

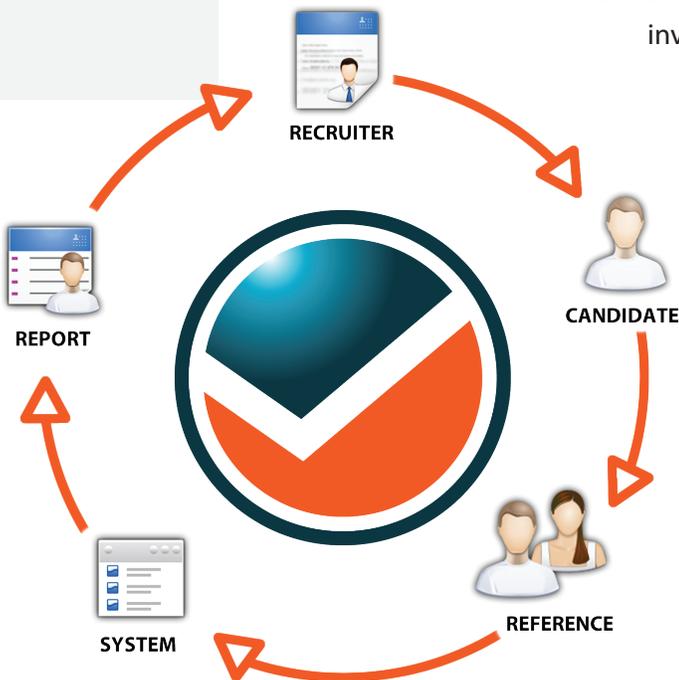
What It Is:

ChequedReference™ is an automated service that improves the response rate of references, as well as improves the quality of each reference's feedback. It is commonly believed that reference checking is too time consuming and inaccurate to bother with, and that's true – IF you are using outdated, phone-based reference checking. However, ChequedReference™ improves the process so that hiring managers only spend an average of 2 minutes checking each individual reference. How? A simple candidate evaluation survey is emailed to each reference, allowing for both convenience and anonymity. This allows Chequed.com to deliver an average reference completion rate of more than 80%, and greatly improves reference accuracy as well. The psychology behind the assessment eliminates reference bias, providing only the most clear and accurate results.

How It Works:

Once a candidate is entered into the system, he or she then invites references, via email, to complete the online reference assessment. References then complete the assessments at their own convenience and usually spend under 5 minutes answering the questions. This process eliminates those endless games of telephone tag, as well as fear of legal retribution. References remain completely anonymous.

ChequedReference™ uses fundamentals of Industrial and Organizational Psychology developed in conjunction with one of the top I/O Psychology Research Institutes in the country – The State University of New York at Albany. This exclusive science allows ChequedReference™ to accurately pinpoint the appropriate questions that determine an employee's true past performance, without adding the silver lining that is typically present in traditional reference checks. This powerful software also eliminates reference bias, presenting only the most accurate and factual results.



Why You Want It:

Why wouldn't you use ChequedReference™? Reference Checking went out of style because it was time consuming and provided inconsistent and inaccurate results. However, ChequedReference™ fixes all that. Hiring managers at companies such as LearningCareGroup, Aspen Dental, and Subway

have experienced up to a 90% reduction in time spent hiring, up to a 60% reduction in turnover, and seen reference completion rates jump to 80%.

Why would you want to hire a candidate who you only have minimal (and potentially biased)

information on? Well you wouldn't, and with ChequedReference™ you can hire your candidate confidently knowing that you understand your candidate completely and from multiple aspects. With ChequedReference™ you won't hire good. You'll hire great.

Jerry Seinfeld

Position: Latex Salesperson
Time to complete: 44 minutes
Email: vs cand2@chequed.com

Overall Score:

 **Highest Potential**



▼ ChequedReference™

| | | |
|---------------------------|---|-------------------|
| Adaptability |  | Highest Potential |
| Acting with Integrity |  | Highest Potential |
| Dependability |  | Highest Potential |
| Composure |  | Highest Potential |
| Getting Along |  | Highest Potential |
| Oral Communication Skills |  | Highest Potential |
| Personal Drive |  | Highest Potential |
| Resilience |  | Highest Potential |
| Concern for Others |  | Highest Potential |

- ▶ Custom Questions and Responses
- ▶ Hire / Rehire Score
- ▶ Reference Info and Comments
- ▶ Preliminary Employment Verification
- ▶ View all traits
- ▶ Executive Summary
- ▶ Business Impact Questions™