1. I am choosing the candidate A to hire.

Pro: His/Her productivity has small variance, which means that the candidate ability is fully evaluated and would generate more determined productivity of 75 than the other.

Con: Candidate B may generate high productivity than the candidate.

1. I would like to choose the candidate B to hire.

Pro: His/Her overall productivity is higher than candidate A, and the mean productivity of the candidate is much higher than candidate A.

Con: The candidate may have a relatively high uncertainty than candidate A.

3.

The problem is that the actual outcomes are not spread evenly amongst the forecast distribution. All actual outcomes are spread on the right of the mean of the distribution. So the forecast distribution need to be calibrated.