

# Verified First ABOUT US

## HELPING YOU TRANSFORM FROM GOOD TO GREAT

When our Founders, Devon Dickinson and Tommy Cheng, started Verified First in 2012, they found inspiration from legendary business consultant Jim Collins. In his famous book, *From Good to Great*, Collins argues that **great companies make transformations through prioritizing human capital.**

Even if a company has a great vision, a lack of great people can still create a mediocre organization. **Starting with “who” instead of “what” helps organizations adapt to an evolving business world and achieve success.** That’s why it’s critical to quickly sift through applicant pools to identify those best for the job.

Our Founders took this advice to heart when not only building the Verified First team, but also in generating our company’s purpose: **To make companies great by helping them make effective hiring decisions.**

## OUR UNIQUE APPROACH

Verified First isn’t your run-of-the-mill screening provider. We’ve pioneered a way to easily **integrate our screening tools into human resource and talent management tools and platforms through our patented technology.** With our **VF Connector**, you can run hundreds of background checks, order drug tests, and more without having to leave your preferred talent acquisition solution.

## OUR SOLUTION: TECHNOLOGY & PEOPLE

A typical screening integration usually takes between 4–6 weeks, costs hundreds of dollars, and sometimes causes delays in recruiting. However, the **VF Connector Extension can be integrated in minutes.** It seamlessly connects your favorite HR solutions, ATS, CRM, Payroll, and more all in one place. With our award-winning integration already implemented into 100+ partner platforms (and counting!), **you can start streamlining your hiring process within the same day of implementation.**

Our technology is only half of our solution. We help hundreds of companies create some of the best teams by taking extra care of our employees and making sure they love where they work. In a service-driven industry like ours, **it’s critical that we find, train, and nurture the best employees we can.** Our focus on employee satisfaction and growing a positive culture has named us one of the Best Places to Work in Idaho for the past 6 years. Not only that, but we’ve also received accolades from:



## OUR COMPLIANT SCREENING PROCESS

With over a decade of experience in technology and innovation, **Verified First offers quick, intuitive, and compliant background screening services.** We built our custom software platform specifically to ensure a better experience for all hiring professionals. Our solutions help a wide variety of industries complete both verification checks and drug screening solutions such as:

- County, State, and Federal Criminal Searches
- Nationwide Sex Offender Registry Searches
- Employment, Education, and Professional License Verifications
- Instant Lab-Based Drug Testing
- Manual Collection Drug Testing
- Lab-Based Drug Testing
- I9 & E-Verify

Along with each service, we offer industry-specific packages and à la carte options that allow you to cater our services to all of your screening needs. With a **98% customer satisfaction rating**, we've helped thousands of companies across the country improve their hiring process through attentive customer service care.

Not only is our screening software vast and user-friendly, it's also **100% compliant and PBSA accredited.** In fact, all of our screening processes are designed to assist you in keeping compliant with the Fair Credit Reporting Act (FCRA) and Equal Employment Opportunity Commission (EEOC) laws.

**We know that speed and accuracy are the key elements needed to help your growing company thrive.**



**Verified First will help you make the right hiring decisions the first time!**

## COMMITMENT TO GROWTH

In today's rapidly changing talent market, **we place high value on our commitment to your growth.** We take great care to listen to our clients' needs so that we can remain **the one-stop-shop for all your screening needs both now and in the future.**

"Verified First's top priority is helping organizations make the right hiring decisions today that have the best impact on tomorrow. That's why we do what we do – to help your company evolve and grow through industry-specific screens and white-glove customer care."

- Devon Dickinson, **Founder & CEO**