



BACKCHECK REFERENCE TECHNOLOGY

powered by eConsent

25% of candidates are red flagged for negative or inaccurate information

Whether a reference confirms your hopes about a candidate, reveals a misrepresentation or highlights poor performance, a Reference Check is a critical step in the hiring process where you can learn important details about your candidate, such as...

- Top Performer or Poor Performer?
- Great Attendance or Poor Attendance?
- A Pleasure to Work With or Not?
- Is their CV or job application Truthful?

Conducting proper Reference Checks can be very time consuming for Hiring Managers – corners are cut, steps are bypassed, and important questions may never get asked.

Partner with BackCheck to maximize the effectiveness of Reference Checks. We've never met your candidate, and thus have no bias toward them. Our only focus is to provide you high quality, detailed information.

BackCheck Reference Technology Features and Benefits:

- ➔ **Online Ordering and Consent** – starting with eConsent, your candidate can securely provide us with their reference details and consent.
- ➔ **Speed and High Completion Rates** – by providing flexible options, each reference can choose to reply online or by telephone.
- ➔ **Real-time, online delivery of results** – you can track and view the progress of each interview, and you are updated as results become available.
- ➔ **Professional Interviewers** – each BackCheck HR Interviewer has conducted thousands of reference checks. With over 400 team members on 3 continents, we are open during extended business hours.
- ➔ **Cross Referencing and Analysis** – With tools like IP address tracking available, BackCheck can trigger an Employment Verification when any suspicions arise.

Popular BackCheck interview templates to choose from:

Basic – 8 areas of inquiry • Standard – 11 areas of inquiry • Investigative – 20 areas of inquiry

BackCheck has conducted over 2.5 million reference interviews since 2002. We can help you select service options that suit your business and your budget.

eConsent Online ordering & online consent for background checks.
paperless • convenient • simple

NEW!



For more information, scan barcode with smartphone

Download a scanning app at:
www.backcheck.net/QR

Phone: **1.877.308.4663** | Email: **info@backcheck.net** | Web: **www.backcheck.net**

BackCheck™
Know Who You're Hiring!

BackCheck in Action!

Stories of Fraudulent References



1

Childish Behaviour

One former supervisor informed BackCheck that the candidate brought her small child to work to do her manual labour for her (during graveyard shifts). This candidate also begged the supervisor for a \$300 advance on her paycheque, and was granted this

request. She waited six months before stealing from the cash register to pay him back. Instead of quitting in a professional manner, she threw her dirty uniform at the back door to let everyone know that she was 'hitting the road'.

We've conducted over **2 million** Reference Interviews.

2

Fabricated References

BackCheck contacted a reference whom the candidate claimed was a current supervisor. The reference confirmed that the candidate was currently working for him, and proceeded to provide a glowing reference. The HR Interviewer became suspicious, as the reference sounded very unprofessional. She

decided to investigate, and contacted the company that both the reference and the candidate claimed to be employed through. She was informed that while the reference had previously been employed with them, he no longer was, and they did not have an employment record for the candidate.

3

Violent Tendencies

He was one of those people who didn't work and just wanted a paycheque. I am very surprised he used me as a reference, as I had to call the police on him for threatening me. The last words I spoke to him were through

the police. He left a lot of threatening messages saying that I shouldn't be allowed to walk the streets and I should be gagged and beaten.