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#55401

**Date:** October 21, 2024

**Subject:** Sterling Check Corporation (Election Merger) - Anticipated Adjustment  
Option Symbol: STER  
New Symbol: FA1  
Date:??? (Election Deadline: 10/24/2024)  
\*\*\* Update \*\*\*

On February 28, 2024, the majority shareholders of Sterling Check Corporation (STER), which on that date owned approximately 53.5% of issued and outstanding STER common shares, delivered written consent approving the merger agreement with First Advantage Corporation (FA).

#### **The Merger: Aggregate Terms**

The merger consideration is subject to proration so that, in the aggregate, 72% of STER common shares issued and outstanding immediately prior to the effective time will be converted into the right to receive the Cash Consideration and 28% of STER common shares issued and outstanding immediately prior to the effective time will be converted into the right to receive the Stock Consideration.

#### **The Merger: Individual Share Elections**

Within the terms of the Merger, individual STER Shareholders may:

- Elect to receive \$16.73 in cash ("Cash Consideration"). The Cash Consideration is subject to proration. OR,
- Elect to receive 0.979 First Advantage Corporation (FA) Common Shares ("Stock Consideration"). The Stock Consideration is subject to proration. Cash will be paid in lieu of fractional shares. OR,
- Register no preference by not making an election ("Non-Electing Consideration"). Under the terms of the election, shareholders who are deemed not to have submitted an effective form of election will be treated as having elected the Stock Consideration or the Cash Consideration in accordance with and subject to the proration methodology described in the STER/FA Information Statement/Prospectus dated June 11, 2024 ("Information Statement").

Elections must be submitted to the exchange agent, Equiniti Trust Co. **The election deadline is 5:00 p.m. Eastern Time on October 24, 2024.** STER Shareholders must observe all terms and conditions for the election as specified in the Information Statement. **It should be noted that it is unknown if STER shares may be delivered pursuant to an election under "Notices of Guaranteed Delivery".** In all cases, Call option holders exercising in order to obtain stock for an election must exercise in sufficient time to be able to make valid delivery pursuant to the election procedures.

## The Merger Consideration: Prorations

The Stock Consideration and the Cash Consideration will be subject to proration as described in the Information Statement.

### Contract Adjustment

<b>Date:</b>	Effective the opening of the business day after the merger is consummated. Contract adjustment is expected to occur in the fourth quarter of 2024.
<b>Option Symbol:</b>	STER changes to FA1
<b>Strike Divisor:</b>	1
<b>Contract Multiplier:</b>	1
<b>New Multiplier:</b>	100 (e.g., a premium or strike price extensions, 15.00 yields \$1,500)
<b>New Deliverable Per Contract:</b>	<p>The deliverable for adjusted STER options will be BASED ON THE MERGER CONSIDERATION WHICH ACCRUES TO NON-ELECTING STER SHAREHOLDERS (stated in terms of a current 100-Share deliverable).</p> <p>100 x the Non-Electing Consideration</p> <p>Note: Once determined the cash in lieu of fractional share portion of the option deliverable remains fixed and does not vary with price changes of any security.</p>
<b>CUSIP:</b>	FA: 31846B108

### Delayed Settlement

OCC will delay settlement of FA1 options until the Non-Electing Consideration has been determined.

### Important Exercise Considerations

Holders of STER Call options who wish to make their own elections with respect to STER shares received through exercise (for example, to receive a consideration other than the Non-Electing consideration) bear sole responsibility in determining when to exercise their options to permit a valid election. After the merger is consummated and the contract adjustment described above is effected, adjusted STER options will no longer call for the delivery of STER shares upon exercise. Call option holders will receive upon exercise (and Put holders deliver upon exercise) the non-electing merger consideration (on a per contract basis).

### Delivery Settlement and Protect Provisions

Option contracts which are exercised, and physically-settled security futures contracts which mature, will require the settlement of all component securities included in the contract deliverable at the time of the futures contract maturation or option contract exercise, including rights, warrants, or similar instruments. Additional STER entitlements (such as due bills, eligibility to participate in tender offers, elections, etc.) may also automatically attach to securities deliverable upon physically-settled futures contract maturity or option exercise. Conversely, securities not included in the contract deliverable at the time of the option exercise or futures contract maturity, or other entitlements not associated with the underlying deliverable securities, may preclude holders of long futures contracts from realizing the benefit of such entitlements. For example, if a

physically-settled security futures underlying security is the subject of a tender offer, exchange offer, or similar event which expires *before* the futures contract reaches its maturity, the securities due to long futures holders upon maturity *will not* be eligible for participation in the tender/exchange offer. Conversely, if such tender offer, exchange offer or similar event expires *after* the futures contract matures, securities deliverable to long futures holders *will* be eligible for participation in these events.

Except in unusual cases, securities deliverable as a result of equity option exercise or the maturity of physically-settled security futures are settled through National Securities Clearing Corporation (NSCC).

Rights and obligations of Members with respect to securities settling at NSCC as a result of an option exercise or assignment or a physically-settled security future delivery or receipt obligation are governed by the rules of NSCC. NSCC has its own rules which enable purchasers of securities to protect themselves for value which may be lost if timely delivery is not made to them of securities subject to specific deadlines, such as the expiration of a tender offer, rights subscription, election, or similar event. These rules are generally called protect or liability notice procedures, and are intended to protect purchasers by binding the delivering parties to liability if such value is lost because timely delivery is not effected. Purchasers of securities must observe the rules and procedures of NSCC to avail themselves of such "protect" provisions of NSCC. Questions regarding these provisions should be addressed to NSCC.

### **Special Risks**

Writers of call options and holders of short positions in physically-settled security futures at maturity who are uncovered with respect to deliverable securities subject to deadlines or cut-off times (such as expirations of tender offers, rights subscriptions, elections, or similar events) should be aware of a risk associated with the timing of their possible assignments or physically-settled security futures delivery obligations: Equity option exercise settlement and settlement of physically-settled security futures delivery obligations normally occurs on the business day after the option exercise date or the security-futures maturity date. An uncovered call writer or uncovered short futures holder who has an obligation to deliver, and who waits until after assignment or futures maturity to effect purchase of the underlying security, may not be able to effect timely delivery by a regular-way purchase (1 business-day settlement) or call option exercise (1 business-day settlement after exercise). Such uncovered writer or short futures holder may nevertheless be subject to liability under the protect provisions of NSCC (see above) with respect to his delivery obligation, because he cannot make timely delivery. Additionally, Cash Markets (same-day) may not be available, or may be expensive for buyers of the underlying security.

### **Disclaimer**

This Information Memo provides an unofficial summary of the terms of corporate events affecting listed options or futures prepared for the convenience of market participants. OCC accepts no responsibility for the accuracy or completeness of the summary, particularly for information which may be relevant to investment decisions. Option or futures investors should independently ascertain and evaluate all information concerning this corporate event(s).

The determination to adjust options and the nature of any adjustment is made by OCC pursuant to OCC By-Laws, Article VI, Sections 11 and 11A. The determination to adjust futures and the nature of any adjustment is made by OCC pursuant to OCC By-Laws, Article XII, Sections 3, 4, or 4A, as applicable. For both options and futures, each adjustment decision is made on a case by case basis. Adjustment decisions are based on information available at the time and are subject to change as additional information becomes available or if there are material changes to the terms of the corporate event(s) occasioning the adjustment.

**ALL CLEARING MEMBERS ARE REQUESTED TO IMMEDIATELY ADVISE ALL BRANCH OFFICES AND CORRESPONDENTS ON THE ABOVE.**

For questions regarding this memo, please email the Investor Education team at [options@theocc.com](mailto:options@theocc.com).

Clearing Member Firms of OCC may contact Member Services at 1-800-544-6091 or, within Canada, at 1-800-424-7320, or email [memberservices@theocc.com](mailto:memberservices@theocc.com).