**Feedback Channels:**

1. Internal Interviewers Feedback – did not affect JD since the rejection was more on not to the level of expected Proficiency / Failed coding evaluations
2. Client/Customer Interview feedback:

Feedback 1 :

Ghouse Mohammed – rejected. He was not the strongest fit.

JD did not change

Feedback 2

Jingyan Wang (Julian) : Julian was selected, he was the exact skill and proficiency match.

The initial job description sent was very detailed and captured all the required information from day 1. The offer was extended within 2 weeks of the job opening.

1. Client Manager/Account Manager Feedback – NIL
2. Rejected Candidates Feedback – NIL
3. Selected Candidates Feedback – NIL