



19th September 2017

## **Xref and Checkr launch landmark partnership in USA and Canada**

- Partnership with Checkr, a market-leading, automated background checking platform
- Integration to act as major vehicle for Xref's growth in the USA and Canada
- Organisations across the region will now have access to all background and reference checking solutions via one platform, Xref.com

Xref Limited (ASX:XF1), the human resources technology company, has today announced a partnership with market-leading, background checking platform, Checkr - opening up an additional new revenue stream, with Xref receiving a percentage of earnings generated from each Checkr background check taken via the Xref platform. The integration will act as a major vehicle for Xref's growth in Canada and the United States, and comes at a time when employment governance has never been more important in the region.

San Francisco-headquartered Checkr provides a range of employee background checks, and processes millions of screenings annually for more than 10,000 businesses including Uber, Instacart and Zenefits. It offers customers the fastest turnaround times for employee background checks in the industry, returning client reports within 24 hours. The integration ensures that, for the first time in Canada and the United States, organisations will be able to make fast, smart hiring decisions based on automated background screening, rather than manually conducted processes.

The partnership answers the demand from organisations in the region, for a holistic solution to their pre-employment screening process - offering access to Checkr services, including credit, criminal, driver and identity checks, via the Xref platform. Xref can turn on and provision Checkr services, directly from the Xref platform. Once registered with Checkr, Xref users will be able to request background checks in line with their reference checks, or vice versa, as well as being able to add in an Xref reference or Checkr check as required, later in the recruitment process. The status of checks from each provider will also be visible on the Xref platform.

With a mutual goal to offer greater ease, security and insight during the recruitment process, both organisations actively seek new opportunities to partner with smart, tech-based HR solutions, and share integrations with a number of applicant tracking systems (ATS), that allow users access to best of breed services via one, automated platform. One such user is Indigo, Canada's largest retail and online bookstore, which has now commenced a company-wide trial of the end-to-end recruitment service accessible via Xref and Checkr's partnerships with cloud-based ATS, SmartRecruiters.

With 63.6 million hires made in the USA in the last year alone<sup>1</sup>, the opportunity for smart, tech-based HR solutions is significant. Providing Xref's core reference checking service to 1 per cent of this market would represent an opportunity worth USD\$32 million, based on these current USA labour figures.

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<sup>1</sup> Bureau of Labor Statistics, Job Openings and Labor Turnover, July 2017  
<https://www.bls.gov/news.release/pdf/jolts.pdf>

Xref and Checkr revealed their collaboration at the annual HRD Awards event in Toronto, where Xref was an event partner.

**Checkr Vice President, Business Development and Marketing / Pascal Levy Garboua said:** *"We are thrilled to be partnering with Xref, another forward thinking, technology driven organization. The integration of our offerings provides an end-to-end screening solution for Employers, that enables them to onboard applicants faster leveraging Checkr and Xref's mobile-friendly user interface and configurable screening packages. We are excited to move forward with Xref as they continue their rapid expansion into the North American markets."*

**Xref Executive director / CTO Tim Griffiths said:** *"Checkr is the perfect partner for us as, similar to the Xref architecture, its software is capable of seamlessly connecting with clients' hiring systems through an open API. This integration enables organisations to meet the expectations of today's demand economy, with a fast and always-on approach to hiring. As an FCRA compliant organisation in all 50 states, we can ensure our customers receive a level of compliance assurance with Checkr that they have become used to with Xref."*

**Xref Executive director / CEO Lee-Martin Seymour said:** *"The Checkr journey has been very similar to Xref, albeit on different sides of the world. It's fantastic to work with an organisation with a very similar vision to ours, to meet market demand by reinventing manual, unreliable processes. This powerful partnership allows us to significantly enhance the service we offer organisations in Canada and the United States, and furthers our strategic global expansion. We now have the ability to provide best in breed background and reference checking services to approximately, 168 million workers across these two markets."*

**Xref Chairman / Brad Rosser said:** *"Checkr is leading the way for automated HR services in Canada and the United States, and this is another great example of Xref being recognised as a world-class solution to a global recruitment issue. Our partnership with Checkr represents a positive move toward providing the next generation of HR governance in the US and Canada."*

Xref's software as a service (SaaS) platform collects 60% more data five times faster than traditional methods and, by automating a vital task, protects companies from fraud, discrimination and privacy breaches. It is used by more than 600 clients across 7 countries.

Investor and media enquiries:

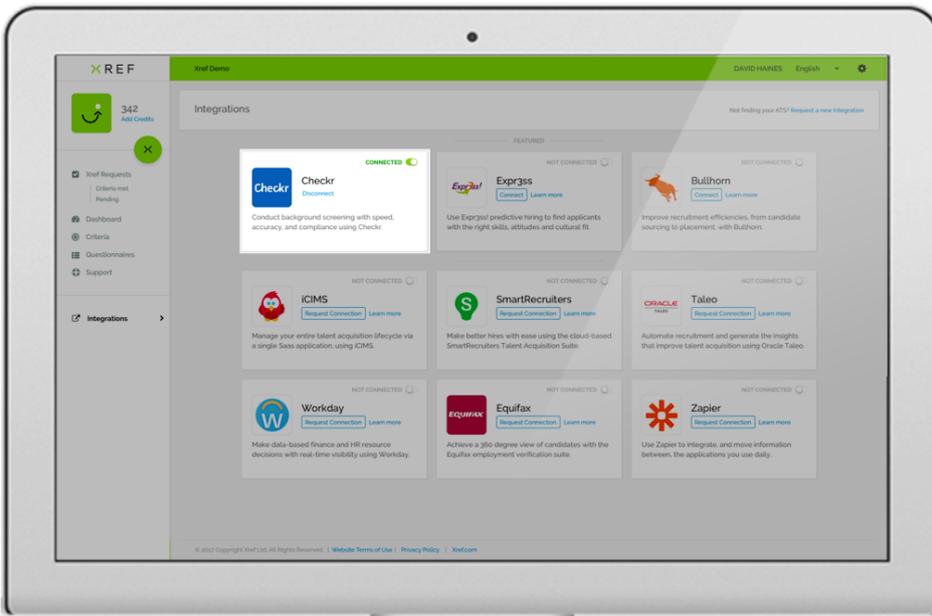
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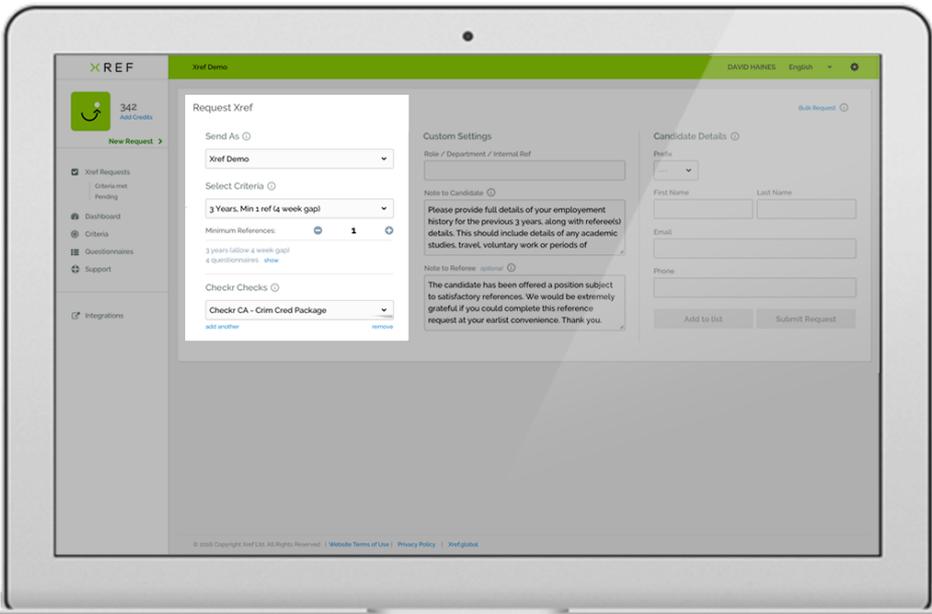
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## **About Checkr**

Checkr is the leading software-based background screening company, serving more than 10,000 organisations worldwide and processes millions of screenings annually. Companies like Uber, Zenefits, and Warby Parker rely on Checkr to deliver background checks with an unparalleled combination of speed, accuracy, and compliance. Accredited by the National Association of Professional Background Screeners (NAPBS), Checkr is a privately held company headquartered in San Francisco, CA. Find out more at [www.checkr.com](http://www.checkr.com).

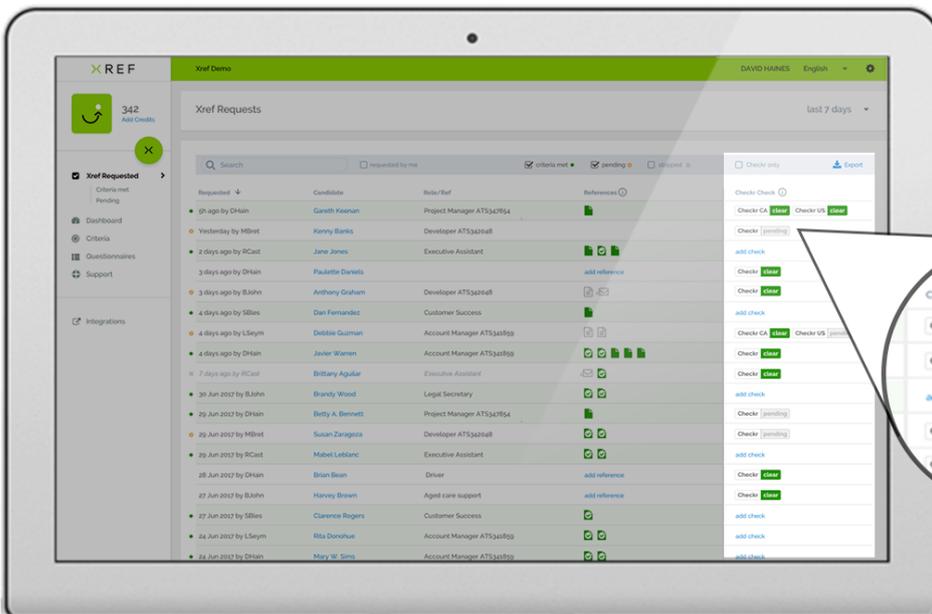


Checkr services can be provisioned directly from the Xref platform via the integrations tab



Request background and reference checks via one platform.

Checkr and Xref requests can be made together or at separate times.



Review the status of all checks from one platform, Xref.com