

How We Verify Candidate Identity

Verticalmove, Inc has a thorough, ongoing process to validate identity and guard against candidates attempting to cheat during any part of the vetting and interview process - all of which are designed to create the best possible delivery of resources, candidate experience, and client experience. This is a cooperative effort that requires some participation on your end, to close the circle of doubt.



Verticalmove Process

01

Every candidate receives a technical assessment to validate and compare candidate's technical skillsets and abilities - The assessment test has 2 primary security tools for catching cheaters:

A

The system takes their picture every 30 seconds

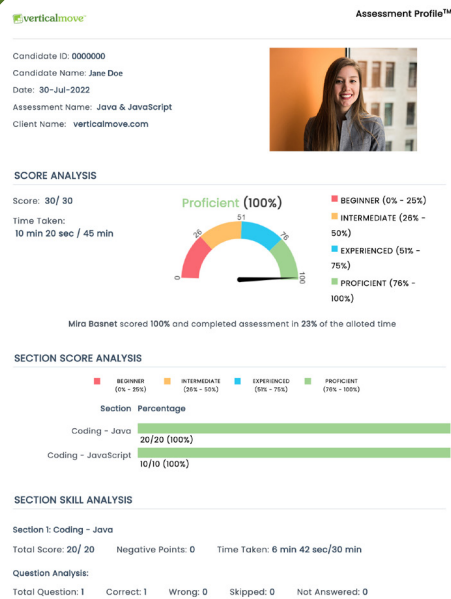
i.

If there is a second face in the frame, or if a candidate is looking offscreen (presumably looking at their phone or another monitor for answers), or if there are any image inconsistencies at all - they receive 4 warnings and on the 5th offense the test auto-ends in failure

B

If the candidate tries to click on a different window (presumably to screen share or lookup answers) - they receive 1 warning, and on the 2nd offense the test auto-ends in failure

Technical Assessment Profile Example

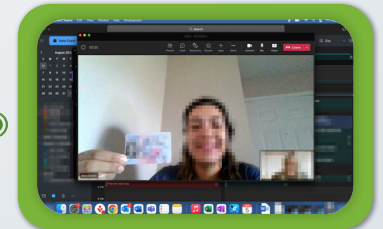


02

Only candidates in the top 25 percentile of test-takers move on to the next round

03

During the internal interview & vetting process, our recruiters take a screenshot of the candidate holding their Identification card. This validates the person on the call is the same person on the ID, which is the same person who took the test



04

All images are sent to you in the submittal

What We Need from You

01

Most Importantly, above all else – Video interviews only. No interviews should ever be conducted via a phone call. Every interview must require the candidate to be on a live video call, with a good connection.

02

We request to be added to the video interview invite so we can login to verify candidate ID, on your behalf, before the call starts. We will either validate quickly or end the call immediately.

03

Before the interview, you will have 3 different pictures we've sent you – The ID, a screenshot of their face, and the picture from the assessment test

a.

You need to have those pictures up during the interview to confirm that the person being interviewed is the same person that we sent you.

04

This article explains some of the incredibly manipulative methods that deepfakes use to cheat

a.

If, at any time, the candidate appears to be lip-syncing, over-compensating communication during the interview, or shows irregular behavior - Please cancel the interview and let us know immediately. Do not go on with the interview.

b.

If the candidate starts to experience sudden “connectivity issues” that are not quickly fixed – end the interview. It is likely that they are a deepfake – or at the very least, they're really having connection issues, in which case you wouldn't want them on your team because they would likely continue to experience those issues while on the job.

What We Need from You

05

Interview Questions: When interviewing a candidate on technical knowledge, ask problem-solving questions that cannot be looked up on Google.

- a. Do not ask questions that can be looked up on Google to find the answer. This will ensure you are receiving real answers directly from the candidate.
- b. If the candidate clearly and obviously cannot answer your initial, basic technical questions, end the call immediately and notify your Verticalmove rep.

06

Day 1 On the Job Virtual Video Call: This is possibly the most important part of the process because we need to verify that the person you interviewed is the same person that shows up for work. Verticalmove requires a “pass-off” Virtual Video call on day 1 of employment so we can introduce the newly onboarded resource to your team. This call will include the candidate, the candidates reporting manager, and your Verticalmove rep. We will require them to hold up their ID so we can match the person and their ID with the pictures & ID we sent you in the original submittal.



07

Require the resource to post a profile picture on whatever internal communication service you use (Slack, Zoom, TEAMS, WebEx, etc). This should be a requirement on your end before they can begin any type of work.

- a. Always require the resource to turn their camera on when speaking with other team members or leaders. This creates a culture of accountability and the expectation that their image will continuously be monitored.