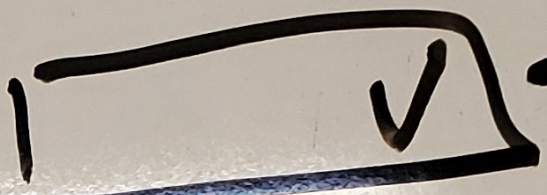




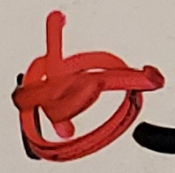
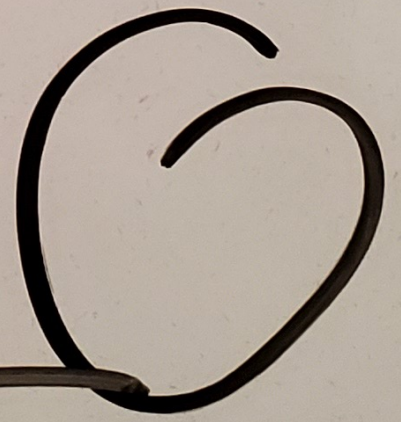
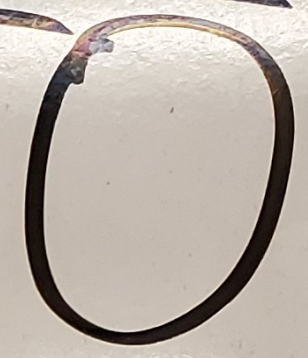
Big Rocks

DASHBOARD

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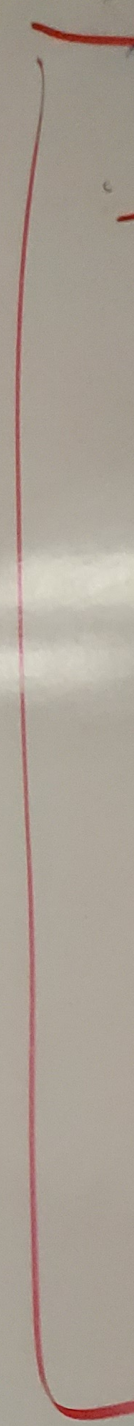
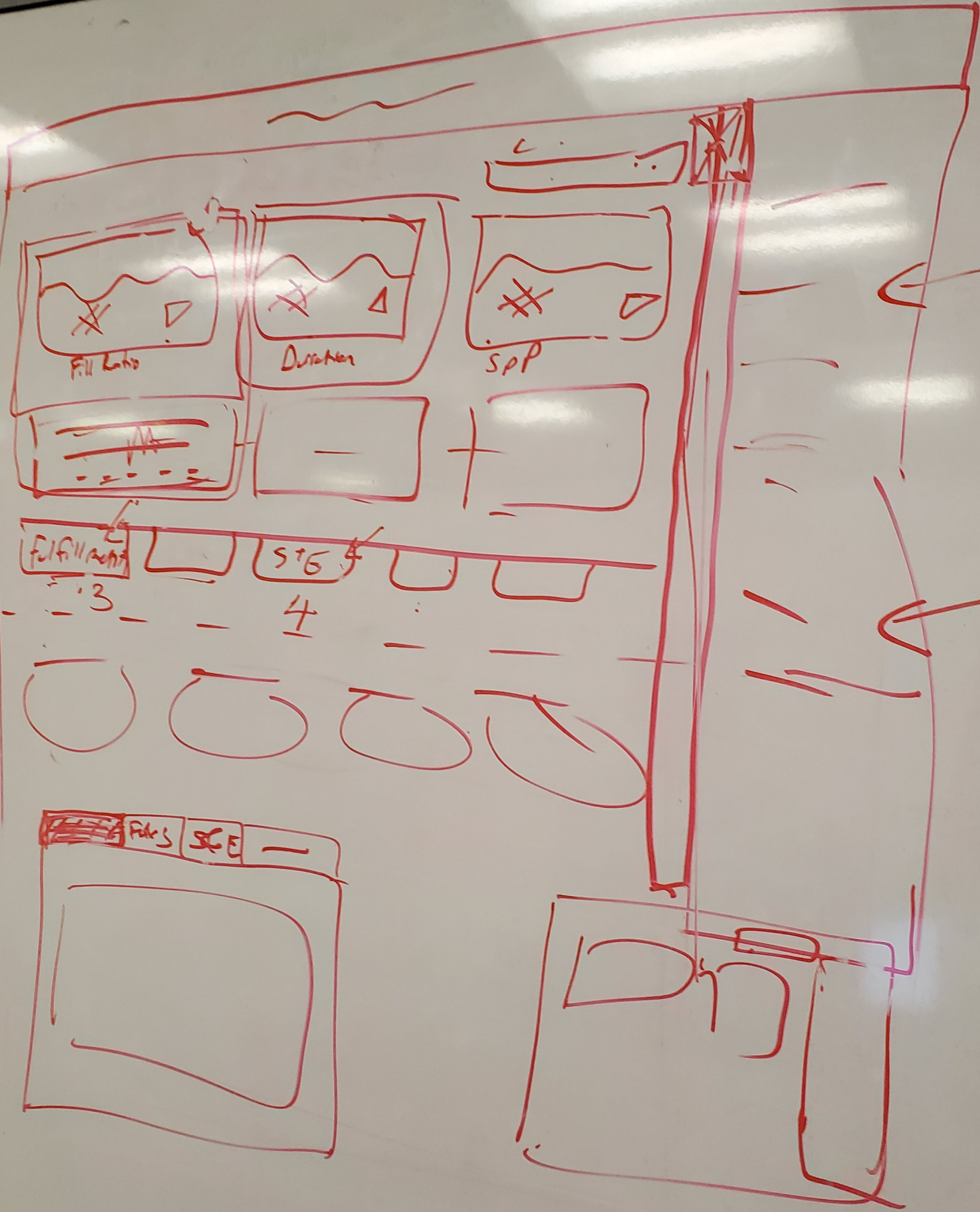


Handwritten numbers and symbols: 79, 32, 29, and some arrows.



- Handwritten numbers 2, 3, and 4, each followed by a horizontal line.







FILL RATIO

DURATION

SPREAD

FILTER BY OpCo



★ Maximize Efficiency by Focusing on Most Winnable Business

- ○ ○ ● ● **FULFILLMENT OPTIMIZATION**
- ● ● ● ● TALENT ATTRACTION
- ○ ○ ● ○ SERVICE & ENGAGEMENT
- ● ○ ○ ○ TALENT PREDITIONS & RECOMMENDATIONS
- ● ● ● ○ PIPELINE & OUTREACH MANAGEMENT

CONNECTED CAPABILITIES

- Req Win Probability
- Digital Red Zone

KEY RESULTS

- KR1:** Reduce Time to Sub
- KR2:** Increase Fill Ratio
- KR3:** Increase Starts per Producer

TITLE



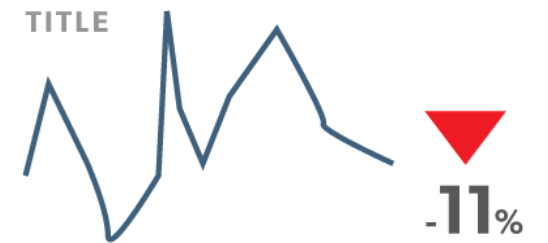
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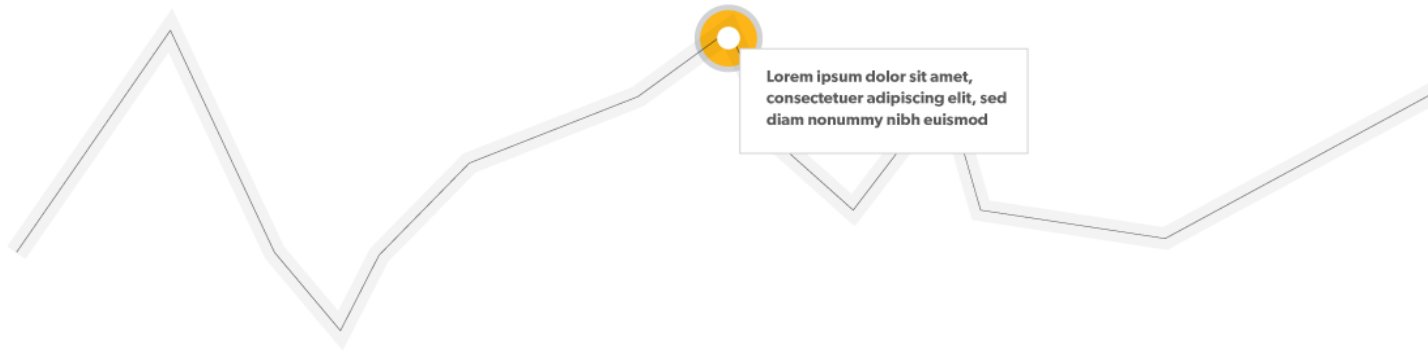


FILL RATIO

DURATION

SPREAD

FILTER BY OpCo ▾



★ Maximizing Starts by Converting Talent Leads Through Digital Channels

- ○ ○ ● ● FULFILLMENT OPTIMIZATION
- ● ● ● ● **TALENT ATTRACTION**
- ○ ○ ● ○ SERVICE & ENGAGEMENT
- ● ○ ○ ○ TALENT PREDITIONS & RECOMMENDATIONS
- ● ● ● ○ PIPELINE & OUTREACH MANAGEMENT

CONNECTED CAPABILITIES

- Careersites
- Applicant Scoring

KEY RESULTS

- KR1:** Increase Length of Assignment
- KR2:** Decrease % of Unexpected Finishes
- KR3:** Increase R3
- KR4:** Increase Talent NPS

TITLE



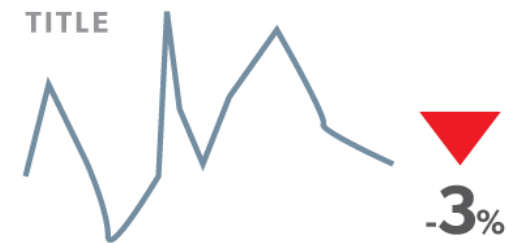
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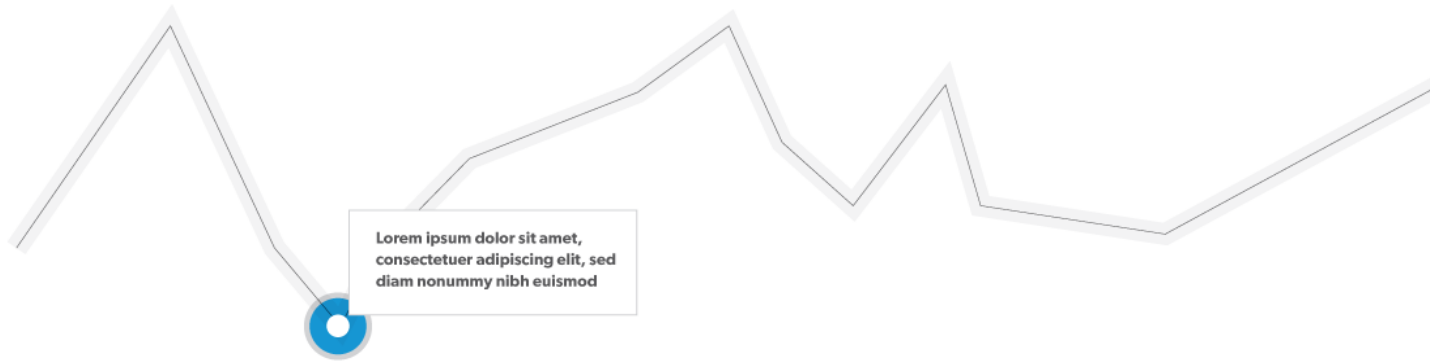


FILL RATIO

DURATION

SPREAD

FILTER BY OpCo ▾



★ Retain and Grow Loyalty of our Most Placeable Talent

- ○ ○ ● ● FULFILLMENT OPTIMIZATION
- ● ● ● ● TALENT ATTRACTION
- ○ ○ ● ○ **SERVICE & ENGAGEMENT**
- ● ○ ○ ○ TALENT PREDITIONS & RECOMMENDATIONS
- ● ● ● ○ PIPELINE & OUTREACH MANAGEMENT

CONNECTED CAPABILITIES

- EMEA Hybrid Mobile App
- Retention Case
- Talent Initiated Performance Feedback Experiment

KEY RESULTS

- KR1:** Improve % of Digital Applicants that convert to Subs
- KR2:** Improve % of Digital Applicants that convert to Start
- KR3:** Increase Resume Freshness Percentage

TITLE



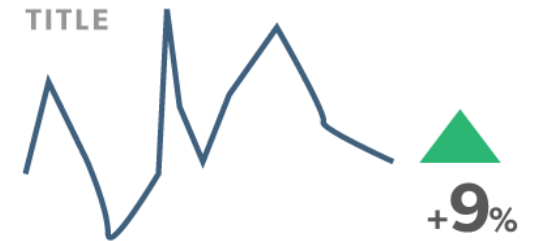
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FILL RATIO

DURATION

SPREAD

FILTER BY OpCo ▾



★ Automate Identification of Most Placeable Talent for All Opportunities

- ○ ○ ● ● FULFILLMENT OPTIMIZATION
- ● ● ● ● TALENT ATTRACTION
- ○ ○ ● ○ SERVICE & ENGAGEMENT
- ● ○ ○ ○ **TALENT PREDITIONS & RECOMMENDATIONS**
- ● ● ● ○ PIPELINE & OUTREACH MANAGEMENT

CONNECTED CAPABILITIES

- Job Recommendations
- Talent Recommendations

KEY RESULTS

- KR1:** Reduce Time to subs
- KR2:** Reduce G2's per Submittal
- KR3:** Increase Starts per Recruiter

TITLE



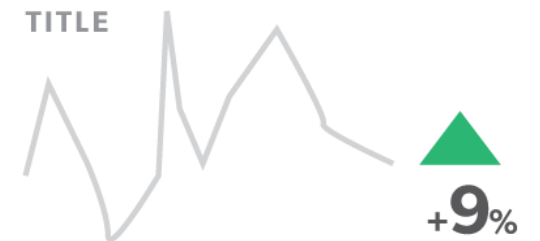
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FILL RATIO

DURATION

SPREAD

FILTER BY OpCo



★ Provide recruiters the most effective means to manage their talent relationships

- ○ ○ ● ● FULFILLMENT OPTIMIZATION
- ● ● ● ● TALENT ATTRACTION
- ○ ○ ● ○ SERVICE & ENGAGEMENT
- ● ○ ○ ○ TALENT PREDITIONS & RECOMMENDATIONS
- ● ● ● ○ PIPELINE & OUTREACH MANAGEMENT

CONNECTED CAPABILITIES

- Identify Most Effective Pipeline Management

KEY RESULTS

- KR1:** Increase % of Activities against Pipelined Candidates
- KR2:** Increase Pipeline Candidates who are Submitted
- KR3:** Increase Pipeline Candidates who Start

TITLE



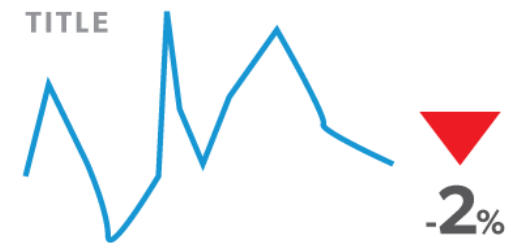
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Summary

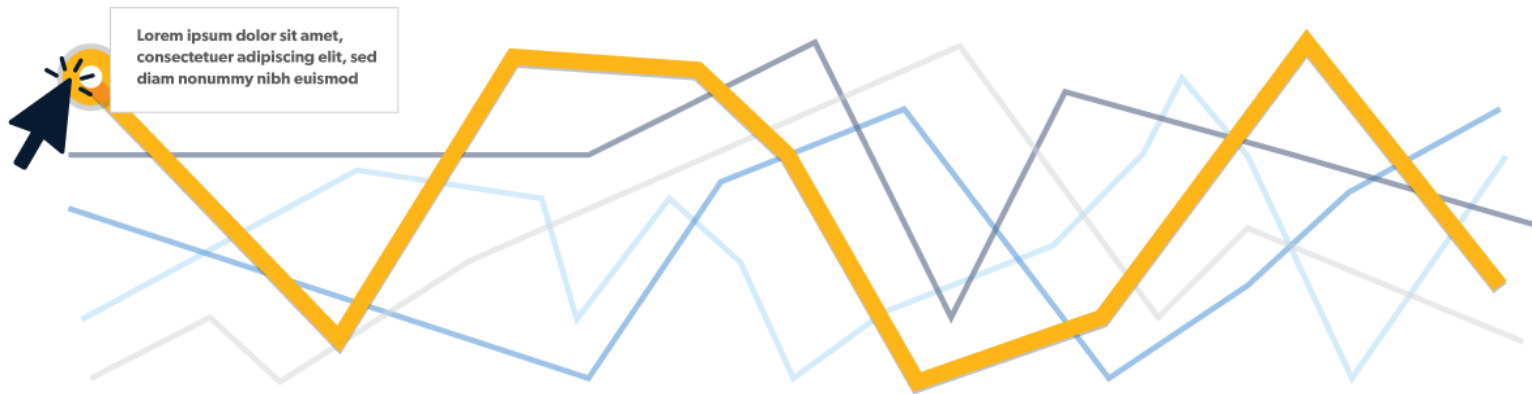


FILL RATIO

DURATION

SPREAD

FILTER BY OpCo ▼



★ Maximizing Starts by Converting Talent Leads Through Digital Channels

- FULFILLMENT OPTIMIZATION
- TALENT ATTRACTION
- SERVICE & ENGAGEMENT
- TALENT PREDICTIONS & RECOMMENDATIONS
- PIPELINE & OUTREACH MANAGEMENT

KEY METRICS TO IMPACT

1% Better means approximately **\$27.5M** in additional spread per year

1% Better in more than one area has a MULTIPLIER effect

- + Increase our req Fill ratio
- + Increase duration of our currents
- + Spread per Placement

TITLE



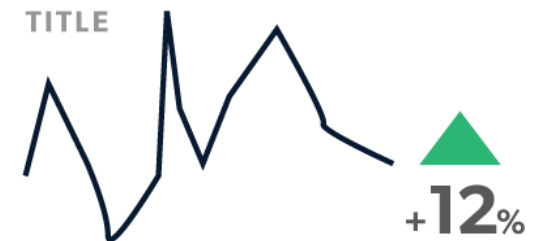
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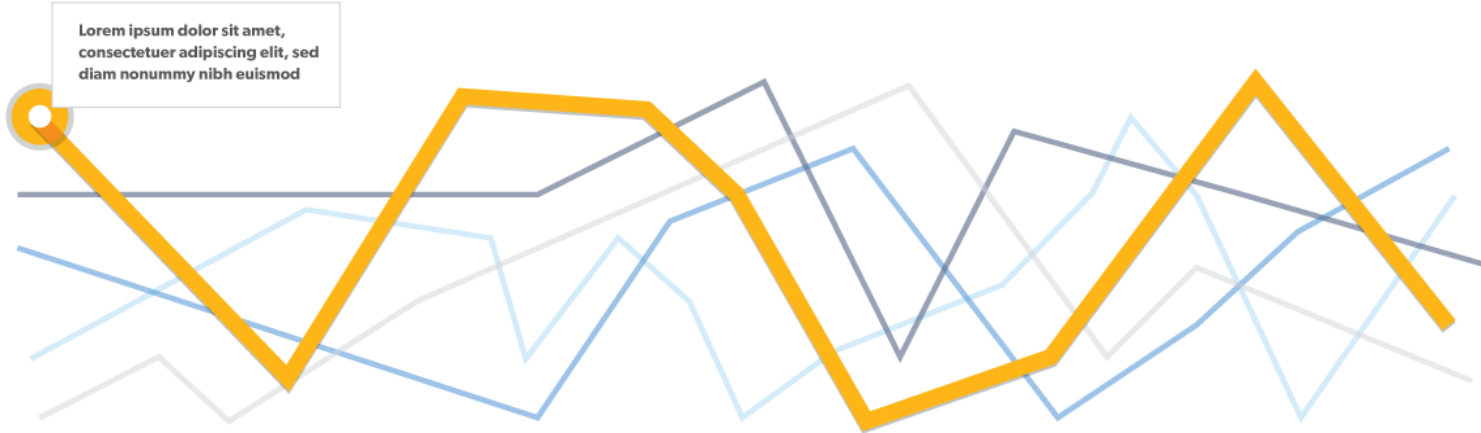


FILL RATIO

DURATION

SPREAD

FILTER BY KEY RESULT ▾



★ Maximizing Starts by Converting Talent Leads Through Digital Channels

- ○ ○ ○ ● ● FULFILLMENT OPTIMIZATION
- ● ● ● ● ● TALENT ATTRACTION
- ○ ○ ○ ● ○ SERVICE & ENGAGEMENT
- ● ○ ○ ○ ○ TALENT PREDITIONS & RECOMMENDATIONS
- ● ● ● ○ ○ PIPELINE & OUTREACH MANAGEMENT

KEY METRICS TO IMPACT

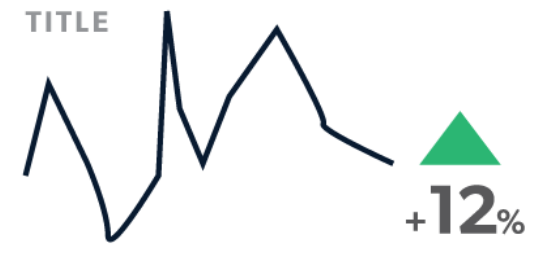
<p>1% Better means approximately \$27.5M in additional spread per year</p>	<p>1% Better in more than one area has a MULTIPLIER effect</p>	<p>+ Increase our req Fill ratio + Increase duration of our currents + Spread per Placement</p>
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