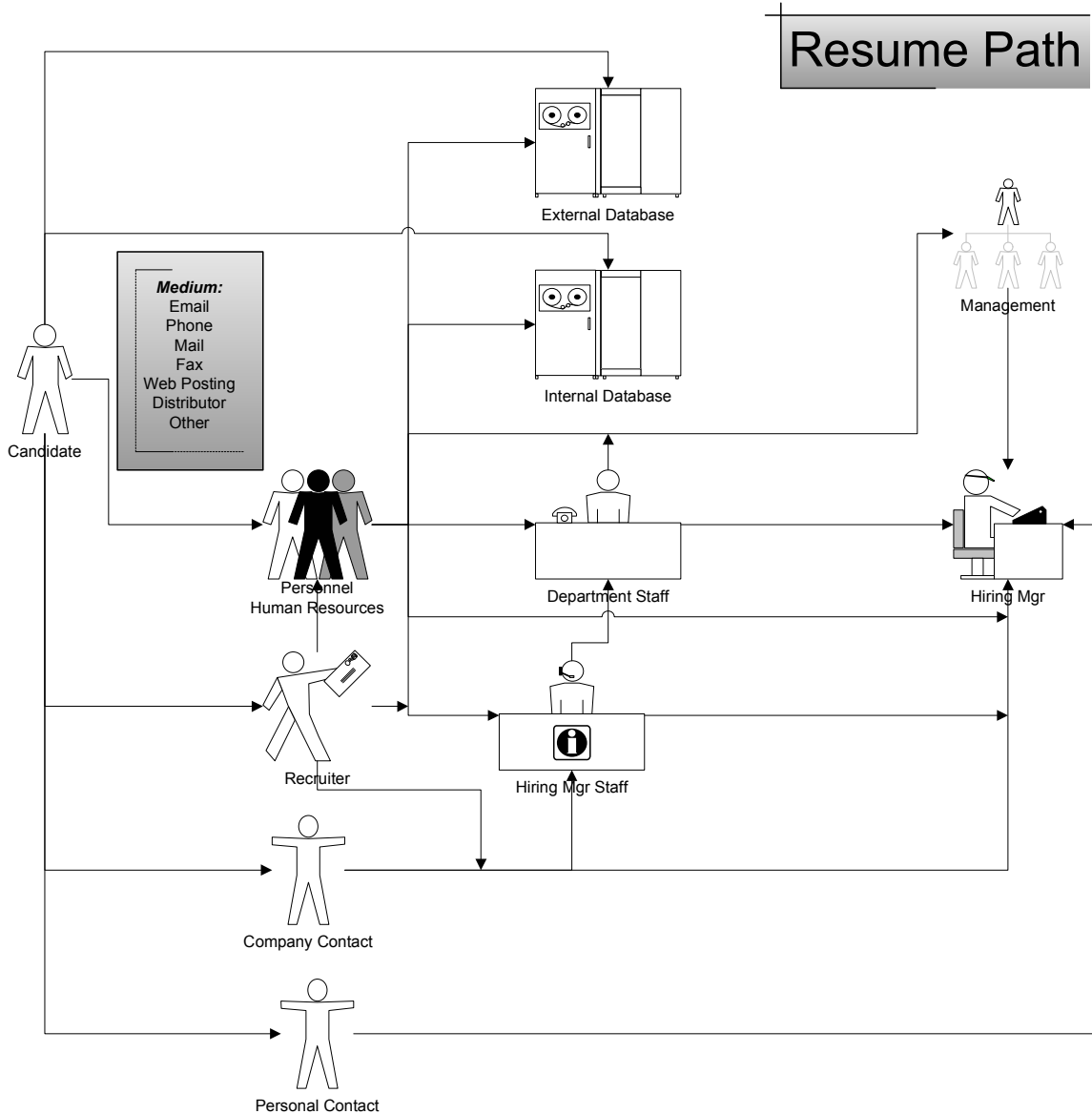


Tracking the Resume Path



Candidate is referred by:

1. Close personal friend
2. Trusted colleague in the same company
3. Superior officer in the same company hierarchy
4. Company employee in the same or similar department
5. Company employee in a separate department
6. Human resources
7. Customer or Vendor with whom the company regularly does business
8. Contract recruiter with whom the company regularly does business
9. Searchable database (internal)
10. Unknown recruiter
11. Him/herself
12. Searchable database (external)
13. Searchable web posting (external)
14. Resume distributor