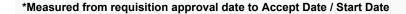
Recruitment Process Hiring Manager Average **Days** in Phase Refresh Date: **Entity** 11/25/2014 Medical Group 8:43:26 PM Average Days to Accept*: 35.5 FTE 0.5 to 1 **Filled Date** Average Days to Start*: 54.9 7/1/2013 12:00:00 AM to 11/17/2014 12:00:00 A... **AAP Job Group Approve** Create Post Position and Requsition Requisition **Conduct Intake** Session Screen Manager Recruiter Manager Create Accept 6.7 5.3 2.5 5.7 11.0 **Applicants Interview** Offer Offer Review Interview Schedule IV • HM schedules Sourcing Create and · HM Reviews Offer accepted IV Completed Candidates Candidates and interviews extend offer apply Send ThinkWise (HM or candidates Candidate recruiter review extends) Responsibility Key: **Accept Date** Start Date Recruiter



Hiring Manager

