



Making the Most of Pre-Employment Verifications

Begin Improving Employee Retention and Tenure Today



Lowering the High Cost of Employee Turnover

Finding, interviewing, and hiring new employees requires a major investment of time, effort, and money. And the more turnover you have, the higher this cost grows.

One way to fight the high cost of employee turnover is to hire people who are likely to stay longer. That task becomes easier when you have an accurate picture of their employment history.



Research shows that in companies with **lower-than-industry-average tenure**, employees that left in less than



also left at least one previous company in less than



Improving Employee Retention

With Pre-Employment Verifications from Equifax, a concise report enables HR professionals to quickly see discrepancies between a candidate's application and their verified employment history — so you can make better-informed hiring decisions.

To make the most out of Pre-Employment Verifications, utilize the report to hone in on these six key areas:



Tenure Comparison

Is your goal to increase your company's average tenure? By comparing your average tenure to each candidate's, you can identify those who've demonstrated a more stable track record.



Job Stretching

Was your candidate's last position store manager — or cashier? It's possible that a prospect will claim a managerial or supervisory role they didn't hold. Finding discrepancies in this area can help you avoid regrettable hires.



Omitted Positions

Candidates often omit irrelevant or early positions, such as summer lifeguard duty. But our reports let you see if they've omitted a string of short tenures — or a job similar to yours that only lasted a brief time. Knowing this information can allow you to have a more open dialogue with the candidate about why they chose not to include certain information.



Skill Deficit

An unqualified employee can be even more costly than a short-tenured one. Use a Pre-Employment Verification report to see if a candidate's past verified position titles suggest that they could have the skills needed for the job.



Time Gaps

Inaccurate job dates could mean gaps between jobs are being hidden or the length of service is being misrepresented.



Current Status

If your candidate is currently employed, our report** will help you verify the job title and length of service — without alerting their current employer.

One Concise Report Lets You Compare and Verify



It All Adds Up to Substantial Savings

According to a recent study*, employers that use Pre-Employment Verifications realize significant improvements in retention.

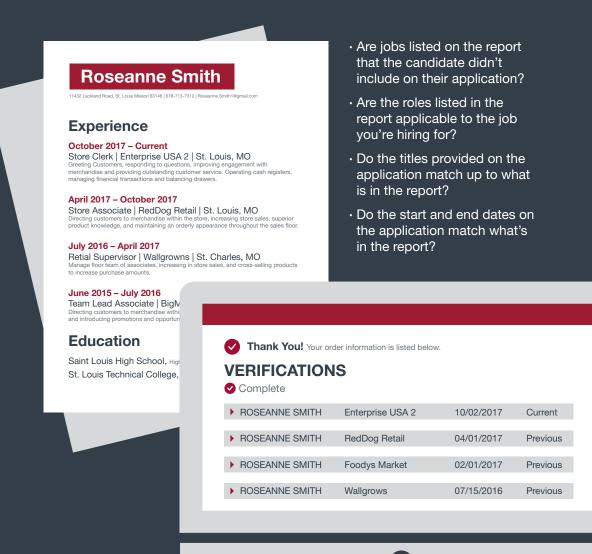


higher one-year retention rates compared to employers that do not conduct Pre-Employment Verifications.

How much can that impact your bottom line? In one scenario, a large retailer could save \$3.8 million, by increasing their tenure by just 3%.

How to Leverage the Report

You'll likely be reviewing the report for certain details based on your company's hiring processes, priorities and goals, but there are some key questions to consider:







Better Informed Decisions. Real Business Impact.

Verified.

High employee turnover can cost your organization valuable dollars — and regrettable hires can be even more costly. Pre-Employment Verifications help you know more about candidates up front to further enhance your ability to make more informed hiring decisions for your organization.

Now you are ready to incorporate these decisions into your applicant tracking system (ATS) process to realize potential higher retention rates, less turnover, and reduced hiring costs.

For more information, visit Equifax.com/PreEmploymentVerifications or contact workforce@equifax.com

