

# REVOLUTIONIZE YOUR REFERENCE CHECKING PROCESS



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Increase efficiency with online reference checking.

SkillSurvey's patented Pre-Hire 360® online reference checking solution improves your reference checking efficiency by getting references to provide candid feedback fast. From some of the fastest-growing companies, to health systems and Fortune 500 firms, SkillSurvey's Pre-Hire 360 substantially reduces reference checking turnaround times and time-to-fill.

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Online reference checking vs. the standard phone-based method.

Benefits	Phone Check	SkillSurvey Solution
More Reference Information	2 to 3	5+ business references 80% reference response rate
Time	3 to 5 days	1 to 2 days
Guides Hiring Managers	No	Previous managers feedback can be used during the interview process
Passive Sourcing Tools	2-3 on paper or in ATS (not utilized)	5 references per candidate (warm leads)
Compliant/Legal Risk	Uncertain/Inconsistent	Supports compliance with EEOC
Scientific Integrity	Results not Validated	Reliability and Validity Studies

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Pre-Hire 360 allows you to:

- Improve hiring manager satisfaction with quicker turnaround time
- Get information from up to 5 references in less than 2 days
- Utilize a library of over 350 job-specific surveys available in six languages, including Spanish, German, French, Portuguese and Chinese
- Provide hiring managers with consistent and reliable reports
- Leverage a mobile version for faster responses and reports
- Remain EEOC compliant

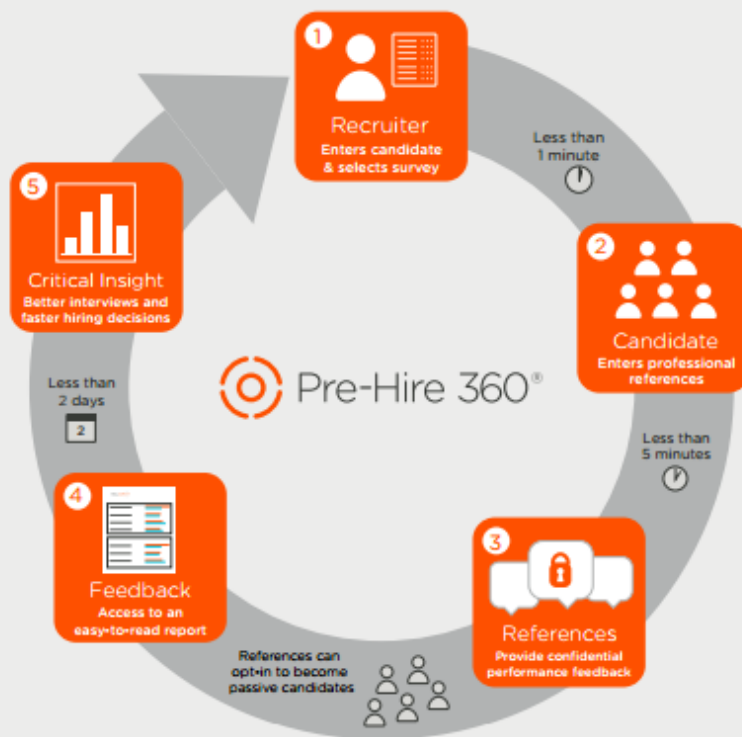
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Uncover a new way to build a pipeline of highly qualified, passive candidates.

Professional references are a valuable source of new candidate leads. SkillSurvey's Pre-Hire 360 makes it easy to build relationships with references by inviting them to join your talent community, via a private invite-only database through our passive candidate sourcing module. Stay ahead of the curve and reduce time-to-fill, by ensuring you have a pool of warm prospective leads with an established connection at your fingertips for your next open position.



To learn more, watch the video at [www.skillsurvey.com/ph360](http://www.skillsurvey.com/ph360).

SkillSurvey's Pre-Hire 360 takes the traditional approach of reference checking and turns it into a more efficient online process that delivers candid feedback.



### How it Works:

The reference check is performed by sending an email to job candidates, who then input their references' contact information into Pre-Hire 360. Each reference then receives a link to a job-specific survey that allows them to rate the candidate on behaviors such as professionalism, interpersonal skills, problem-solving and adaptability, personal value commitment, managing others, leadership, and workplace health and safety. References respond with candor and open comments because in true 360 fashion, replies are confidential. The recruiter or hiring manager can view the reference responses in an easy-to-view report.



Case Study:

## Boosted Efficiency

A Fortune 500 engineering firm reduced its time spent on reference checking from 60 workweeks down to 4.8, an efficiency improvement of 92%.



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