAC.

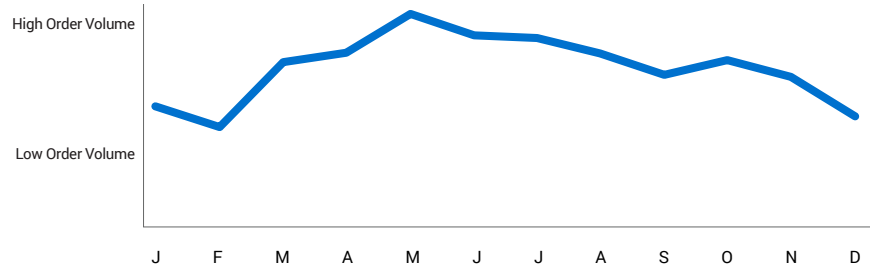
Almost **a third** of applications analysed in Singapore were found to have discrepancies.

Hong Kong, the Philippines and Malaysia all have discrepancy rates significantly above the **19%** APAC average.

South Korea has the lowest rate of discrepancies at **5%**.



## Seasonality



The total number of background screening requests made **varies in volume** throughout the year.

In APAC, the lowest number of checks was recorded **around the Lunar New Year** when businesses traditionally wind down for one to two weeks in the run-up to the holidays.

Conversely, the highest volume of checks was requested in **May**. This surge corresponds with significant numbers of candidates switching employers following receipt of their Lunar New Year bonuses—resulting in an annual surge of applications, hence required screenings.

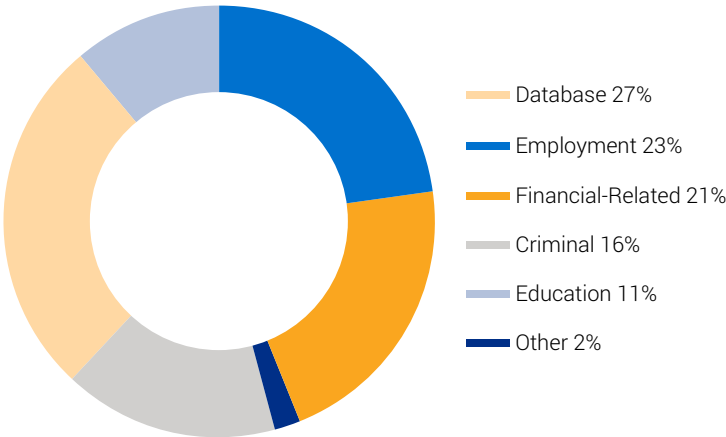




# APAC Trends & Insights



## Component Mix

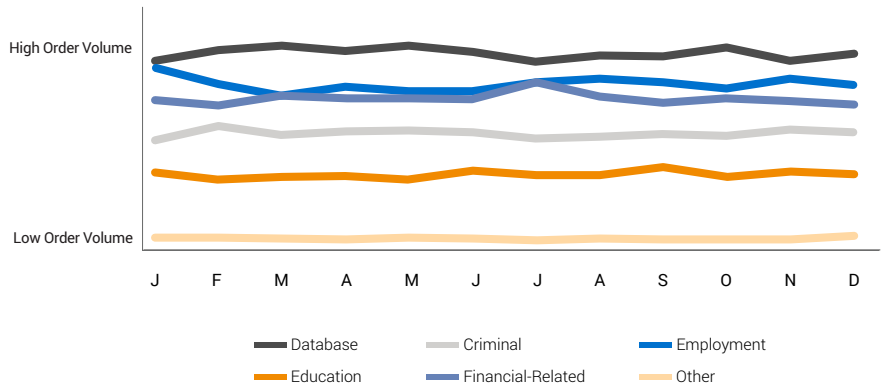


Database checks, while slightly less prevalent than in previous years, still account for **more than a quarter** of the total number of background checks across APAC.

Employment and financial-related checks have remained stable since 2016 and follow closely at **23%** and **20%**, respectively.



## Seasonality



Requests for the various elements of background checks **remain fairly constant** in terms of usage throughout the year.

Database and employment checks are the most commonly prioritised, comprising **27%** and **23%** of all background checks, respectively.



# Background Screening in Asia Pacific 2018

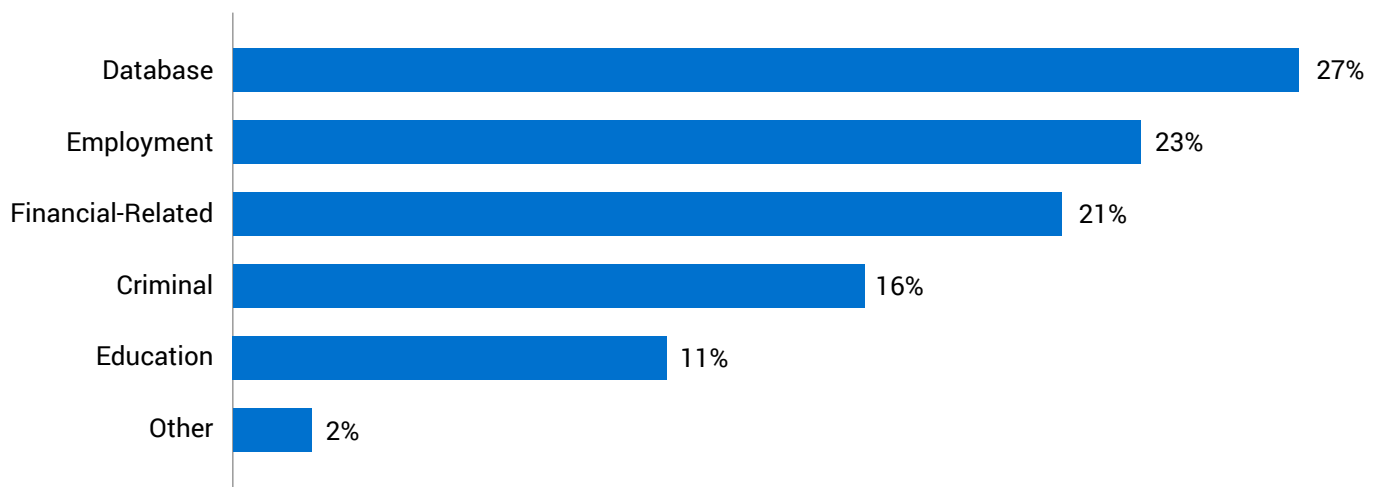
## Current APAC Employer Approach

Asia Pacific employers conducted an average of **six checks as part of every background screening report** requested to First Advantage.

**Database, employment and financial-related** verifications remain the top three preferred screening options. Together, these account for **70%** of all checks conducted.

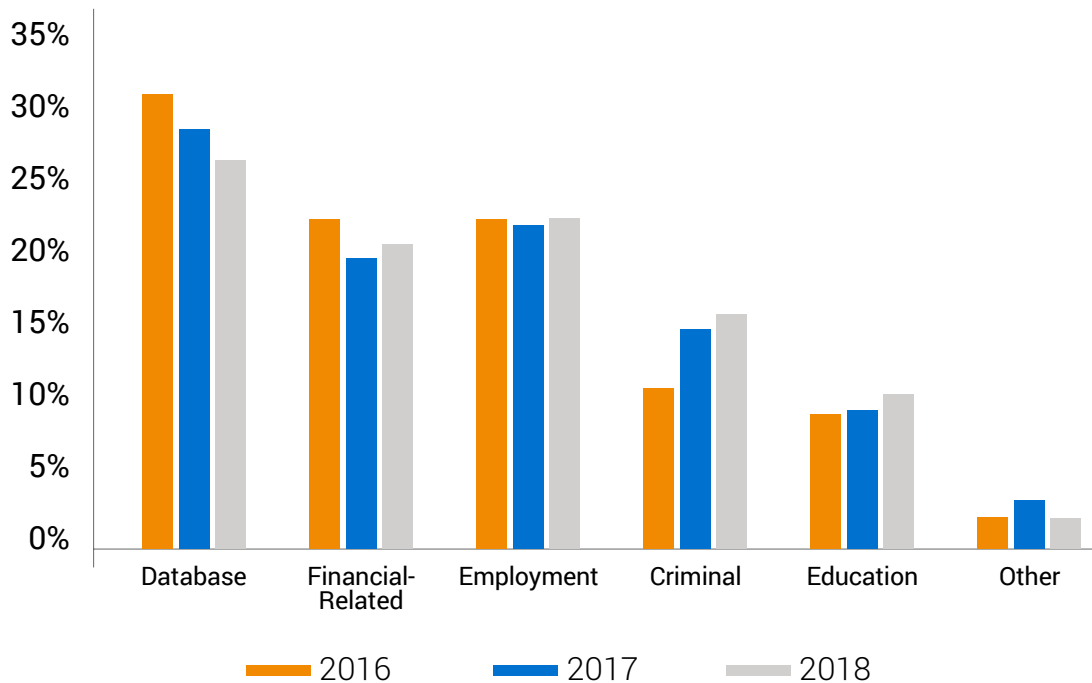


## Most Requested Components in APAC (%)



# Background Screening in Asia Pacific 2018

## Current APAC Employer Approach



*Requests for database and financial-related checks—such as civil litigation, bankruptcy and credit checks—have declined by **13%** and **9%**, respectively, over the past three years.*

*Conversely, the number of employers asking for criminal checks has increased significantly by **45%** since 2016. Such checks currently account for **16%** of all background checks requested.*

*Education checks are also on the rise, up **22%** since 2016, currently accounting for **11%** of all background checks in APAC.*



# Background Screening in Asia Pacific 2018

## Current Australasian Employer Approach

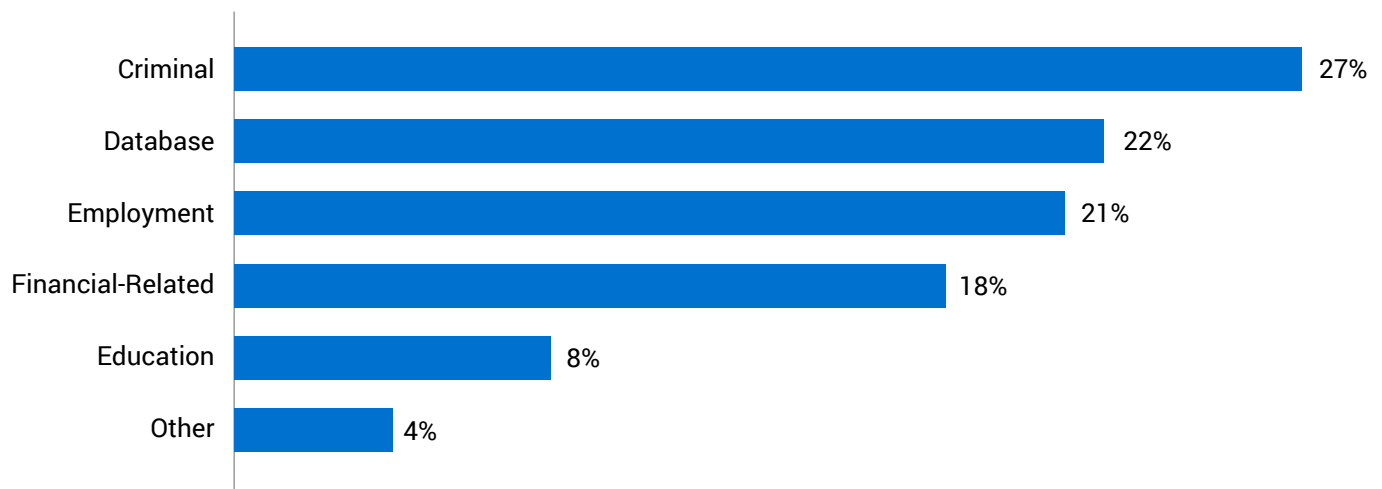
Employers in Australia and New Zealand conduct an average of **five checks per candidate as part of every background screening report** requested.

**Criminal history checks** account for over a quarter of all checks, followed closely by database and employment checks at **22%** and **21%**, respectively.

Australasian employers are more trusting of educational qualifications, with educational checks only accounting for **8%** of total checks, significantly below the APAC-wide average.



## Most Requested Components in ANZ (%)



# Background Screening in Asia Pacific 2018

## Current HK-ASEAN Employer Approach

Employers in HK-ASEAN conduct an average of **seven checks per background screening report** request.

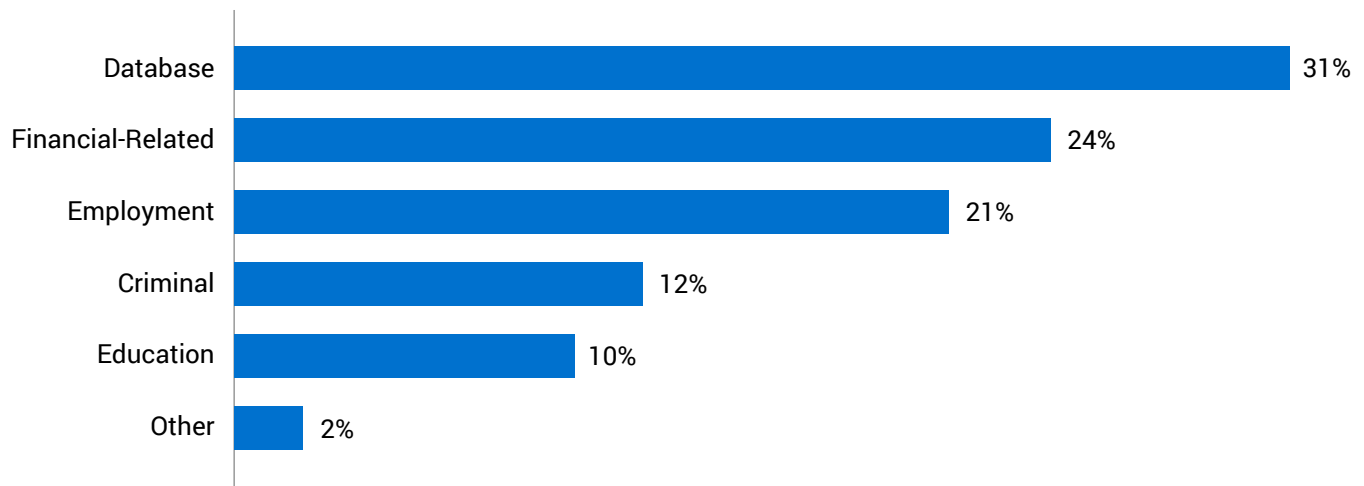
**Database checks** are the most favoured employer screening method—featuring in nearly one-third of all screening reports.

**Financial-related and employment checks** are also popular screening methods—requested by over one-fifth of HK-ASEAN employers.

Criminal and education checks were less requested—featuring in **12%** and **10%** of reports, respectively.



## Most Requested Components in HK-ASEAN (%)



# Background Screening in Asia Pacific 2018

## Current North APAC (NAPAC) Employer Approach

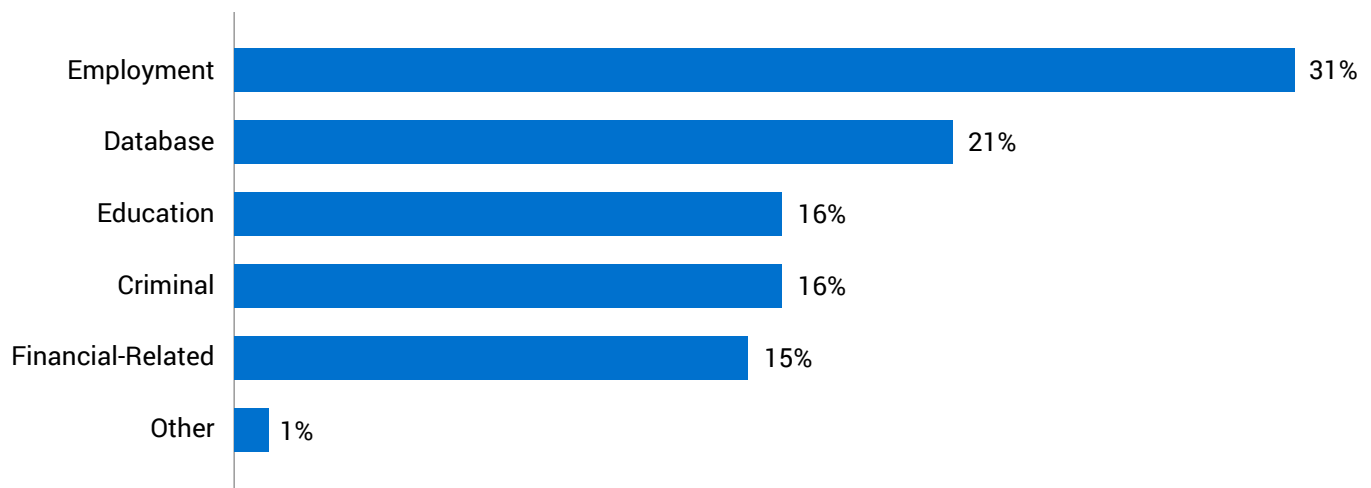
NAPAC employers conduct an average of **five checks per background screening report**.

At **31%**, employment history is the most closely scrutinised trait in NAPAC, followed by database checks, which account for **21%** of total checks performed.

Education, criminal and financial-related checks are, fairly equally, the third most requested screening components, each comprising **15-16%** of total checks.



## Most Requested Components in NAPAC (%)



# Background Screening in Asia Pacific 2018

## Breakdown of Type of Background Checks Conducted in APAC (%)

	AU	CN	HK	JP	MY	NZ	PH	SG	SK	APAC
Database	22%	21%	33%	24%	23%		40%	21%	31	27%
Employment	21%	31%	20%	29%	23%	25%	24%	19%	25	23%
Financial-Related	18%	14%	22%	21%	29%	14%	9%	36%	17%	21%
Criminal	27%	17%	13%	10%	12%	14%	9%	12%	0%	16%
Education	8%	16%	9%	15%	12%		15%	9%	26%	11%
Other	4%	1%	3%	1%	0%	47%	2%	3%	1%	2%

Over **40%** of all background screenings conducted in the Philippines are **database checks**—the highest percentage in APAC.

Hong Kong at **33%**, and South Korea at **30%**, also conduct relatively high numbers of **database checks** compared to other APAC economies.

**Employment verification** is the second most requested check within APAC. China and Japan requested the highest number of such employment checks, which comprised **31%** and **29%** of their total checks, respectively.

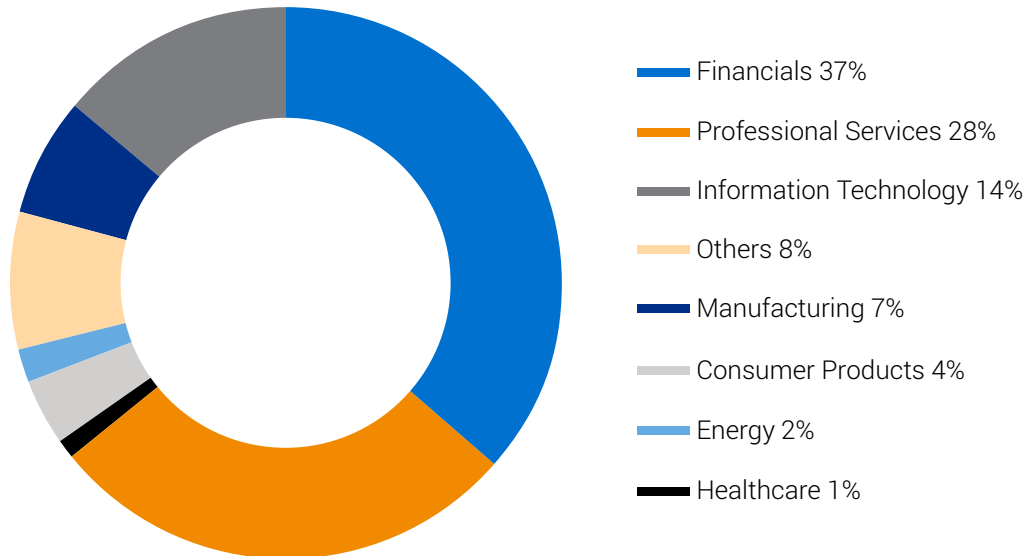
As a major financial hub, it is noteworthy that the highest screening priority in Singapore is **financial-related checks**—accounting for nearly **36%** of all checks in the country.

Although Australia has a relatively high proportion of criminal checks, **27%**, compared to other APAC countries, it is worth noting that some jurisdictions have restrictions on **criminal background checks**—most notably Hong Kong, Japan, Korea and Singapore <sup>2</sup>.



# Background Screening in Asia Pacific 2018

## First Advantage Clients by Industry



While current First Advantage clients cover a broad range of industries, the majority are in the **Financial and Professional Services Sectors**—together comprising **65%** of total clients. Both sectors have stringent regulatory and compliance requirements placed upon them, which are regularly reviewed <sup>3</sup>.

The greater prominence of “degree mills” in recent years and resultant **educational discrepancies** in candidate CVs have prompted employers in these sectors to conduct more background screening as part of their recruitment process.

The **Information Technology sector** is also conducting a significant number of background checks—comprising **14%** of total clients.

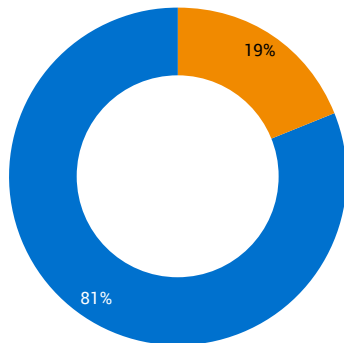




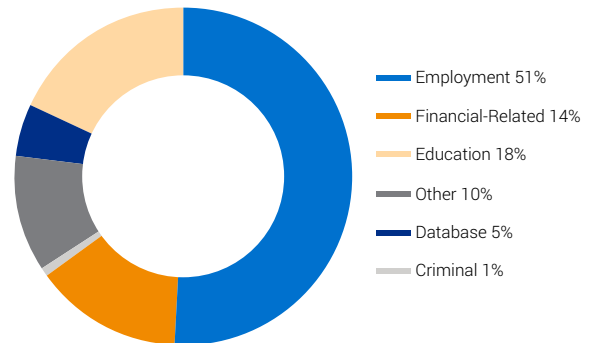
# Key Findings



## Annual Candidate Screening Discrepancy



## Overall Discrepancy by Types of Checks



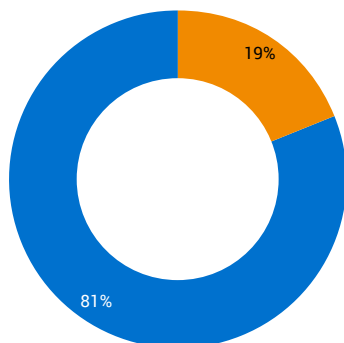
Candidate discrepancies continue to increase and were found in **19%** of all candidate screenings across APAC in 2018.

This trend represents a significant rise in the number of discrepancies found. The number of discrepancies has **risen by 2 percentage points** since 2015 and 6 percentage points since 2013.

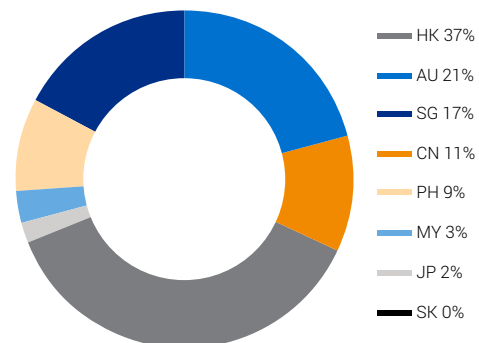
Except for Japan, which has maintained a fairly constant **10%** discrepancy rate, every other APAC economy has shown a significant increase in the number of discrepancies since 2016. Increases range from **3%** in Hong Kong to **11%** in Australia.



## Annual Candidate Screening Discrepancy



## Overall Discrepancy by Country



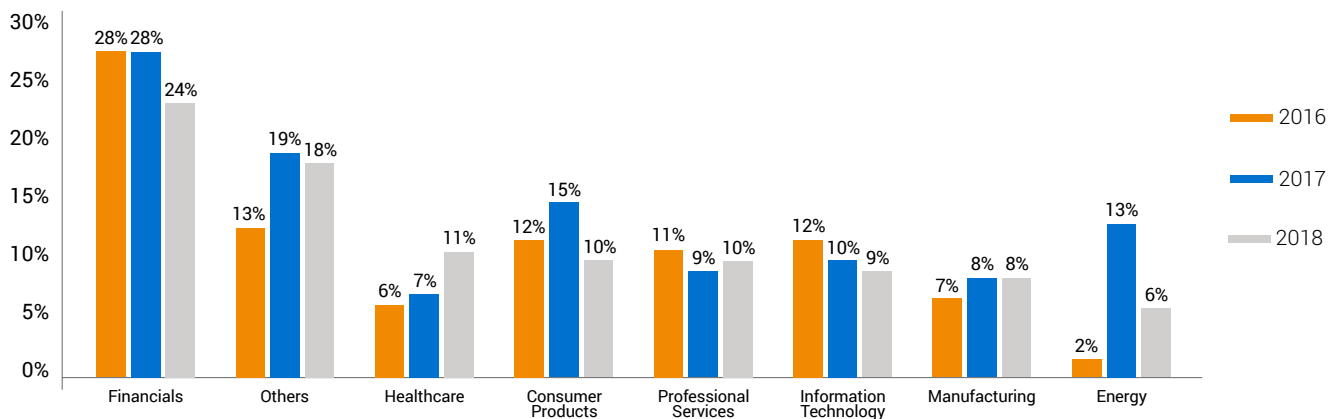
Hong Kong, at **37%**, has the highest percentage overall discrepancy rate by country. Australia has the second highest rate at **21%**. Meanwhile, South Korea appears to have the most honest candidates, with only a **2%** discrepancy rate.



# Key Findings



## Y-o-Y Comparison of Discrepancy by Industry



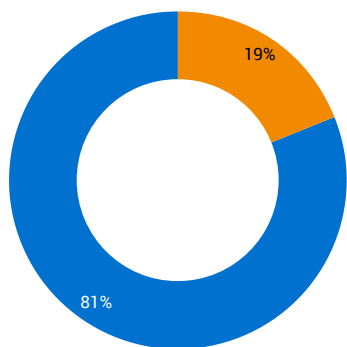
Both the Financial and Information Technology industries are witnessing gradual declines in candidate discrepancies. Discrepancies reported in Financial industries in 2018 have significantly fallen by almost **4%** since 2016.

Alarming, Healthcare industries have shown an almost exponential increase in discrepancies with incidences rising by **1%** in 2017 and then a further **4%** in 2018.

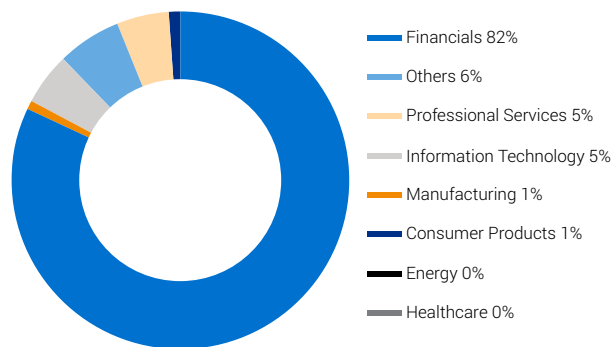
Interestingly, the Energy sector recorded a sharp increase in discrepancies, which stood at **13%** in 2017 and then a return to just **6%** in 2018.



## Annual Candidate Screening Discrepancy



## Overall Discrepancy by Industry



The highest recorded overall discrepancy rate continues to exist within the Financial industry at **81%**. It is worth noting that background screenings within the Financial industries also accounted for over a third of all candidate screening requests performed in APAC.



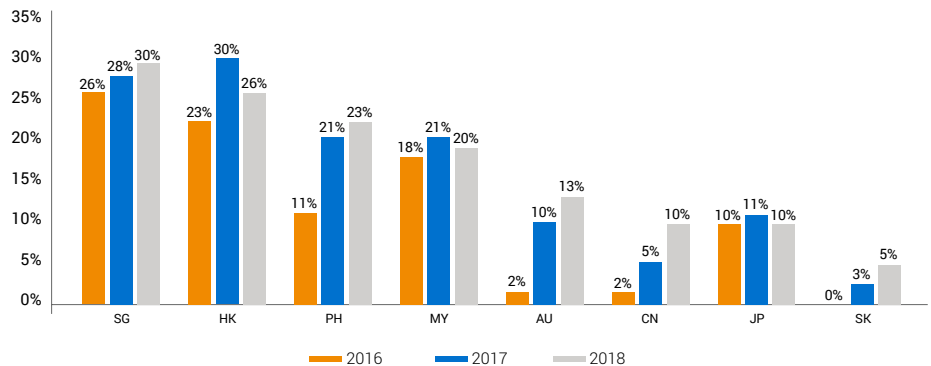
**First Advantage**

A Symphony Technology Group Company

# Key Findings



## Y-o-Y Comparison of Discrepancy Rates by Country (%)



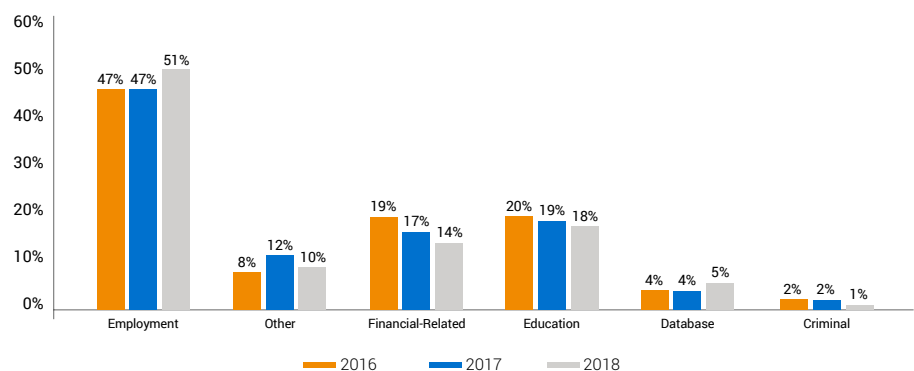
Within APAC, Singapore and Hong Kong remain the two economies that have the highest number of discrepancies. In 2018, Singapore overtook Hong Kong in having the highest number of discrepancies—**30%** of all screenings. Hong Kong follows in a close second place with a **26%** discrepancy rate.

Alarming, China has witnessed an exponential increase in discrepancies, rising from just **2%** in 2016 to **10%** in 2018.

Japan and Malaysia have remained the most stable countries in terms of candidate honesty with differentials of only a few percentage points year-on-year. And South Korea, although showing a marginal **2%** increase from 2017-2018, still boasts the lowest discrepancy rate in APAC of just **5%**.



## Y-o-Y Comparison of Discrepancy Rates by Component



In APAC, discrepancy rates by components have **remained stable** over the last three years. The most notable year-on-year decrease in discrepancies has been found in financial-related checks.

Employment verification checks have consistently accounted for just under half of the total of all background screenings requested in APAC. In 2018, this figure rose even higher to **51%**.



# **APAC Discrepancy Breakdown By Country & Component**



# APAC Discrepancy Breakdown by Country

## Australasian Discrepancy Breakdown by Component

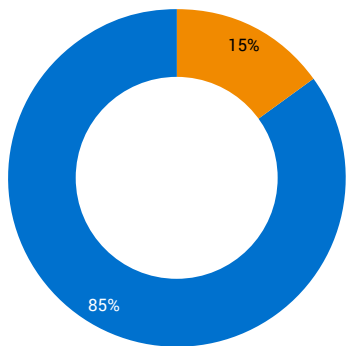
In Australia and New Zealand, 15% of all cases screened contained some form of discrepancy.

Employment discrepancies are by far the most commonly identified, accounting for 62% of all discrepancies found.

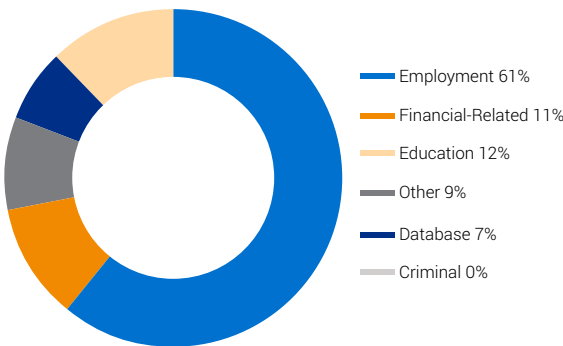
Education and financial-related discrepancies accounted for 14% and 13% of discrepancies, respectively.



### Overall Discrepancy



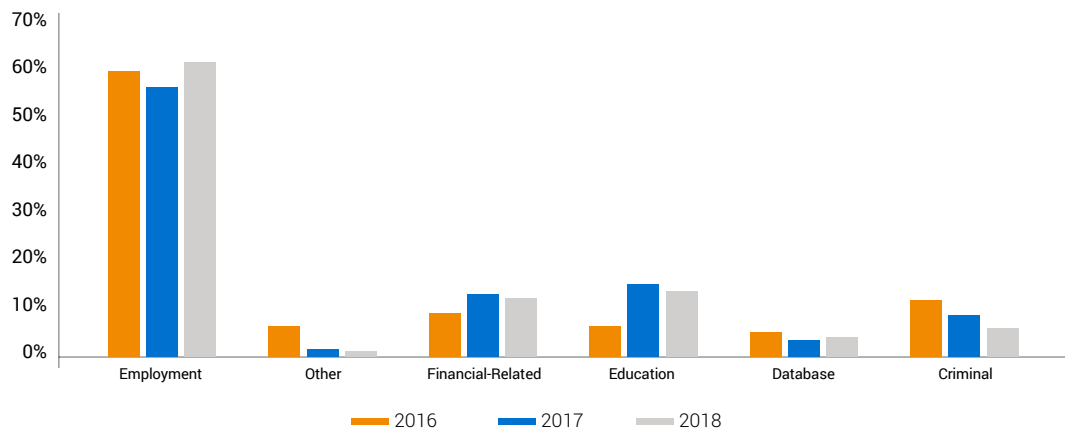
### Discrepancy by Components



Interestingly, since 2016 education discrepancies have risen by **7%**, while criminal discrepancies have seen the most significant reduction by **6%**.



### Australia/New Zealand 2016 to 2018 Discrepancy Rates



# APAC Discrepancy Breakdown by Country

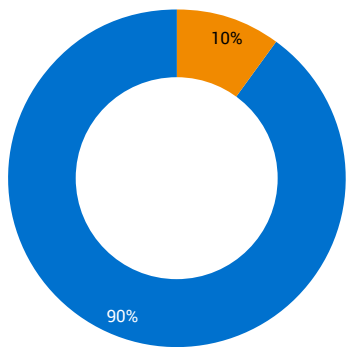
## China Discrepancy Breakdown by Component

In China, the overall discrepancy rate stands at 10%, and employment discrepancies account for nearly two-thirds of these.

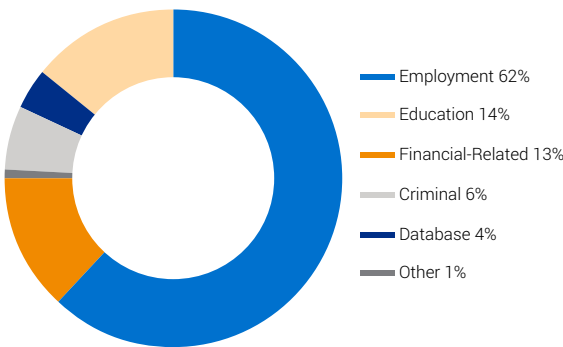
Discrepancies in education have steadily increased year-on-year from 5% in 2016 to almost 12% in 2018. This trend ties in with an APAC-wide increase in the number education checks requested, up 2% since 2016.



### Overall Discrepancy



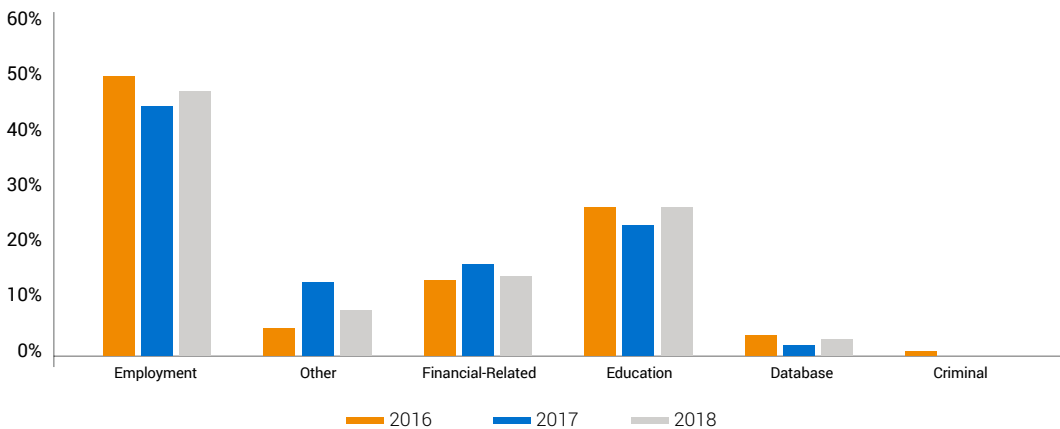
### Discrepancy by Components



Despite the huge jump in the number of employment discrepancies recorded from 2016 to 2017— when they stood at almost **61%**—this level remained static into 2018 with no significant further increase.



### China 2016 to 2018 Discrepancy Rates



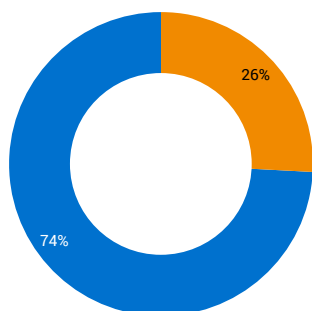
# APAC Discrepancy Breakdown by Country

## Hong Kong Discrepancy Breakdown by Component

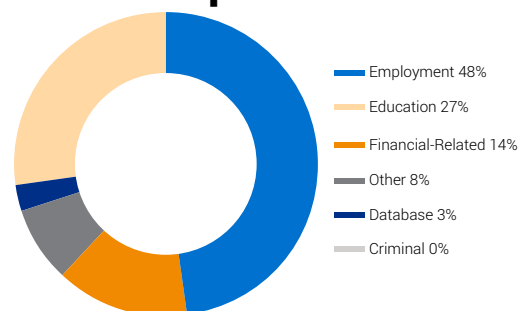
In Hong Kong, discrepancy rates for employment, education, financial-related and database checks have all remained relatively stable over the last three years.



### Overall Discrepancy



### Discrepancy by Components



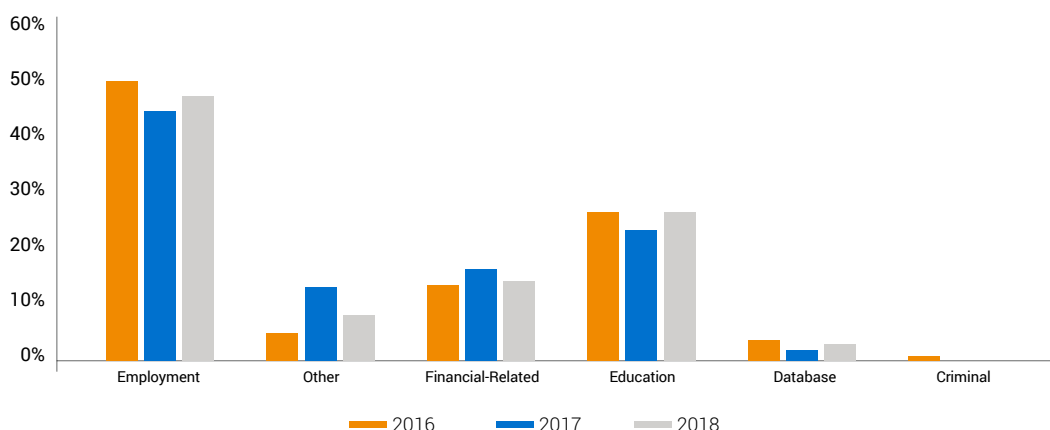
**Employment checks** continue to dominate reported discrepancies the HKSAR.

Employers in Hong Kong are among the most vigilant and thorough in APAC in terms of background screenings. The number of employers requesting employment checks on candidates has **continued to rise** since 2017, with Hong Kong having some of the highest numbers of candidate discrepancies globally.

Moreover, Hong Kong employers tend to recruit a relatively large number of candidates with international work and educational backgrounds, particularly in the areas of data science, cyber security, compliance, anti-money laundering (AML) and technology<sup>4</sup>, necessitating a greater degree of due diligence in terms of these checks. Both these factors may help account for the relatively **high discrepancy rates** recorded.



### Hong Kong 2016 to 2018 Discrepancy Rates



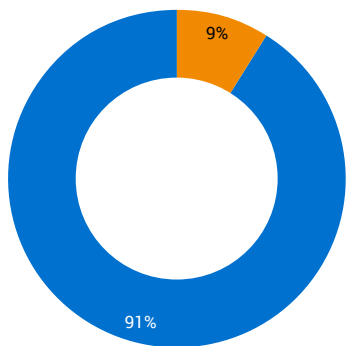
# APAC Discrepancy Breakdown by Country

## Japan & South Korea Discrepancy Breakdown by Component

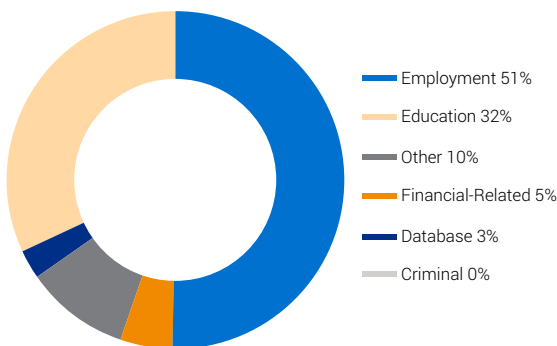
In both Japan and South Korea, employment discrepancies constitute over half of the total number of discrepancies for these components. Employment checks are among the most requested background check component within these countries—accounting for 29% and 25% of total checks in Japan and South Korea, respectively.



### Overall Discrepancy



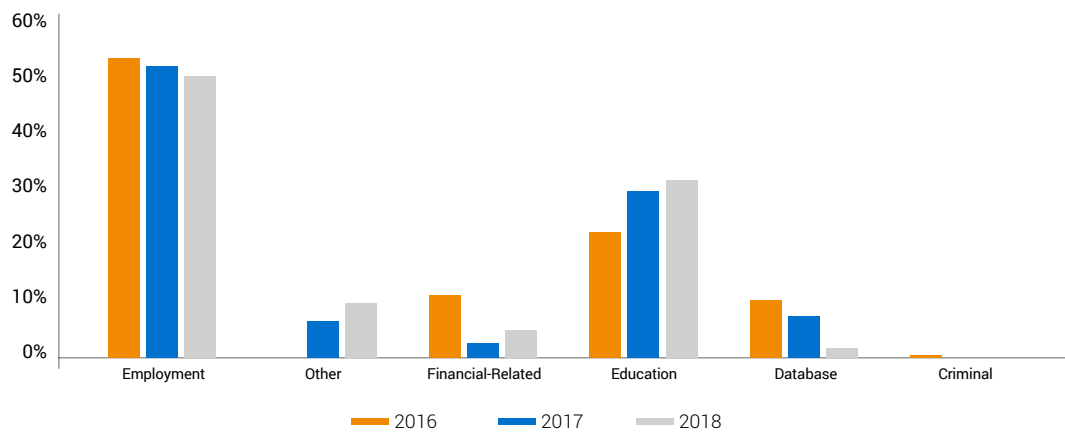
### Discrepancy by Components



Japan and South Korea have both experienced a steady increase in the number of education background screenings with total discrepancy rates rising nearly **10% to 32%** during the last three years.



### Japan & South Korea 2016 to 2018 Discrepancy Rates





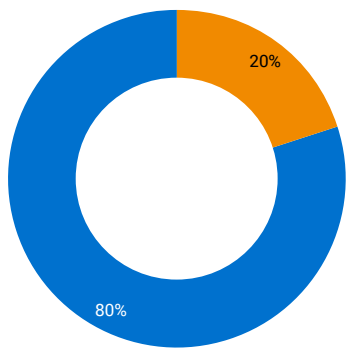
# APAC Discrepancy Breakdown by Country

## Malaysia Discrepancy Breakdown by Component

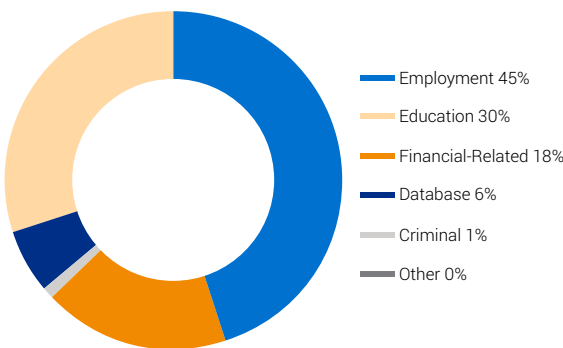
The most common discrepancies identified in Malaysia are employment and education related, accounting for 45.2% and 29.5%, respectively of total discrepancies found.



### Overall Discrepancy



### Discrepancy by Components

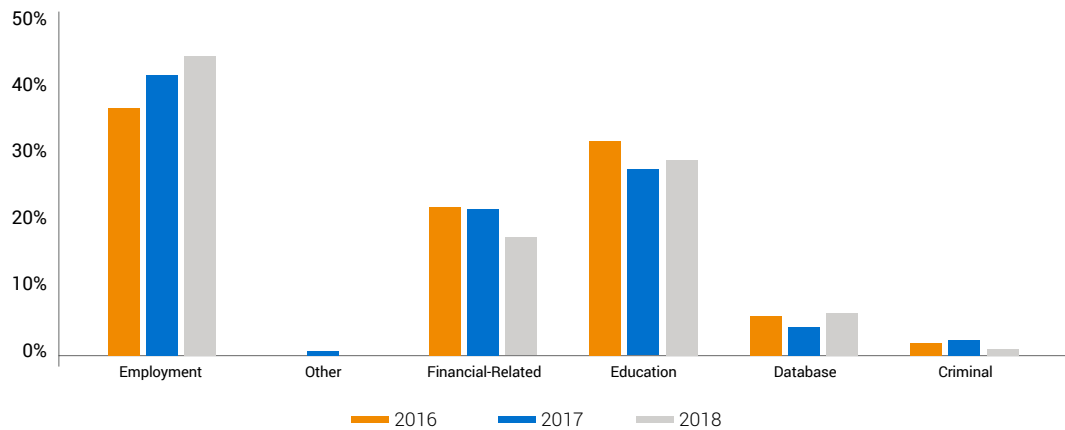


Malaysia has experienced a slight drop, just under **3%**, in financial-related discrepancies in the last year.

Discrepancy rates for database and criminal background checks have both **remained fairly low and stable** over the last three years.



### Malaysia 2016 to 2018 Discrepancy Rates



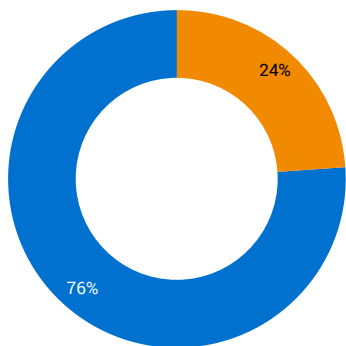
# APAC Discrepancy Breakdown by Country

## Philippines Discrepancy Breakdown by Component

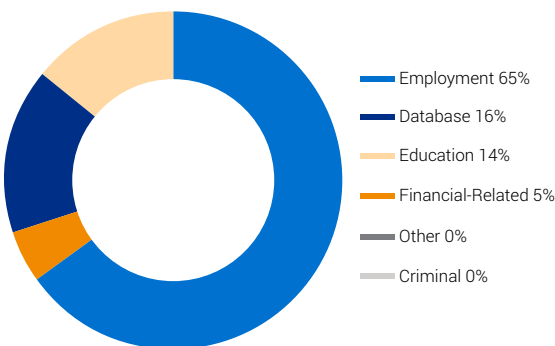
In the Philippines, employment discrepancies continue to account for nearly two-thirds of the total number of discrepancies found. At just under 65%, this is the highest rate in APAC.



### Overall Discrepancy



### Discrepancy by Components

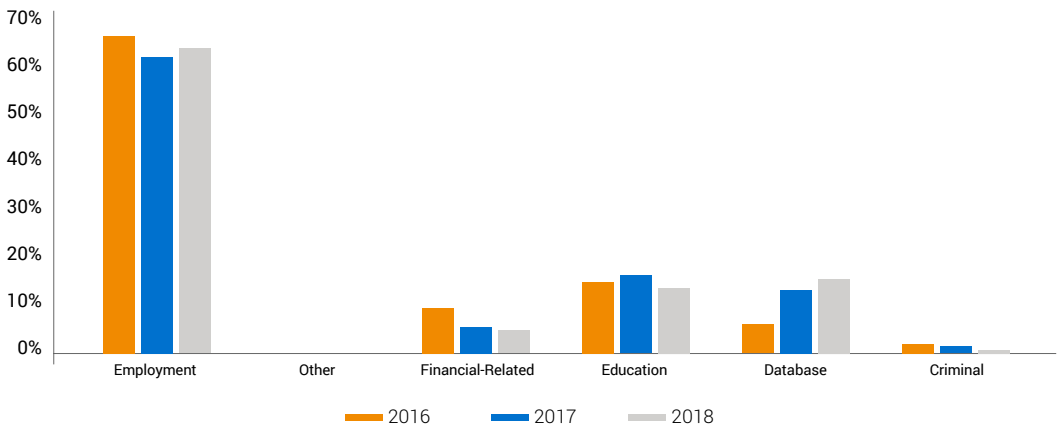


Database discrepancies are on the rise, having increased by almost **10%** since 2016, currently accounting for **16%** of total discrepancies.

Conversely, education discrepancy rates have declined by over **2%** over the last year and were recorded at just over **14%** in 2018.



### Philippines 2016 to 2018 Discrepancy Rates



# APAC Discrepancy Breakdown by Country

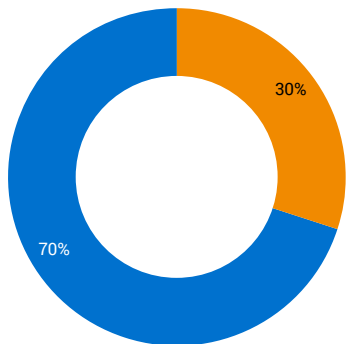
## Singapore Discrepancy Breakdown by Component

As with other countries across APAC, employment discrepancies dominate the Singapore market—comprising 31% of all discrepancies found.

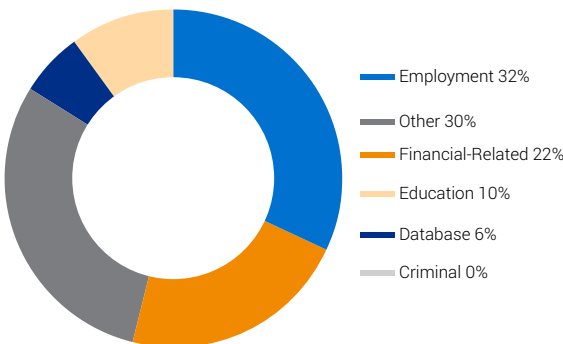
However, notably other checks—which include CV checks—are also highly requested by employers in Singapore. At 30%, this component accounts for the same percentage of total discrepancy checks.



### Overall Discrepancy



### Discrepancy by Components

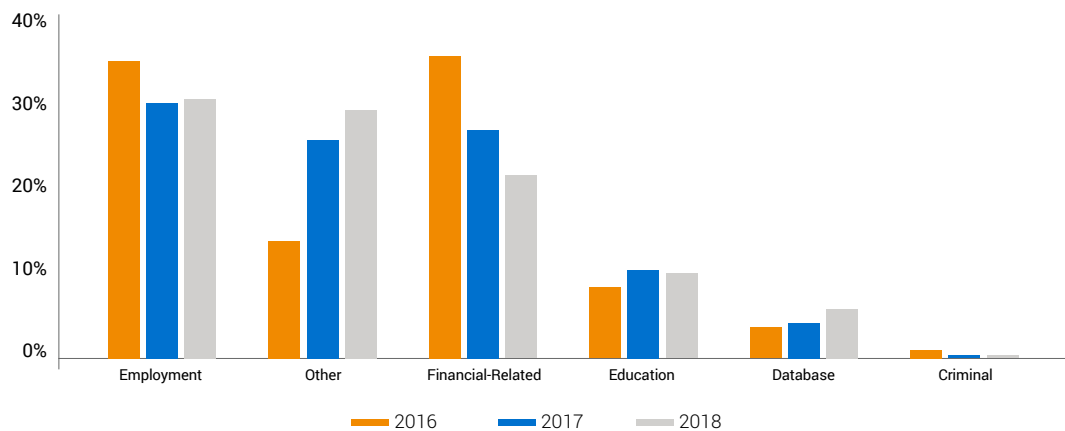


The numbers of employment and financial-related checks have both declined in Singapore since 2016, by **4%** and **14%**, respectively.

Conversely, the numbers of education and database checks have both increased during the same period by **2%**.



### Singapore 2016 to 2018 Discrepancy Rates

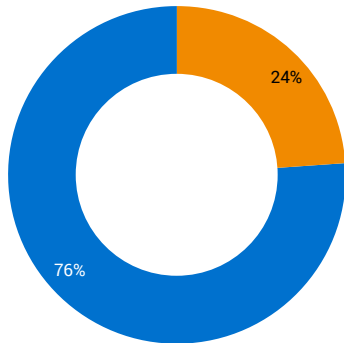


# APAC Discrepancy Breakdown By Industry

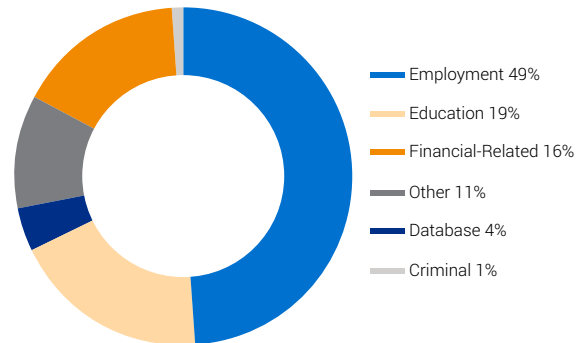


# APAC Discrepancy Breakdown by Industry

## Candidate Screening in Financials



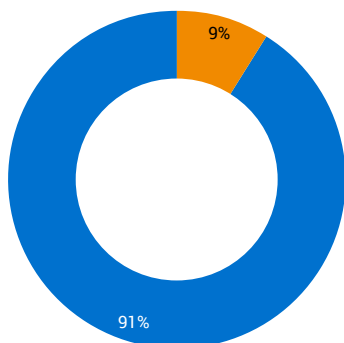
## Discrepancy by Component



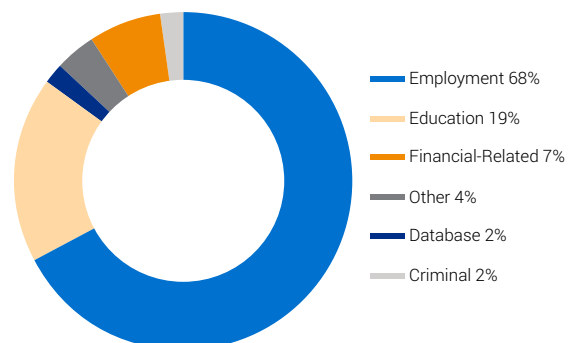
Nearly **a quarter** of all candidates screened for the Financial industry in APAC were flagged as having a discrepancy.

Of these discrepancies, nearly half were employment related. Education and financial-related checks accounted for the second highest volume of discrepancies at **19%** and **16%**, respectively.

## Candidate Screening in IT



## Discrepancy by Component



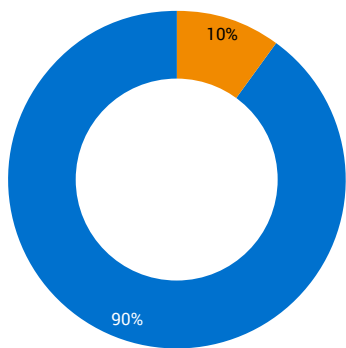
Almost **one in ten** of all candidates screened for the IT industry were found to have a discrepancy.

Employment discrepancies dominated the findings and accounted for **over two-thirds** of all discrepancies found in IT candidate screenings in APAC. A distant second was education, which accounted for **18%** of total discrepancies.

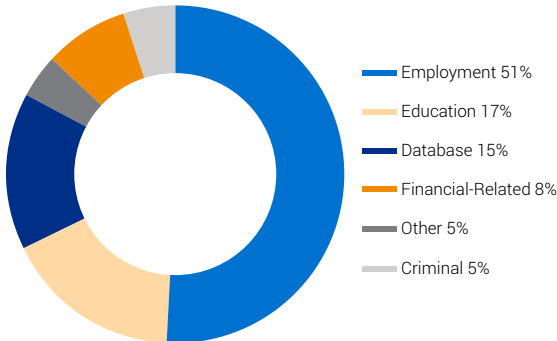


# APAC Discrepancy Breakdown by Industry

## Candidate Screening in Professional Services



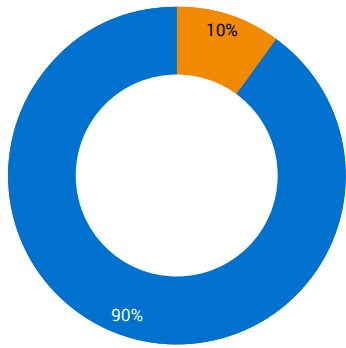
## Discrepancy by Component



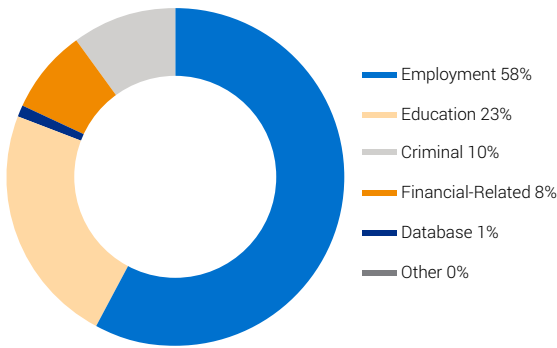
Discrepancy rates of **10%** were found in background screenings for Professional Services candidates in APAC.

Employment discrepancies dominate this industry—comprising **over half** of all discrepancies found in the Professional Services sector.

## Candidate Screening in Consumer Products



## Discrepancy by Component



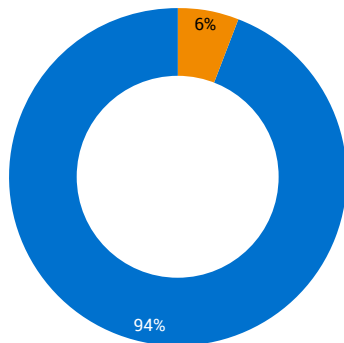
Background screenings in the Consumer Products segment have revealed a **10%** discrepancy rate.

Accounting for **57%** of total checks, employment checks are by far the most requested component within this sector. The second most prevalent component was education checks, which accounted for nearly a quarter of all discrepancies identified.

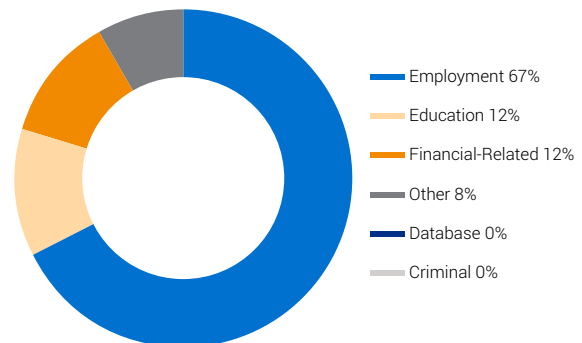


# APAC Discrepancy Breakdown by Industry

## Candidate Screening in Energy



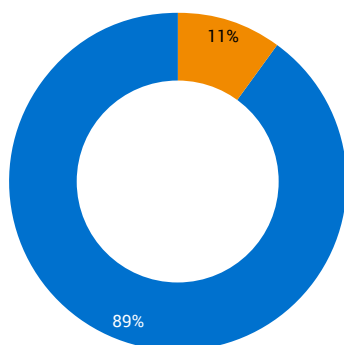
## Discrepancy by Component



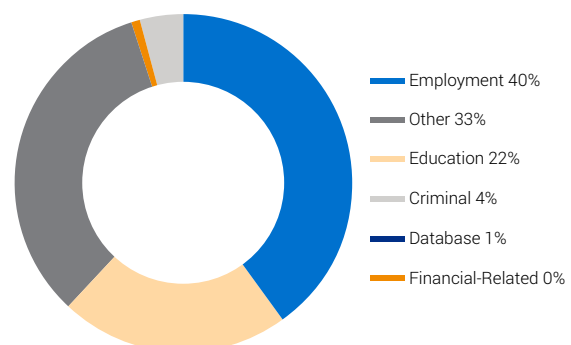
With a discrepancy rate of just **6%**, the Energy segment has one of the lowest overall disparities between employees' expectations and candidate application declarations of any segment.

Employment and education checks comprised close to **75%** of the disparities in candidate applications. Criminal and financial-related checks accounted for **13%** and **11%** of total disparities, respectively.

## Candidate Screening in Healthcare



## Discrepancy by Component



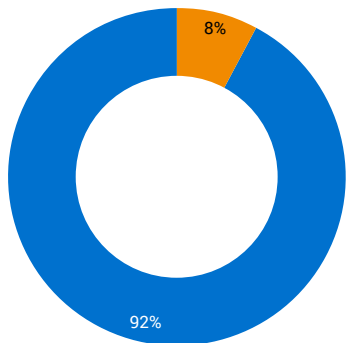
Within the Healthcare segment, discrepancies were found in just over **11%** of candidate screenings. Amid a growing number of complaints in the medical and healthcare sector across APAC, employment checks are becoming increasingly important in this segment <sup>5</sup>.

Employment screening checks accounted for **40%** of discrepancies identified. Other checks accounted for **a third** of all discrepancies. These checks may be based around disparities found in applicants' medical licenses or be an attempt to avoid any implicit bias when hiring healthcare talent <sup>6</sup>.

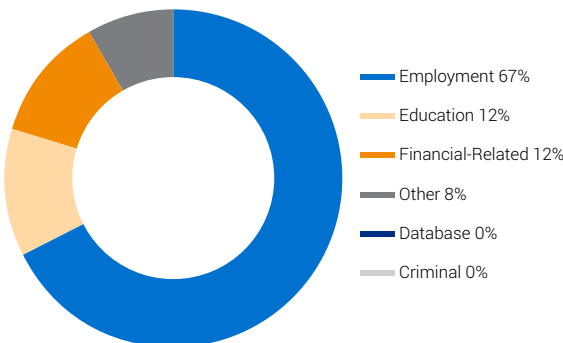


# APAC Discrepancy Breakdown by Industry

## Candidate Screening in Manufacturing

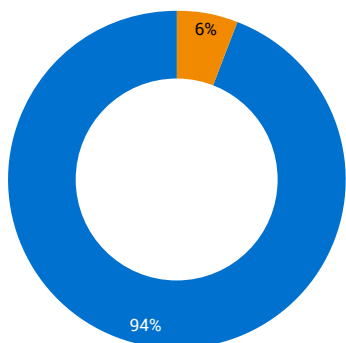


## Discrepancy by Component

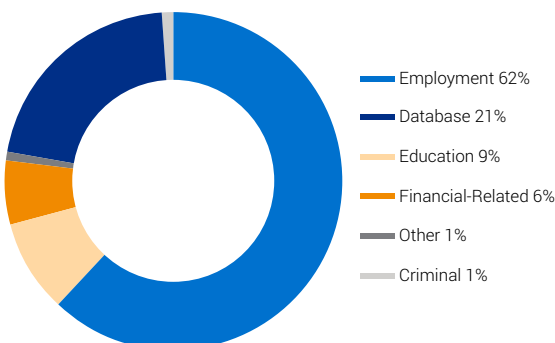


*In the Manufacturing segment, the discrepancy rate was relatively low at **8%**. Within these discrepancies, **67%** were employment related, with financial and education checks being joint second, each accounting for **12%** of the total discrepancies identified.*

## Candidate Screening in Others



## Discrepancy by Component



*Within the Others segment, a **6%** discrepancy rate was recorded. Employment checks accounted for the lion's share, **62%**, of discrepancies identified—mirroring the trend across all segments.*





# Sources

1. Corruptions Perceptions Index 2017, Transparency International, 2017. A Global Guide to Background Checks, Asia, Mayer Brown, 2016.
2. 5 Reasons Banking & Finance Companies Need Background Checks, Alliance Worldwide, 2017; Conduct Risk Management in the Asia Pacific Region—Improving Relationships, Returns and Regulations, Oliver Wyman, 2014; Ten Key Regulatory Challenges Facing the Financial Services Industry in 2017, KPMG; 2017 Regulatory Hot Issues, PwC, 2018.
3. What are Hong Kong's Top Ten Talent Trends for 2019, Hays, 2018.
4. HKSAR Government. GIS. Proposed amendment to Medical Registration Ordinance (MRO) (Cap 161), 24 May 2017.
5. Elizabeth N. Chapman, MD, Anna Kaatz, MA, MPH, PhD, and Molly Carnes, MD, MS, Physicians and Implicit Bias: How Doctors May Unwittingly Perpetuate Health Care Disparities, Journal of General Internal Medicine, 28 November 2013, 1504 - 1510.



# About First Advantage

First Advantage is the world's most trusted background check provider. With easy-to-understand background check results, you feel more confident about prospective employee, vendor and contractor decisions. Offering an advanced global technology platform, superior customer service and compliance expertise delivered by local staff who understand local markets, First Advantage helps customers around the world build fully scalable, configurable screening programs that meet their unique needs.

Access criminal record searches; education, employment, and professional license verifications; global sanction searches; credit checks and more. First Advantage supports over 35,000 clients worldwide with 26 offices throughout North America, Europe, India and Asia. Our 66+ million international background screens annually cover 200+ countries and territories. More information about First Advantage can be accessed at [www.fadv.com](http://www.fadv.com).



**55%**  
of Fortune 100  
use FADV



**4000+**  
employees



**12 years**  
average customer  
tenure



**66+ million**  
screens annually



**42%**  
of Global 500  
use FADV



**35k+**  
active customers

## Partner with a Trusted Leader

Australia: +612.9017.4300

China: +86.21.6091.4840

Hong Kong: +852.2810.6448

Japan: +81.0.3.5449.7373

Korea: +822.512.3931

Malaysia: +603.7494.6075

New Zealand: +64.9.438.5232

Philippines: +632.859.2100

Singapore: +65.6534.3262



**First Advantage**

A Symphony Technology Group Company

We can help. For more information, contact First Advantage today.

Email: [info.asia@fadv.com](mailto:info.asia@fadv.com)  
Visit: [fadv.com](http://fadv.com)

**fadv.com**