



# RECRUITMENT AND EMPLOYMENT SOLUTIONS.

Quality talent, informed decision-making, and an effective hiring process. These are three sustainable competitive advantages that your company should be benefiting from each day. VerifAction can help to make that happen.

Competitive organizations do their best to hire talent with the experience, aptitude, and skills to make valuable, long-term contributions. Hiring decisions based on incomplete or inaccurate information can exact a heavy price on your company's productivity and growth.

Unfortunately, too many applicants misrepresent their qualifications and backgrounds while completing resumes, interviews, and personality tests – making it easy to hire unqualified and dishonest employees. Accordingly, reference verification remains a critical step in hiring effectively to minimize turnover, recruiting costs, training expenses, and transition time.



## Developed by demand

Most employers agree that background screening and resume verification processes impede the ability to make quality hires quickly.

Traditional processes demand significant time and involve tedious paperwork related to privacy legislation and authorizing the release of personal information. References are usually hard to reach by phone and unwilling to provide critical information about candidates. Too many companies tailor their reference verification schedules and processes to accommodate the convenience of reference providers – resulting in an inconsistent process every time.

Fortunately, VerifAction Reference Verification has changed all of that.

## Designed to work for you

Superior to traditional reference verification alternatives, VerifAction Reference Verification combines the best in e-technology, personalized service and HR expertise to shorten your hiring cycle and help you to better evaluate your candidates – with ease.

Ensuring that you make informed decisions and fewer hiring mistakes, VerifAction saves you money and helps you to mitigate risk – immediately and over the long term.

## Save time and effort

Whereas turnaround time for traditional verification methods can span several business days, VerifAction provides the information you need as soon as partial results become available – enabling you to make hiring decisions faster. After initiating a reference verification process in just minutes, hiring managers and recruiters are free to accomplish other tasks while VerifAction works 24/7 to complete the mandate. VerifAction even manages the follow-up and reminder processes for non-responders.

**“Say goodbye to time and effort spent on getting release authorizations.  
VerifAction totally eliminates the paperwork.”**

VerifAction also automates the information release authorization process – completely eliminating effort formerly allocated to privacy legislation paperwork and obtaining release approvals.

## Experience better information and smarter decisions

Effective and easy to use, VerifAction enables you to ask many more questions than traditional reference verification methods. You can also draw key information from a significantly larger pool of reference providers – while enjoying a much higher response rate.

Since the verification interview is completed directly by the reference provider day or night at his or her convenience, VerifAction ensures confidentiality, verbatim responses, and candid, competency-based data.

In addition, VerifAction’s online format is ideal for asking more quantitative questions that rate candidate competencies on a scale – providing valuable insights that are beyond the scope of traditional phone interviews.

## Enjoy cost savings

Based on industry averages for traditional verification expenses and completion times, VerifAction Reference Verification can deliver significantly better results for a fraction of the cost.

Unlike other methods, VerifAction's automated electronic delivery enables you to request an **UNLIMITED** number of references per applicant. That means that you can benefit from more critical information at zero incremental cost – helping you to make informed decisions and avoid the costs of mishires.

Additionally, VerifAction's convenient online reporting and automated approval authorizations virtually eliminate the expense and inconvenience of verification-related printing, faxing, mailing, and reporting paperwork.

## Stay informed with real-time progress tracking

Just as FedEx solved the package tracking black hole, VerifAction provides real-time progress tracking online. At any point during the reference verification process, you can login from any secure Internet connection to view partial and completed results online and verify who has responded, completed, or abandoned your verification survey.

## Choose the level and type of service you need

VerifAction provides you with many options for tailoring your solution to your unique needs.

Employ phone-based delivery of verification services in lieu of, or in combination with, electronic delivery whenever you need it. Modify fully customizable templates to develop your targeted survey. Benefit from a professional HR analysis that delivers a tailored summary report highlighting key insights and presenting recommendations for improved hiring and retention. These are just some of the options that VerifAction users apply to their advantage every day.

VerifAction Reference Verification can be used for virtually all verification services, including criminal, credit, education, professional license, motor vehicle records, address, civil litigation, and military service records. You can even use VerifAction to conduct exit interviews and online surveys.

## View results in the way that makes most sense for you

VerifAction delivers multiple reporting views with total convenience and flexibility. You can call up responses to key questions, align responses from numerous reference providers – and much more. All VerifAction results can be easily accessed online, emailed, printed, and archived for future reference.

You can also choose to customize your service and receive tailored VerifAction reports that include red, yellow, and green flags that quickly draw your attention to details that meet or contradict your parameters for an ideal candidate.



## Ensure a consistent process

With the self-service version of VerifAction Reference Verification, you control the quality and consistency of your company's reference verification process. You ensure that references for all applicants are asked the same questions, in the same order and style that you approved – every time.

REFERENCE PROCESS ATTRIBUTES	VerifAction	Traditional phone method
Standard and consistent delivery	Yes	No
Delivers verbatim and candid responses	Yes	No
Access to partial results to date	Yes	No
Time required to manage project	minutes	hours
Average number of references provided	4 – 6	2 – 3
Competency-based results	Yes	Usually none or limited
Number of questions	20 – 40	Usually 4 – 6
24 X 7 availability	Yes	No

## Redefine and enhance your hiring process

Employers today usually seek references only from final candidates. This is due mostly to the expense, effort, and headaches associated with traditional reference verification methods. VerifAction Reference Verification makes it easy and cost-effective for you to request references earlier in the hiring process – to your great advantage.

### Pre-hire advantages

VerifAction empowers you to develop insightful short lists and improve the quality and scope of information you have available when structuring and conducting effective interviews. In fact, VerifAction results help you to gain an understanding of a candidate's strengths, motivations and skills in a way that interviews may not. This is a distinct advantage when dealing with qualified applicants who do not interview well – and unqualified candidates that do.

With VerifAction, you can even request references at the time of application – enabling you to better screen and qualify candidates while giving them an opportunity to enhance their application packages.

### Post-hire benefits

VerifAction is an effective tool for identifying and highlighting a candidate's areas of weakness and required improvement. Knowing these at the time of hiring allows you to develop tailored coaching and training tactics to improve the performance and transition of your new hires.

## Leverage the power of VerifAction

Do you want to supercharge your recruitment program? Improve the accuracy of your candidate selections and the effectiveness of your interviews? Lower turnover and reduce the cost, time, and effort you invest to hire quality talent? VerifAction is your cost-effective solution – and sustainable competitive advantage.

Whether used as the cornerstone of your hiring program or tied into your current recruiting system for enhanced synergy, VerifAction Reference Verification will greatly enhance the effectiveness and consistency of your candidate evaluation processes – taking them to a whole new level of productivity, sophistication, ease, and accuracy.

**Experience the VerifAction edge.**  
**Call 1-866-665-8627 today.**  
**[www.verifactionsolutions.com](http://www.verifactionsolutions.com)**

