

Hiring cycle times for IT services sales & senior delivery roles in the USA – Valenco candidates May 2013 – Dec 2017

Section 1 – Hiring cycle – four milestones

1. From the day Valenco submitted a candidate - Number of days to get a first response

2013	2014	2015	2016	2017	Average
3	5	6	5	5	5

2. Number of days taken to conduct the first interview from date of initial submittal

2013	2014	2015	2016	2017	Average
11	11	10	8	9	9

3. Number of days taken to receive an offer from the day of initial submittal

2013	2014	2015	2016	2017	Average
45	76	60	39	43	49

4. Number of days from offer to joining

2013	2014	2015	2016	2017	Average
56	28	21	25	21	28

The mix of candidates which we submit includes citizens, GC's and H1's. That mix is there in all years and hence we have used the consolidated data.

Section 2 – Fitment of Valenco's candidates to the roles which they were submitted for

1. Screen pass rate - % of candidates submitted by Valenco which were shortlisted for interviews

2013	2014	2015	2016	2017	Average
91%	85%	83%	85%	86%	85%

2. 1st interview success - % of candidates submitted by Valenco who moved to the 2nd round of interviews

2013	2014	2015	2016	2017	Average
65%	65%	58%	58%	66%	61%