

# WHY REFERENCE CHECKS MATTER IN HIRING

Reference checks are imperative to make an informed hiring decision. They provide insight on a candidate's knowledge, skills, abilities, and character all from close sources with first-hand experience.

Customized questions to suit your organization

Completed by direct supervisors who understand your candidate's skill set and contributions

Personal examples and insight specific to your candidate

Easy-to-read report details candidate insight

**Question 4**  
How would you rate their ability to show initiative?  
Please include comments on their strengths/weaknesses

1 2 3 4 5

**Question 5**  
How would you rate their ability to work with others?  
Please include comments on their strengths/weaknesses

**FINAL REPORT**

86%

90% 90% 80%

35% Decrease in first year turnover recognized by organizations that utilize reference checking technology

## THINK YOU CAN AFFORD TO FORGO REFERENCE CHECKS? THINK AGAIN.

46%

New hires fail within the first 18 months of employment



### WHY?



### TURNOVER EXPENSE

It can cost you a lot more than your time to replace employees. An entry-level position can turn over at **50 percent** of salary; mid-level at **125 percent**; and senior-level at **200 percent**.



Source: Forbes

## HAVE WE CONVINCED YOU? GREAT. NOW HERE'S HOW IT WORKS.

With Validity on your side, it's as easy as 1,2,3. You provide the references, and we'll take care of the rest.

- Validity will collect all required contact information from candidate.
- We'll send a customized survey to reference contacts and closely monitor requests throughout the day.
- All feedback is compiled and included in your final background report. Ta da!

Worried about slow responses? We've thought of that. We'll send auto prompts daily as a polite reminder to complete the survey, getting you results fast.

## READY TO GET STARTED? OR HAVE MORE QUESTIONS?

Call or email us today.  
866.915.0792 | info@validityscreening.com

www.validityscreening.com

