

Talent Transition Update

Hiring Timelines and Process

June through July	July through Sept	Sept through Oct
Internally Competitive (Wave 1)	Business Partner Wave*	Internally Competitive (Wave 2)
<ul style="list-style-type: none"> ✓ June 1 – June 7: Post jobs and candidates submit applications ✓ June 8 – 12: Schedule interviews ✓ June 13 – June 30: Hold interviews ✓ July 5 – 14: Review and decide offers ✓ July 17 – 28: Socialize offers with key stakeholders and make verbal offers ✓ July 31: Send offer letters to candidates ✓ By August 4: Candidates accept offer 	<ul style="list-style-type: none"> ✓ July 10 – July 21: Business Partner interviews ✓ Jul 24 – Aug 18: Interviews with customer representatives, Senior Director of Service, and CHRO <div style="border: 2px solid red; padding: 5px; margin-top: 10px;"> <ul style="list-style-type: none"> Early Sept.: Review and decide offers with key stakeholders Mid-Sept.: Provide verbal offers By end of Sept.: Send offer letters to candidates Three business days after receipt of offer: Candidates accept offer </div>	<div style="border: 2px solid red; padding: 5px;"> <ul style="list-style-type: none"> Sept 11 – 15: Post jobs and candidates submit applications Sept 18 – 22: Schedule interviews Sept 25 – Oct 6: Hold interviews Oct 9 – 13: Review and decide offers Oct 16 – 27: Socialize offers with key stakeholders and make verbal offers Oct 30: Send offer letters to candidates By Nov 3: Candidates accept offer </div>

Target is to identify the individuals filling future-state HR roles by November 2017