



ON-DEMAND 360° REFERENCING™

On-Demand 360° Referencing™ is a customized, on-line, high-speed reference checking and reporting system that quickly provides Hiring Managers with comprehensive, measurable and accurate references for their candidates.

Reference Checking is the only part of the hiring cycle where a Hiring Manager has the opportunity to externally verify what a Candidate has been telling them. It is crucial that this process is conducted and that it encourages honest information from references.

ON-DEMAND 360° REFERENCING™ BENEFITS:

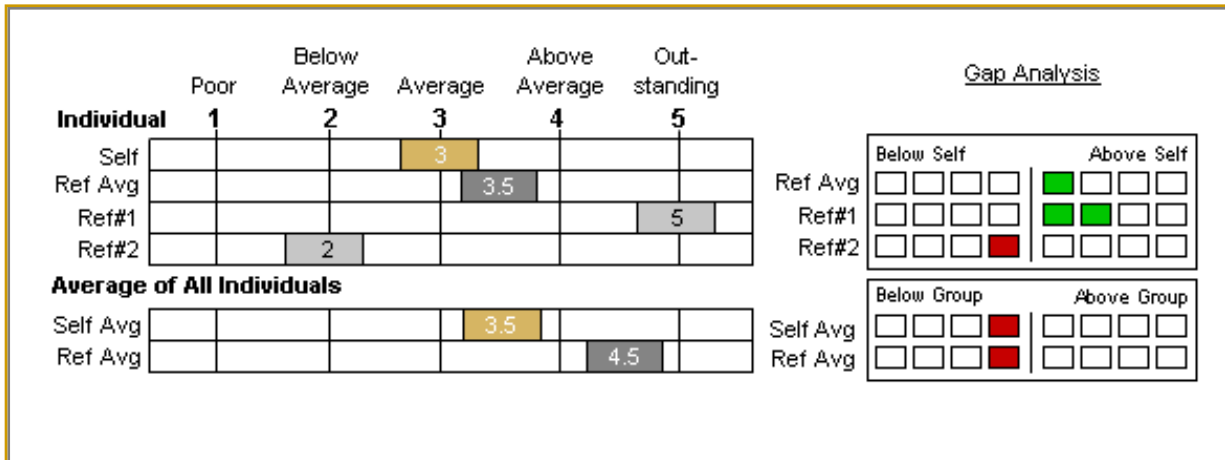
- ✓ Confidential, on-line interface delivers honest references
- ✓ Provides measurable data on key, job relevant attributes
- ✓ High-speed process reduces time required to perform reference checks
- ✓ Helps you hire good candidates quickly without skipping due diligence
- ✓ Reduces the legal risks associated with reference checking
- ✓ Produces candid self-analysis of candidates perceived performance
- ✓ Produces follow-up interview questions based on reference scoring

ON-LINE, ON-DEMAND REFERENCING PRODUCES CRUCIAL INFORMATION FOR A FREE SAMPLE REPORT, CALL 1-800-760-9060

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SNAPSHOT FROM SAMPLE STATISTICAL ANALYSIS:



Now you can get trustworthy, job specific reference information through a process that is quicker and less costly than traditional phone reference checking and will even aid in training and development if you choose to hire.

OVERVIEW OF THE ON-DEMAND 360° REFERENCING™ PROCESS:

1. Identify key attributes that candidates must possess to be successful
2. Candidates log in and score themselves on each key attribute
3. References invited to log in and confidentially score candidate on key attributes
4. References evaluation instantly contrasted with candidates self scores, and company benchmarks.
5. Report instantly generated, contrasting all scores, and flagging areas of concern or gaps
6. Key interview questions generated based on gap analysis

DEVELOPED IN PARTNERSHIP WITH HIRE RESULTS LTD.

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