



## Hire in Haste and You'll Almost Certainly Regret in Leisure...

**AIM's reference and background checks can help you avoid those costly regrets.**

Twenty five to thirty percent of all resumes and applications include at least one major fabrication or embellishment. Conducting effective background checks is an absolutely critical step in the recruitment cycle, but, all too often, it is not done well—or is even skipped altogether! The time to identify issues with an applicant is before the person is hired, not after company time and resources have been invested in the new employee.

### Did You Know That:

- Past performance and behavior are **always** the best predictors of future performance and behavior.
- Most performance issues and discharges occur with people who should not have been hired in the first place.
- It is far more expensive and disruptive to deal with hiring mistakes than to implement a selection process that helps you avoid those mistakes.

**AIM's Reference and Background Checking Services** can help your organization make informed and responsible hiring decisions at all levels. We secure objective, job-related information on past performance and conduct, instead of simply collecting and passing on subjective opinions. For criminal background checks, our service provides

### Basic Reference Checking Services Include:

- Turnaround time of 12 to 48 business hours is typical to ensure employment offers can be made quickly
- Three levels of reports—you choose the scope that's right for your open position
- Gaps and discrepancies in employment history are highlighted for employer's convenience

### Available Background Checking Services Include:

- On-the-ground Criminal Background Checks—**not** a simple database search!
- Motor Vehicle Checks
- Credit Checks
- Academic Verifications

**The AIM Difference**—As the largest employer association in the Commonwealth, AIM has been serving Massachusetts employers for over 92 years with an unsurpassed level of integrity and commitment to customer service. Join the rapidly growing ranks of

***If you can't afford the time to do really effective reference and background checks, you can't afford not to contact AIM.***

***For additional information, please complete and fax this form to Karen Choi at 617-536-1552. You can also e-mail Info@aimnet.org or call 800-470-6277.***

Name (please print or write legibly) -----

Title -----

Company name -----

Company address -----

E-mail ----- Phone ----- Fax -----