

REDUCE 1-9 WORKLOADS



Easily verify your candidates' U.S. employment eligibility during onboarding with the HireRight Form I-9 integration. HireRight was one of the first ICIMS partners to offer both Form I-9 and background screening integrated solutions so you, your candidates, and employees can have a consistently streamlined and intuitive Form I-9 and screening experience. Our integration can help to reduce your Form I-9 workloads while facilitating Form I-9 compliance and satisfying U.S. Citizenship and Immigration Service (USCIS) requirements related to the electronic creation, signature, and retention of the Form I-9.

Features include seamless ordering from within ICIMS, real-time status updates and real-time E-Verify submissions. Data mapping means candidate details provided during the ICIMS workflow are imported into a worksheet to facilitate the candidate completing Section 1 of the Form I-9, and change tracker and duplicate version features all help simplify the Form I-9 process. Customizable reports are available through the dashboard to enable simple and efficient management of the Form I-9 process and to provide reports to support an audit of your Form I-9 compliance.

HOW IT WORKS



When you manage your Form I-9's through HireRight's, you are connected to HireRight's fully electronic Form I-9 solution.

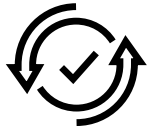


From the dashboard you can invite candidates and employees to electronically complete, sign and submit Section 1 of their Form I-9. They will be sent log-in information and can then input their information and sign electronically.



Our Form I-9 solution is integrated into the Department of Homeland Security's E-Verify service for employers who are either required to or who opt to use this service.

INTEGRATION ADVANTAGES



Status updates
Ensure a timely and transparent process



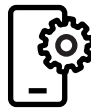
I-9 Forms
Access In Progress and Completed I-9 forms from within iCIMS



Data prepopulation
Eliminates duplicate entry



Change tracker
Alerts recruiters to differences in candidate-provided information



Mobile optimized
Candidates can complete the I-9 form using their preferred device



Integration support and automatic updates

About HireRight

HireRight is a leading global provider of technology-driven workforce risk management and compliance solutions. We provide comprehensive background screening, verification, identification, monitoring, and drug and health screening services for approximately 34,000 customers across the globe. We offer our services via a global platform that tightly integrates into our customers' human capital management systems enabling highly effective and efficient workflows for workforce hiring, onboarding, and monitoring. In 2024, we screened over 60 million job applicants, employees, and contractors for our customers and processed over 120 million screens. For more information, visit www.HireRight.com.

About ICIMS

ICIMS is the leading recruitment software provider for employers to attract, engage and hire great people. ICIMS enables companies to manage and scale their recruiting process through a full product suite and an ecosystem of integrated partners delivered within a platform-as-a-service (PaaS) framework. Established in 2000, ICIMS supports 4,000 customers hiring 4 million people each year and is the largest software provider dedicated to talent acquisition. For more information, visit the ICIMS website at www.icims.com.

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