

## 08 DEMO RUNBOOK - HIRE REVIEW NO\_HIRE

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### Pre-Demo Preparation

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1. Confirm frontend and backend are reachable.
2. Keep recruiter dashboard pre-opened in separate tab/session.
3. Use prepared resumes in /Demo folder for deterministic parser output.
4. Use fresh candidate accounts or clean admin reset to avoid stale telemetry/submissions.

### Scenario A - HIRE (Syed Abdullah)

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Resume: /Demo/Syed\_Abdullah\_HIRE\_Resume.pdf

Assessment steps: pass Q1 and Q2, answer Q3 strongly, submit meaningful Q4 response, keep integrity events minimal.

Expected recruiter output: high technical and behavioral scores, acceptable integrity, baseline mostly met, recommendation HIRE.

### Scenario B - REVIEW (Aarya Rishi Mondal)

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Resume: /Demo/Aarya\_Rishi\_Mondal\_REVIEW\_Resume.pdf

Assessment steps: strong coding performance but leave behavioral signal incomplete or mixed.

Expected recruiter output: technical strong, psychometric weak/incomplete, baseline partial, recommendation REVIEW.

### Scenario C - NO\_HIRE (Aradhya Dutta)

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Resume: /Demo/Aradhya\_Dutta\_NO\_HIRE\_Resume.pdf

Assessment steps: intentionally trigger repeated deterministic integrity events (tab-switch pattern).

Expected recruiter output: integrity score drop and risk amplification, recommendation NO\_HIRE even if some technical portions are adequate.

### Narration Script (Concise)

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Part 1: "We ingest structured resume data and run multi-stage assessment."

Part 2: "We do not rely on a single score. We merge technical, behavioral, integrity, and baseline policy signals."

Part 3: "Each recommendation is evidence-linked and can be audited by recruiters."

Part 4: "Candidate-facing communication remains transparent through decision notes and status timeline."

### Fallback Plan

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If camera anomalies do not trigger consistently, use tab-switch and paste telemetry for deterministic integrity demonstration.

If model output is unavailable, explicitly show fallback behavior and explain why this improves operational reliability.