

Do You Know How to Conduct Effective Reference Checks?

Reference checks protect your company from making costly hiring mistakes. When designed properly, a reference check will allow you to:

- Verify a candidate's employment background to fill in gaps in work history or other missing application sections.
- Determine the actual identity of a candidate to ensure he or she matches up with government identification systems.
- Eliminate candidates who lie on their applications about their work and educational history.
- Gather information about past work assignments and responsibilities as they relate to the resume provided.
- Gain more insight into the candidate's suitability for the job and fit with your organization.

Keep reading to learn [the five steps for effective and legal reference checks](#).

Each month we feature some of the candidates our staff has identified as exceptional in what they do and potentially high impact hires at their new organizations. Click the title to learn more about these candidates.

[Global Operations Executive](#)
[Senior Project Director](#)
[Research and Development Director](#)
[Senior Manager](#)
[Director, Product Development](#)
[Senior Product Development Engineer](#)
[Senior Manager, Formulations](#)
[Senior Group Leader, Formulations](#)
[Director, Global Labeling](#)

If you are not hiring now, but know of an organization that can use one of these individuals, please forward this email, or reply and I would be glad to get in touch with them.

Regards,

Joe Peters
Scientific Search
(856) 761-0900 x122

Reference Check Form

Don't miss our sample [reference check form](#). You can download it from our [Resource Center](#).

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Did you know?

The average cost for health insurance benefits was \$2.12 per hour worked in private industry (7.5 percent of total compensation) in March 2011.

[Courtesy of the Bureau of Labor Statistics.](#)