**Recruiter Summary Report - Terms and Definitions**

The LinkedIn Recruiter Summary Report gives you easy access to your team’s Recruiter utilization and performance, with tips and resources to improve performance.

All reports are in Universal Coordinated Time (UTC +0). The Summary Report is updated every calendar month.

Here’s a list of commonly used terms in the Summary report and their definitions.

* **Influenced Hires** measures all of your company’s hires who had one or more of the following interactions prior to being hired:
  + **Jobs** measures job views, job applications, and apply clicks.
  + **Career Pages** shows the number of hires who viewed your LinkedIn Career Page.
  + **Media** shows the number of clicks on a Work With Us Ad or a Recruitment Ad or engagement with a Sponsored Update.
  + **Recruiter** shows the number of hires who received an InMail message from a Recruiter, candidate sent an InMail message to a recruiter, and candidate views the recruiter’s profile after receiving an InMail.

**Note:** The Influenced Hires metric aggregates your company's hires and is inclusive of all your company subsidiaries' hires.

* **InMail Response Rate** shows the percentage of InMail messages that are accepted or declined within 30 days. This metric is an aggregated total from InMail messages responses on desktop and mobile.
  + Calculation**:** ([# of InMail messages accepted + # of InMail messages declined] / # of InMail messages sent).
* **Job Slot Utilization** shows the average percentage of paid job slots used in the selected time frame.
  + Calculation: (Average # of job slots used / Total number of job slots).  
    **Note:** This metric isn’t available for clients in our Enterprise Program and won’t be shown.
* **Company Followers** shows the number of all time followers of your LinkedIn Page since it was created. Excludes people who’ve unfollowed your Page.
* **Organic followers** shows members who’ve followed your Page either directly by visiting the Page or through a viral (organic) post that showed up in their feed.
* **Paid followers** shows members who are acquired through ads (sponsored content) or specific Follow Us ads.
* **Hiring Funnel** shows how people move through your hiring funnel.
* **Hiring Trends** shows the top five companies you’ve gained talent from during the selected date range, including the number of hires from each company.
* **Departure Trends** shows the top five companies you’ve lost talent to during the selected date range, including the number of departures from each company.