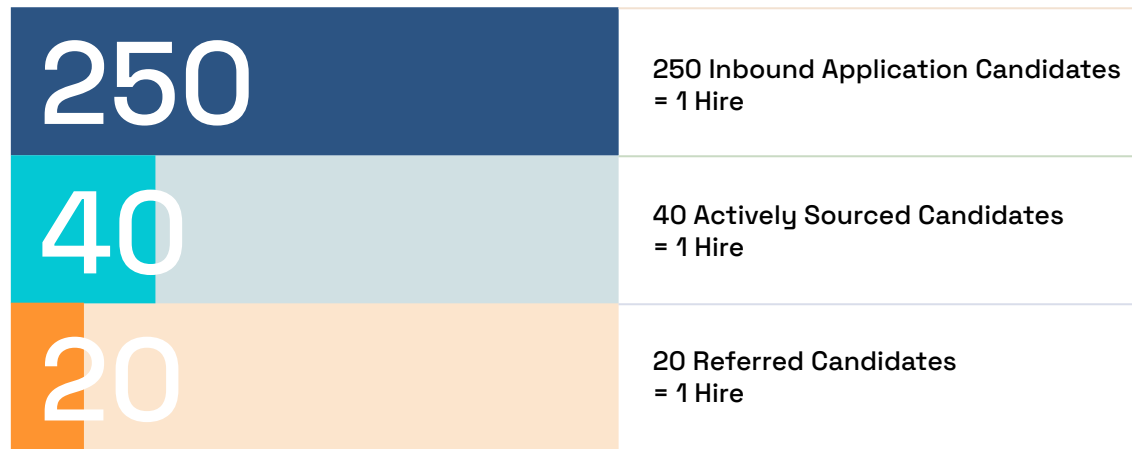


## Applications-to-Hire by Source (lower is better)

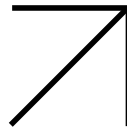


***Inbound Applications = High Volume + Low Yield***

**Definitions:** Inbound Applications = company site + job boards; Active Outbound Recruiting = recruiter-initiated sourcing; Referrals = employee/manager referrals.

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# Let's discuss!



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