

Look *Closer*

Professional Reference Checks



Historically, more than 40% of job applicants intentionally falsify their work history by embellishing their accomplishments or responsibilities. Since most employers will not provide non-neutral work history, it is often impossible to verify prior work performance and accomplishments. This creates a critical “blind spot” that can lead to a costly hiring mistake.

Inquirehire provides a web-based professional reference gathering tool designed to help employers obtain comprehensive and objective professional reference information about an applicant without the time and expense of phone calls.

Employers using this tool have found it to be very effective in identifying high risk information or behaviors in applicants they are considering. For example:

- 12% of customer service applicants were found to have high risk information
- 14% of finance applicants were found to have high risk information
- 15% of IT applicants were found to have high risk information

Key Features Include:

- Web-based SaaS application
- No setup fees or monthly fees – just a low transaction fee per applicant
- Confidential process for reference providers
- User-friendly system for applicants, reference providers, and employers

Expected Outcomes:

- Turnaround time of 24 to 48 hours
- Receive 3 to 9 references per applicant
- More productive human resources personnel
- Better hiring decisions

Look *Closer* Look *Faster* Look *Deeper* Look *Smarter* Look *Better*