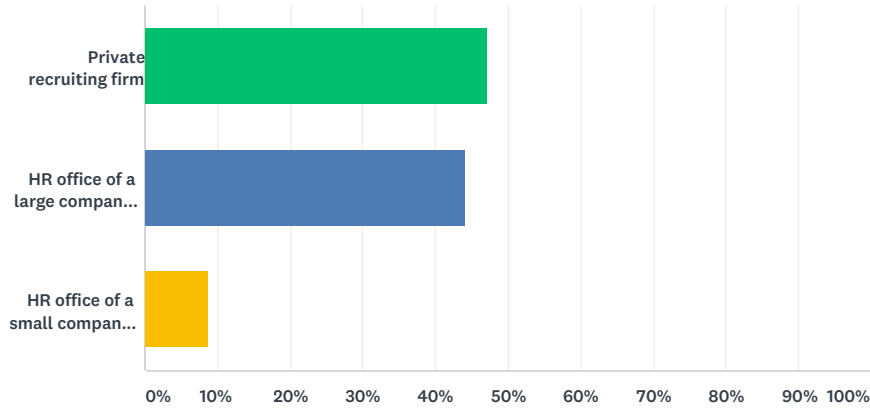


Q1 Where do you work?

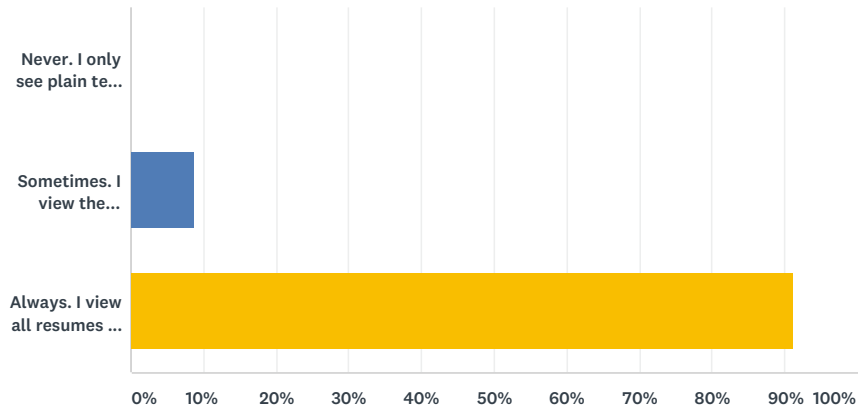
Answered: 34 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|--|-----------|----|
| Private recruiting firm | 47.06% | 16 |
| HR office of a large company (100+ employees) | 44.12% | 15 |
| HR office of a small company (fewer than 99 employees) | 8.82% | 3 |
| TOTAL | | 34 |

Q2 Do you view original resume formats?

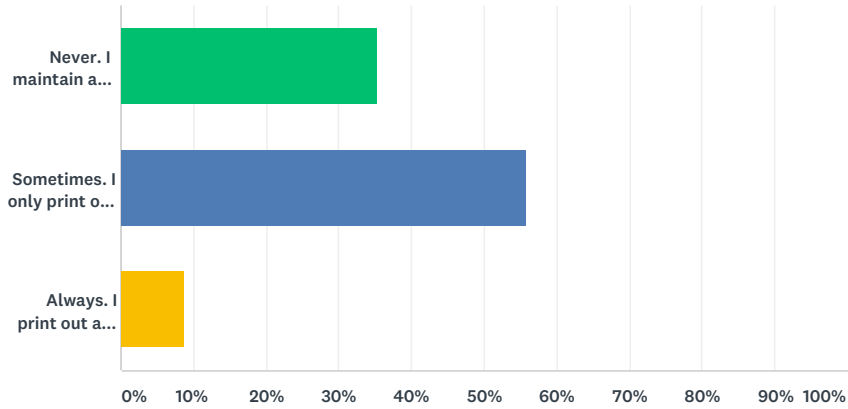
Answered: 34 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|--|-----------|----|
| Never. I only see plain text in applicant tracking software (ATS). | 0.00% | 0 |
| Sometimes. I view the original resume presentation of top-ranking candidates once I have used ATS. | 8.82% | 3 |
| Always. I view all resumes in the original formats the candidates send me, whether it's .pdf, .doc, or .txt. | 91.18% | 31 |
| TOTAL | | 34 |

Q3 Do you physically print out resumes?

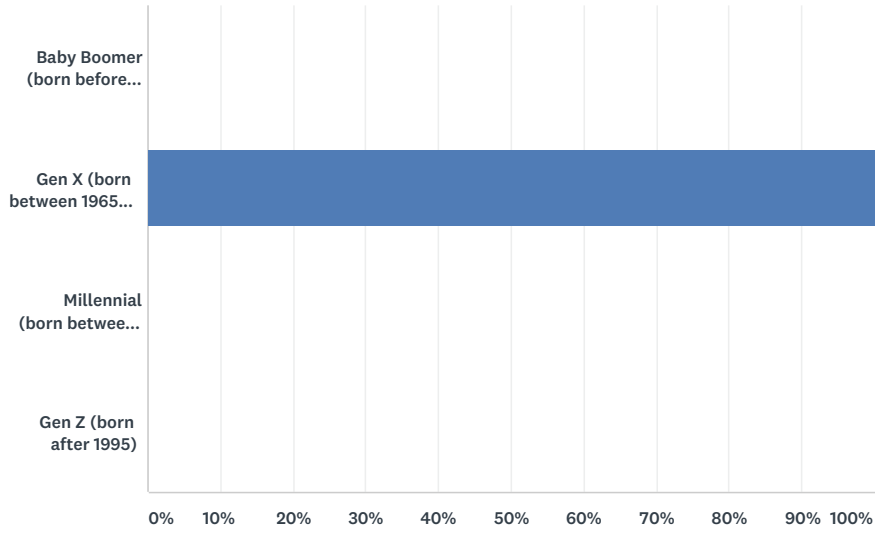
Answered: 34 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|---|-----------|----|
| Never. I maintain a paperless environment. | 35.29% | 12 |
| Sometimes. I only print out the resumes of candidates most worthy of consideration. | 55.88% | 19 |
| Always. I print out a hard copy of every resume submitted. | 8.82% | 3 |
| TOTAL | | 34 |

Q4 What generation are you from?

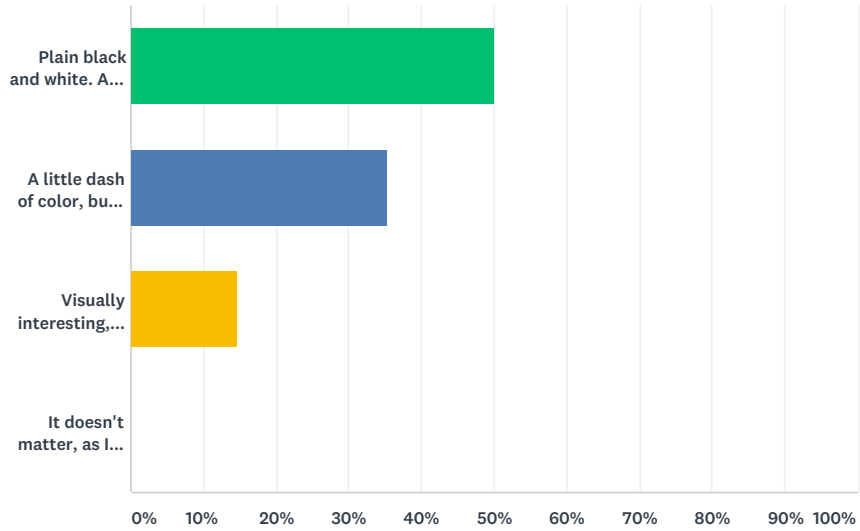
Answered: 34 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|---|-----------|-----------|
| Baby Boomer (born before 1964) | 0.00% | 0 |
| Gen X (born between 1965 and 1979) | 100.00% | 34 |
| Millennial (born between 1980 and 1994) | 0.00% | 0 |
| Gen Z (born after 1995) | 0.00% | 0 |
| TOTAL | | 34 |

Q5 What resume format do you prefer most?

Answered: 34 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|---|-----------|-----------|
| Plain black and white. As simple as possible. | 50.00% | 17 |
| A little dash of color, but otherwise plain. | 35.29% | 12 |
| Visually interesting, with charts and graphs. | 14.71% | 5 |
| It doesn't matter, as I only ever see plain text through the applicant tracking system. | 0.00% | 0 |
| TOTAL | | 34 |