Xref
Online Reference Checking System

Human Resources & Organizational Effectiveness

February 26, 2020
What Is Xref?

Reference Checking. Made Simple.
Software that reduces time-to-hire for businesses across the globe.

Try Xref Lite  Request Demo

Faster.
Quit playing phone-tag with insights in as little as 24 hrs.

Smarter.
Use analytics to identify top candidates and uncover potential.

Safer.
Safeguard your business with reference fraud protection.
How Does Xref Work?

1. Reference Request sent to Candidate using Xref
2. Feedback provided by Reference using secure online, mobile-friendly questionnaire
3. Receive a detailed report complete with analysis of the feedback
Reference Check Report
Laura Smith
IRB Coordinator

Candidate: Laura Smith
Job Title: Specialist (Study Manager)

Reference: Mark Jones
Submitted on 14 Feb 2020

Employed at Worldwide Clinical Trials - 16 years 5 months (2 Sep 2003 - 13 Feb 2020)

Feedback covers 16 years 5 months (2 Sep 2003 - 13 Feb 2020)

- Turnaround: 18h (AVERAGE: 29h)
- Reference Sentiment: 0% negative, 20% neutral, 80% positive
- Word Count: 316 (AVERAGE: 269)
Benefits of Using Xref

• Faster
  – Reduces Time to Hire
  – Reports Ready within 26 – 30 hours

• Smarter
  – Greater Insight into Employee’s Prior Performance
  – Questionnaires Linked to Core Competencies
  – Benchmark Candidates Against Those Previously Referenced
  – Create Questionnaires to Match Specific Needs

• Safer
  – Prevent Fraud – Tracks IP address, device, browser, and time
Our Users Love It

- 388 Xrefs Requested
- 26h – 30h Average Turnaround Time
- 120 Total Users
- Fraud Detected in Several Occasions
- Easy to read reports
How To Sign Up

Complete the HR Liaison Designation Statement of Responsibility Form

Return it to the HR Liaison Administration
FINAL THOUGHTS

1. Start Using Xref
2. Sign Up for Xref Training – Course 2114026
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HROE CORE VALUES:
Integrity | Diversity & Inclusion | Excellence | Respect | Innovation | Engagement