



Online References

Changing the way you find talent

Ensure A Higher Standard To New Hires

The most basic process of hiring is verifying references. References are essential to ensuring that candidates possess the right experience and qualifications to perform the job. First Advantage's Online References can help. This services provide an efficient way of doing the most basic of hiring tasks while increasing the quality of the reference checks to higher levels of accuracy and precision.

First Advantage has partnered with Checkster to provide Online References. A leader in web-based talent decision tools, Checkster enables organisations to make better talent decisions.

Get References Faster

We can help you build a program that is convenient for you and your employees while giving you access to the most up to date technologies and industry innovations.

Automated reference checking will change the way you find talent:

- **Online** tracking, reporting, and easy process management
- **Quick** turnaround times
- **Integrated** reporting that combines online references with your background screening products.

Key Benefits



Reduce your time and resources by including Online References within your background screening packages

Increase the speed of hire by reducing the average time of completing a reference check to under 2 days

Efficiently obtain accurate and actionable hiring data

3-7 days



is the average time to complete a traditional reference

60%



of talent leaders identify quality hires as their top challenge

1 Reference Check 2.0: How Digital Social Networking is Transforming the Selection Process, Yves Lermusi, 2009



To help you quickly and confidently compete for the best talent, and address unique areas of employee related risk that are specific to your organisations, First Advantage offers a full suite of comprehensive industry focused employment screening solutions and technology.

Our Online References service makes it easy to quickly check candidate references. With automated reference checks, you can save time during the recruiting process, and ensure you are making the best hire.

How It Works?

Step 1: Client Orders Background Check

Reduce time to hire by combining references with your background screening check.

Step 2: First Advantage Invites Candidate

Save up time per candidate by avoiding manual tasks. Reference check questions are ready to be sent.

Step 3: Candidate Invites Referees

Candidate can invite up to 6 referees.

Step 4: Referees Complete Online Survey

Get honest feedback and insights from 2+ job references.

Step 5: Report Generated

Results are included in your candidate background check report.

Eliminate Follow-Ups

- Automated reminders to candidates and referees
- No more phone tag or emails required

Customise The Look & Feel

- Add your own logo to the portal and emails to candidate
- Customise when and how often reminders are sent out

Complete For Better Talent

Fully automate your reference checking process for talent acquisition teams, candidates, and references.

At First Advantage, we deliver the competitive edge you need to make stronger hiring decisions, with optimal speed, efficiency and compliance.

We can help. For more information, contact First Advantage today: