

	High school grade	University grade	IQ score	Phone Interview	Onsite interview
<i>John</i>	4.0	4.0	120	3/4	?
<i>Helen</i>	3.7	3.6	N/A	4/4	?
<i>Jack</i>	3.2	N/A	112	2/4	?
<i>Emma</i>	2.9	3.2	N/A	3/4	?