Tap into the **power** of employee referrals

The **Basics:**

#1

Referrals are the **#1** source in volume and quality of hires

5 times

Referral candidates are **5 times** more likely to be hired

$3000

Referral programs can save **$3,000** or more per hire

Referrals offer the **Fastest Time to Fill:**

29 days for referrals

39 days for job boards

45 days for career sites

More Referrals = **Better Performance:**

13% of hires at **all firms** are referrals

46% of hires at **top-performing firms** are referrals
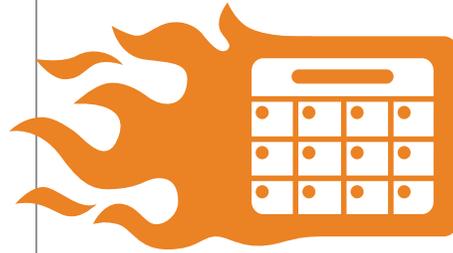
ERP = **Diversity:**

Referrals are the most productive source for diversity hires, well ahead of major job boards, company affinity groups and diversity career fairs

Referred **Employees:**

have a **45%** retention rate after two years

are **53%** more likely to innovate at work

Referring **Employees:**

96% say a cash bonus is the most appropriate reward

60% want an update on their referral at each stage of the process

What **Employers** Think:

82% say referrals generate the best return on investment

88% rate referrals above all other sources for quality of hires

70% feel referred hires fit company culture and values better

Sources include Recruiter, Staffing.org, Jobvite, CareerXroads, Dr. John Sullivan and Associates, Broadbean, Socialhire.com, ClearCompany, WorldatWork, LinkedIn