

## Time to Hire/Fill Calculation

Position	Date of Approval to Create or Fill Position	Date Offer Is Accepted	Date Candidate Starts Working	Time/Days from creation to acceptance	Time/Days from creation to start date
				<b>Selection Time</b>	<b>Showup Time</b>
Teacher	8/10/2007	8/22/2007	9/1/2007	12	22
Secretary 3	8/11/2007	8/30/2007	9/12/2007	19	32
Accountant 2	8/12/2007	8/31/2007	9/13/2007	19	32
Procurement Specialist	8/13/2007	9/1/2007	9/14/2007	19	32
Coordinator	8/14/2007	9/2/2007	9/15/2007	19	32
Placement Supervisor	8/15/2007	9/3/2007	9/16/2007	19	32
Recruiter	8/16/2007	9/2/2007	9/17/2007	17	32
HR Analyst	8/17/2007	9/5/2007	9/22/2007	19	36
Certification Specialist	8/18/2007	9/6/2007	9/28/2007	19	41
<b>Average time to hire/fill for the month</b>				<b>18.0</b>	<b>32.3</b>