

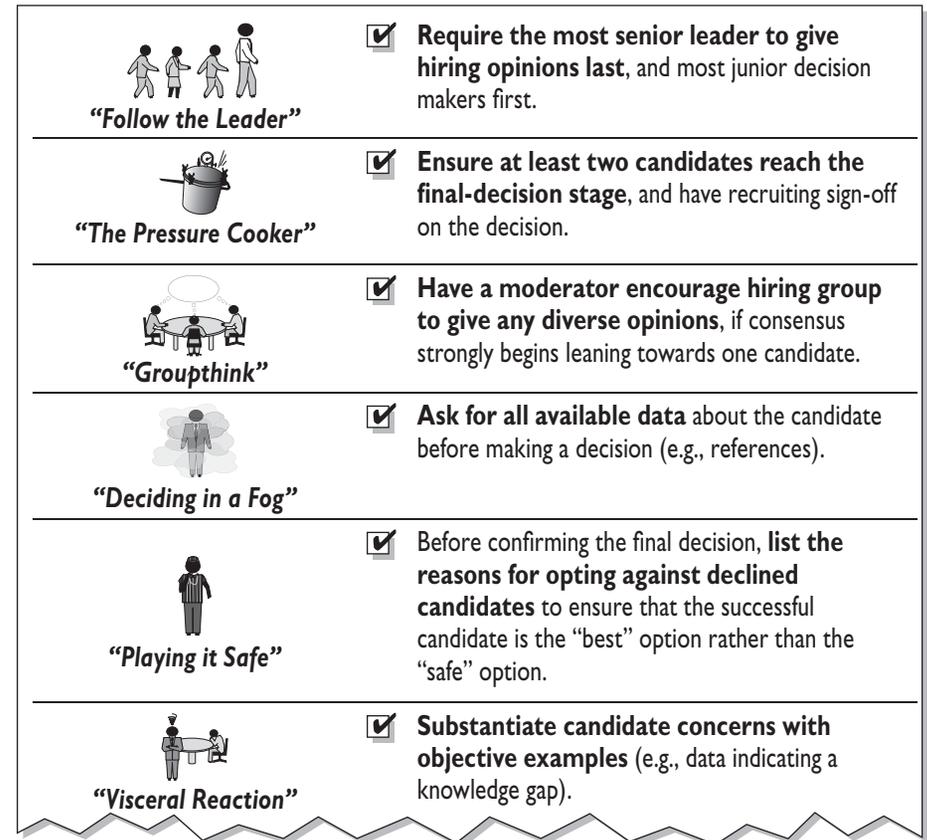
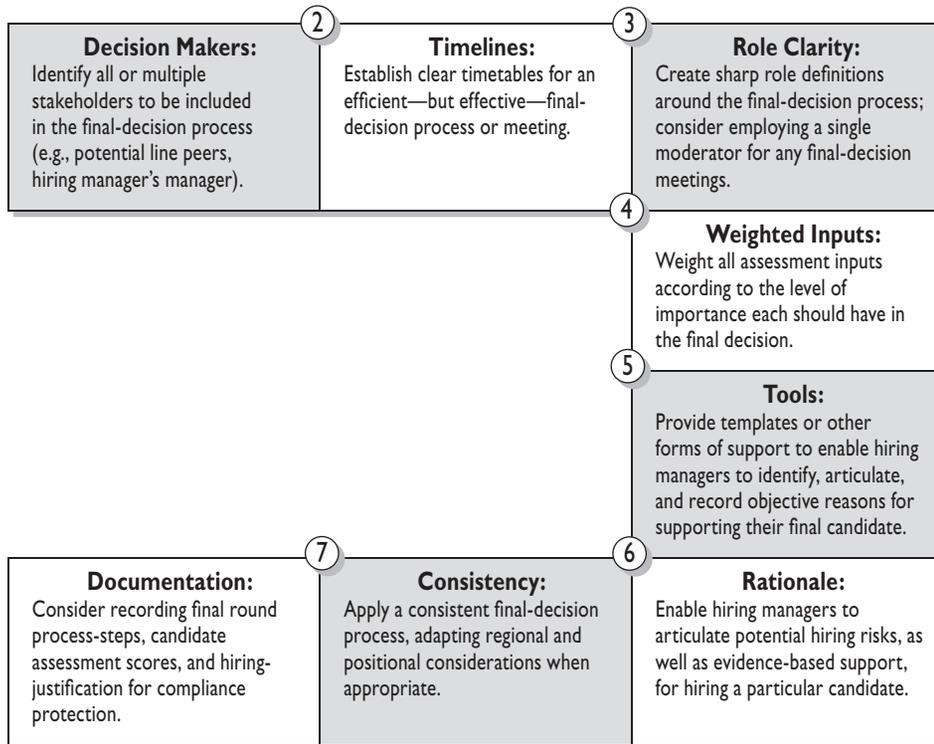
FILLING IN THE (FINAL) GAPS

Characteristics of effective decision-making can be applied to the final hiring decision...

...and help to guard against typical final-decision pitfalls

Anatomy of an Effective Final-Decision Process

Guardrails for Common Decision Risks



PRIMARY OBJECTIVES FOR AN EFFECTIVE FINAL-DECISION PROCESS

- Increase transparency
- Enhance consistency
- Diminish subjectivity
- Decrease compliance risk