

Cycle times in hiring & Valenco candidate fitment trends May 2013 – Sep 2016

Section 1 – Hiring cycle – four milestones

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

2013	2014	2015	2016	Average
3	5	6	5	4.5

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

2013	2014	2015	2016	Average
11	11	10	7	9.7

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

2013	2014	2015	2016	Average
45	76	60	37	60

4. Number of days from offer to joining

2013	2014	2015	2016	Average
32	25	21	17	25

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	Average
91%	89%	81%	85%	86%

2. 1st interview success - % of candidates submitted by Valenco who were interviewed and cleared 1st interview

2013	2014	2015	2016	Average
57%	69%	62%	59%	62%