

Talent Acquisition Dashboard

Comprehensive recruitment metrics and performance tracking

Open Reqs

187

↑ +12 from last month

Approved Reqs

142

↑ +8 from last month

Total Hires

89

↓ -15 from last month

Total Applications

2,547

↑ +342 from last month

Candidate NPS

72

↑ +3 from last month

New Joiners This Month

76

↓ -8 from last month

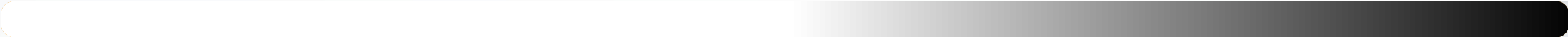
TA Team Size

24

→No change

Pace to Goal - 2025 Hiring Plan Progress

Overall Company Target 456 of 520 | 64 remaining



88%

Q1

142/130
109%

Q2

156/140
111%

Q3

158/150
105%

Q4

0/100
Current

Headcount per Department - Open vs Approved Requisitions

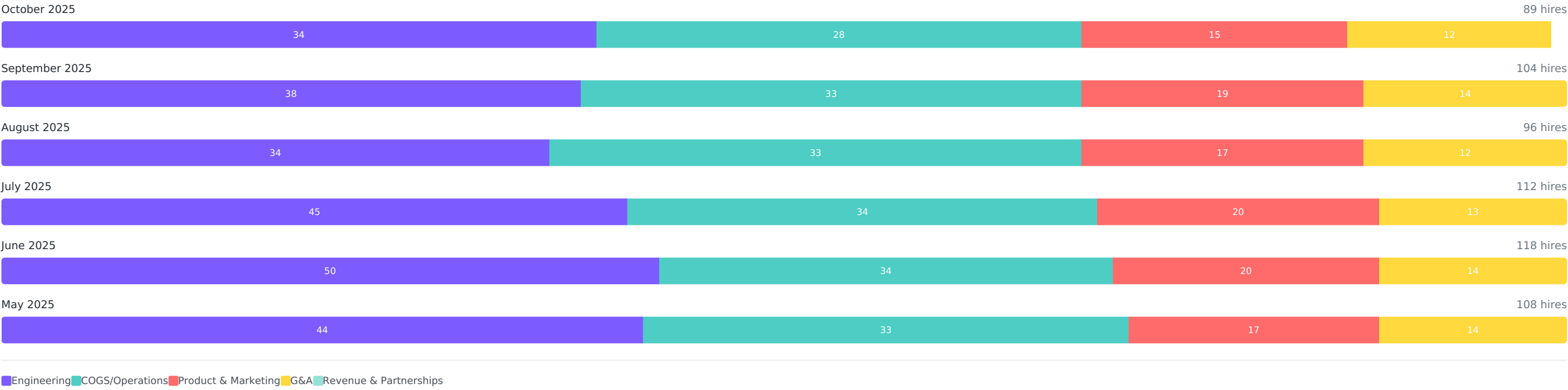
| Department | Open Reqs Active Hiring | Approved Reqs Not Yet Active | Total |
|------------------------|----------------------------|---------------------------------|-------|
| Engineering | 52 | 37 | 89 |
| COGS/Operations | 42 | 30 | 72 |
| Product & Marketing | 27 | 21 | 48 |
| G&A | 18 | 15 | 33 |
| Revenue & Partnerships | 15 | 12 | 27 |
| Total | 154 | 115 | 269 |

■ Open Reqs - Active hiring in progress ■ Approved Reqs - Cleared but not yet active

Recruitment Metrics Summary - Open & Approved

| Department | Open Reqs | Approved Reqs | Total Applications | Active Candidates | Offers Extended | Hires MTD |
|------------------------|-----------|---------------|--------------------|-------------------|-----------------|-----------|
| Engineering | 52 | 37 | 987 | 142 | 34 | 34 |
| COGS/Operations | 42 | 30 | 756 | 98 | 28 | 28 |
| Product & Marketing | 27 | 21 | 432 | 67 | 15 | 15 |
| G&A | 18 | 15 | 245 | 41 | 12 | 12 |
| Revenue & Partnerships | 15 | 12 | 127 | 28 | 11 | 0 |
| Total | 154 | 115 | 2,547 | 376 | 100 | 89 |

Monthly Hires by Department



HC Types per Department

| Department | 2025 Plan | Backfill | Net New | Exceptional | Total Non-Plan | Variance | Total Reqs |
|------------------------|-----------|----------|---------|-------------|----------------|----------|------------|
| Engineering | 45 | 18 | 21 | 5 | 44 | -98% | 89 |
| COGS/Operations | 38 | 22 | 9 | 3 | 34 | -89% | 72 |
| Product & Marketing | 28 | 8 | 10 | 2 | 20 | -71% | 48 |
| G&A | 20 | 7 | 5 | 1 | 13 | -65% | 33 |
| Revenue & Partnerships | 18 | 5 | 3 | 1 | 9 | -50% | 27 |
| Total | 149 | 60 | 48 | 12 | 120 | -81% | 269 |

Variance shows impact of unplanned roles: Total Non-Plan roles (Backfill + Net New + Exceptional) represent additional workload beyond the 2025 Plan. Negative variance indicates % increase in non-strategic hiring requirements, forcing the TA team to deprioritize planned roles.

Offer Acceptance Rate by Department

| Department | Offers Made | Offers Accepted | Offers Declined | Acceptance Rate | Status |
|------------------------|-------------|-----------------|-----------------|-----------------|-----------|
| G&A | 12 | 11 | 1 | 91.7% | Excellent |
| COGS/Operations | 28 | 25 | 3 | 89.3% | Excellent |
| Product & Marketing | 15 | 13 | 2 | 86.7% | Good |
| Revenue & Partnerships | 11 | 9 | 2 | 81.8% | Good |
| Engineering | 34 | 26 | 8 | 76.5% | Monitor |

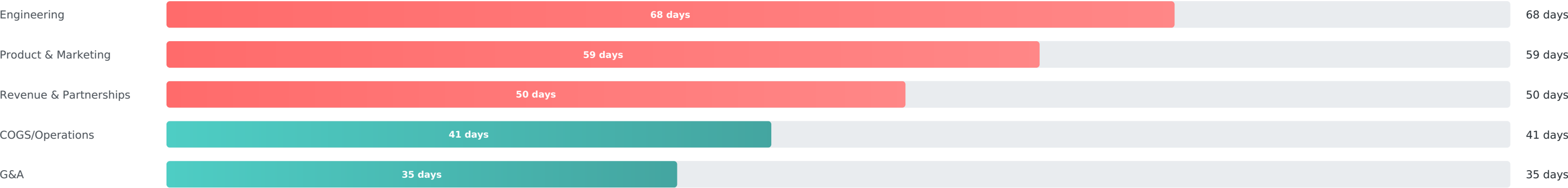
Monthly Offer Acceptance vs Declines

| | |
|-----------------|-------|
| ●Accepted | 84 |
| ●Declined | 16 |
| Total Offers | 100 |
| Acceptance Rate | 84.0% |

Requisitions Filled per Department (Monthly)

| Department | Oct Open | Oct Filled | Sep Open | Sep Filled | Aug Open | Aug Filled | Fill Rate |
|------------------------|----------|------------|----------|------------|----------|------------|-----------|
| Engineering | 52 | 34 | 56 | 38 | 61 | 34 | 59.6% |
| COGS/Operations | 42 | 28 | 45 | 33 | 48 | 33 | 73.4% |
| Product & Marketing | 27 | 15 | 31 | 19 | 29 | 17 | 63.0% |
| G&A | 18 | 12 | 16 | 14 | 19 | 12 | 73.1% |
| Revenue & Partnerships | 15 | 0 | 14 | 0 | 12 | 0 | 0.0% |

Average Time to Fill by Department (Days)



Average Time to Fill

52.5 days

Average time from job requisition approval to candidate accepting offer. Current month trending higher than 6-month average of 48.3 days.

↑ +4.2 days from last month

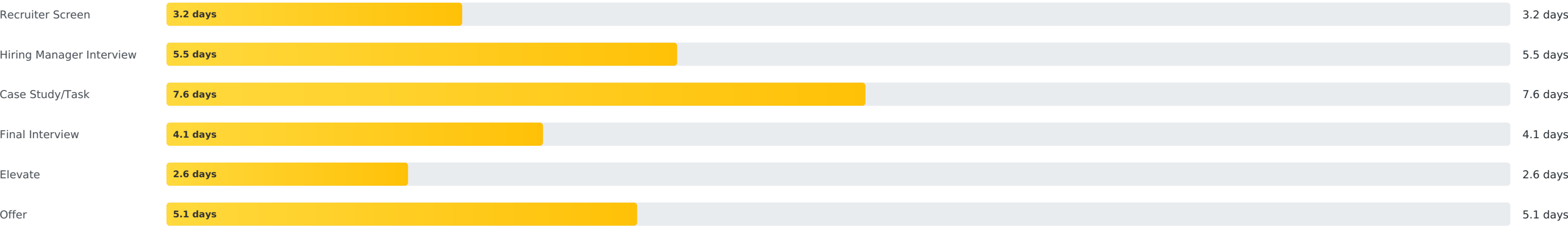
Average Time to Start

28.4 days

Average time from offer acceptance to worker start date. Slight increase from previous month's 26.9 days average.

↑ +1.5 days from last month

Average Time in Each Recruitment Stage (Days)



Total average time in process: 28.1 days

Distribution of Total Time in Process (Days)



Median: 38 days | Mean: 42.3 days

Target Hires by Department, Quarter & Priority - Filled vs Approved

Priority Levels: P0 (Critical), P1 (High), P2 (Medium), P3 (Low) | Filled = Hired, Approved = Cleared to hire

| Department | Quarter | P0 - Critical | | P1 - High | | P2 - Medium | | P3 - Low | | Total |
|------------------------|---------|---------------|----------|-----------|----------|-------------|----------|----------|----------|-------|
| | | Filled | Approved | Filled | Approved | Filled | Approved | Filled | Approved | |
| Engineering | Q1 | 8 | 2 | 12 | 3 | 6 | 1 | 4 | 0 | 36 |
| | Q2 | 10 | 1 | 14 | 2 | 8 | 1 | 5 | 1 | 42 |
| | Q3 | 12 | 0 | 16 | 1 | 9 | 2 | 3 | 1 | 44 |
| | Q4 | 0 | 8 | 0 | 12 | 0 | 6 | 0 | 2 | 28 |
| COGS/Operations | Q1 | 6 | 1 | 10 | 2 | 8 | 1 | 5 | 0 | 33 |
| | Q2 | 7 | 1 | 11 | 1 | 9 | 2 | 6 | 0 | 37 |
| | Q3 | 8 | 0 | 13 | 1 | 10 | 1 | 4 | 1 | 38 |
| | Q4 | 0 | 6 | 0 | 10 | 0 | 8 | 0 | 3 | 27 |
| Product & Marketing | Q1 | 3 | 1 | 5 | 1 | 4 | 1 | 2 | 0 | 17 |
| | Q2 | 4 | 0 | 6 | 1 | 5 | 1 | 3 | 0 | 20 |
| | Q3 | 5 | 0 | 7 | 1 | 4 | 1 | 2 | 0 | 20 |
| | Q4 | 0 | 4 | 0 | 6 | 0 | 4 | 0 | 1 | 15 |
| G&A | Q1 | 2 | 0 | 4 | 1 | 3 | 0 | 2 | 0 | 12 |
| | Q2 | 3 | 0 | 5 | 1 | 4 | 0 | 3 | 0 | 16 |
| | Q3 | 3 | 1 | 6 | 0 | 3 | 1 | 2 | 0 | 16 |
| | Q4 | 0 | 2 | 0 | 5 | 0 | 3 | 0 | 2 | 12 |
| Revenue & Partnerships | Q1 | 1 | 0 | 2 | 1 | 2 | 0 | 1 | 0 | 7 |
| | Q2 | 2 | 0 | 3 | 0 | 2 | 1 | 2 | 0 | 10 |
| | Q3 | 2 | 1 | 4 | 0 | 3 | 0 | 1 | 0 | 11 |
| | Q4 | 0 | 3 | 0 | 4 | 0 | 2 | 0 | 1 | 10 |
| Total All Departments | | 72 | 39 | 118 | 35 | 80 | 28 | 45 | 13 | 430 |

Summary: Total Filled = 315 | Total Approved = 115 | Q4 positions shown as Approved (not yet filled)