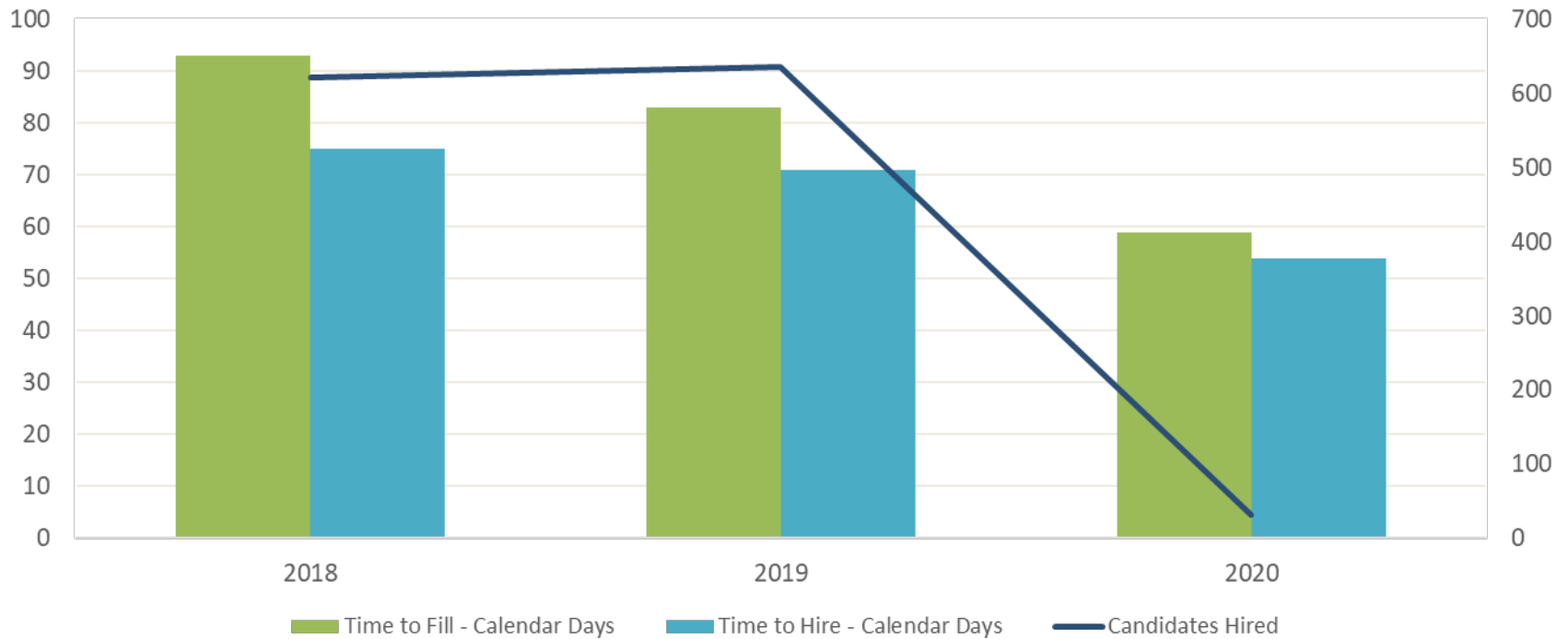


Hiring Update

February 5, 2020



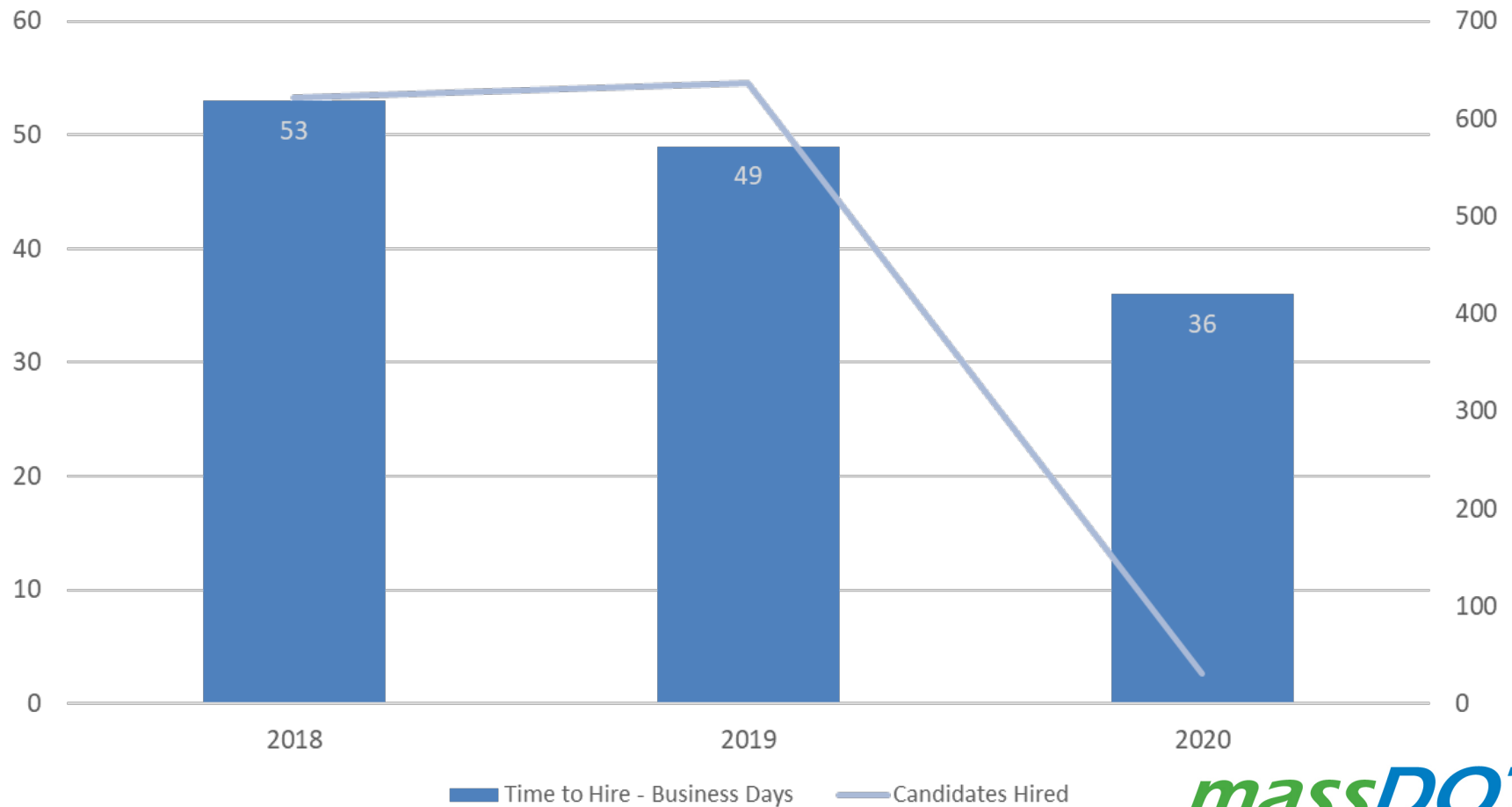
Time to Hire & Fill – Calendar Days



Year	Time to Fill	Time to Hire	Candidates Hired
2018	93	75	622
2019	83	71	636
2020	59	54	31

Data as of 2/4/2020

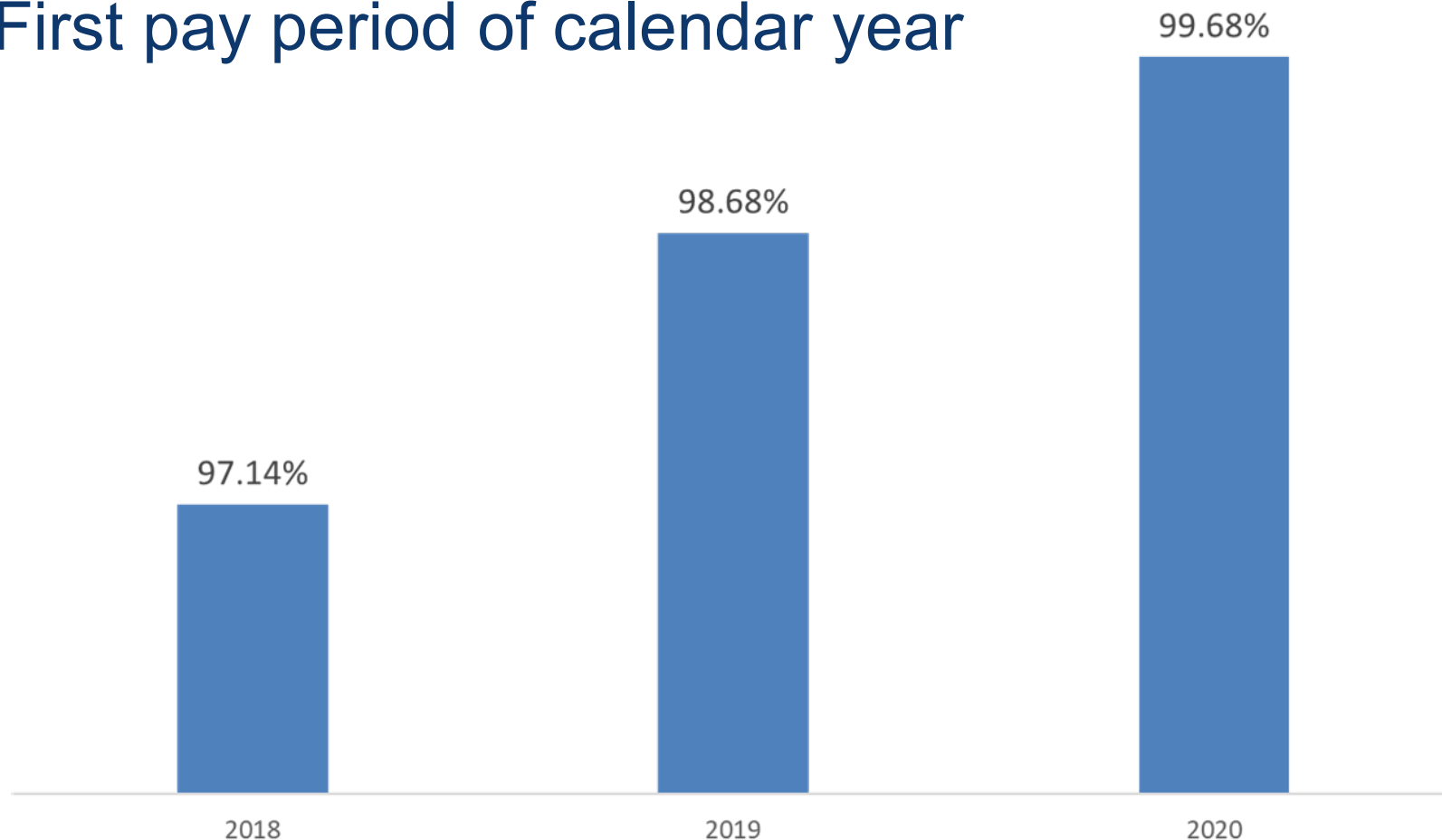
Time to Hire – Business Days Only



Data as of 2/4/2020

Trend Against Cap

First pay period of calendar year



Cap vs. FTE Dashboard

- [HR dashboard](#) displays FTE values considering onboarding and offboarding
- Allows the user to project FTEs inclusive of offers, hiring, and expected retirements and resignations