



|         | Discovery  | Initiate  | Source   | Acceptance  |
|---------|--|---|--|---|
| Motions | <p>Build out resource persona and discuss team dynamics and required skillset</p> <p>Discuss process and tailor to best fit your needs and preferred communication</p> | <p>Create LinkedIn Recruiter Instance</p> <p>Advertise the job</p>  | <p>Proactively source passive candidates</p> <p>Applicant Review</p> <p>Phone Interviews</p>       | <p>Candidates interview with you. These top candidates have the skills and experience to excel on your team, now you just have to determine the right personality fit</p>               |
| Metrics | <p>Increased engagement during initial phase will ensure we are aligned on ideal resources and best utilize your time</p>  | <p>Full access to LinkedIn recruiter tool with 433 million profiles for consideration</p> <p>User friendly tool to review and score pre-screened and qualified candidates</p> | <p>Advanced search, alert and recommendation features provide access to targeted profiles</p>      | <p>Selected candidates handed off to internal HR for formal interview loop</p> <p>Our interactive recruiting process ensures time is not wasted meeting with unqualified candidates</p> |
| Results | <p>Complete job description and resource persona</p> <p>Timeline and next steps approved</p>   | <p>Ability to provide efficient real time feedback to cut town on turnaround time</p>   | <p>Increased candidate pool</p> <p>Most qualified candidates are identified for interview loop</p> | <p>Increased volume of highly qualified candidates ready for final interviews</p> <p>Reduced time to complete recruiting cycle</p>  |