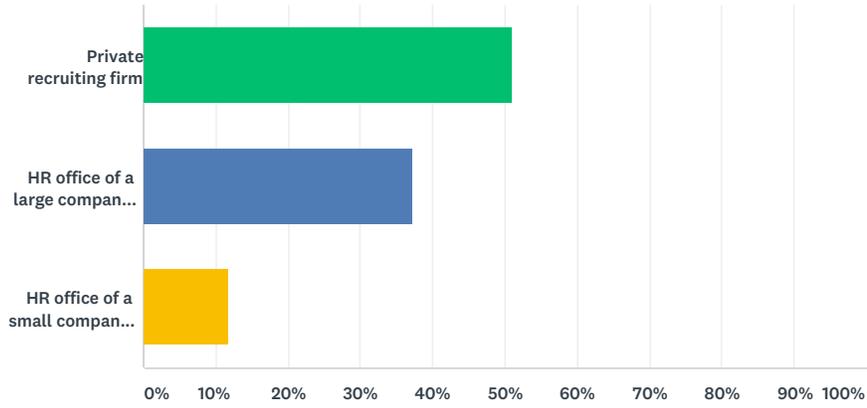


Q1 Where do you work?

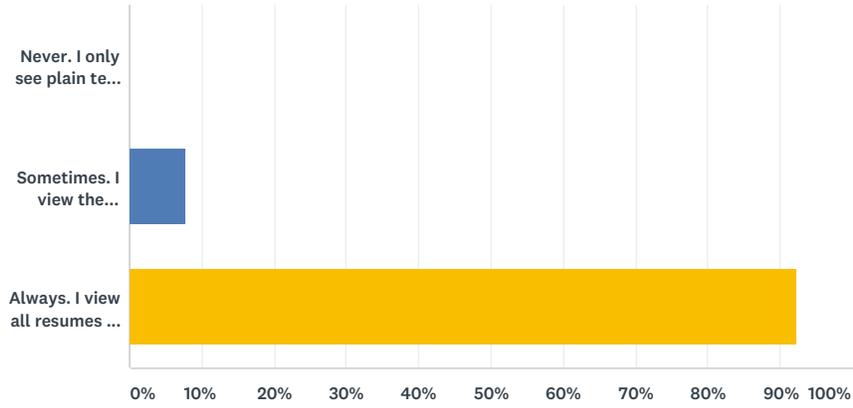
Answered: 51 Skipped: 0



ANSWER CHOICES	RESPONSES
Private recruiting firm	50.98% 26
HR office of a large company (100+ employees)	37.25% 19
HR office of a small company (fewer than 99 employees)	11.76% 6
TOTAL	51

Q2 Do you view original resume formats?

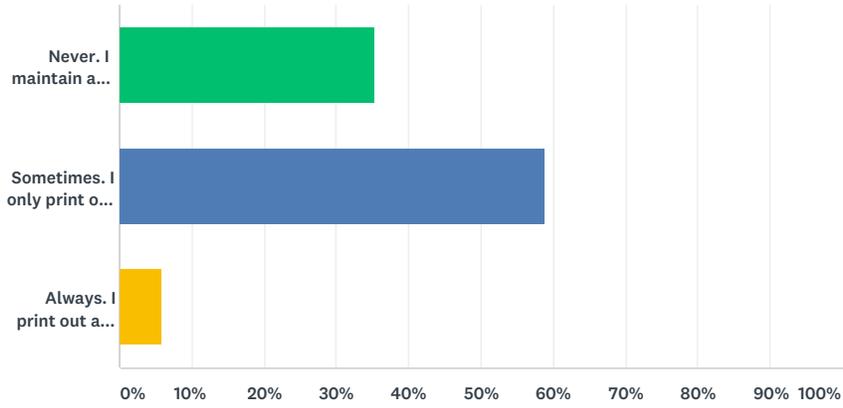
Answered: 51 Skipped: 0



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.	7.84%	4
Always. I view all resumes in the original formats the candidates send me, whether it's .pdf, .doc, or .txt.	92.16%	47
TOTAL		51

Q3 Do you physically print out resumes?

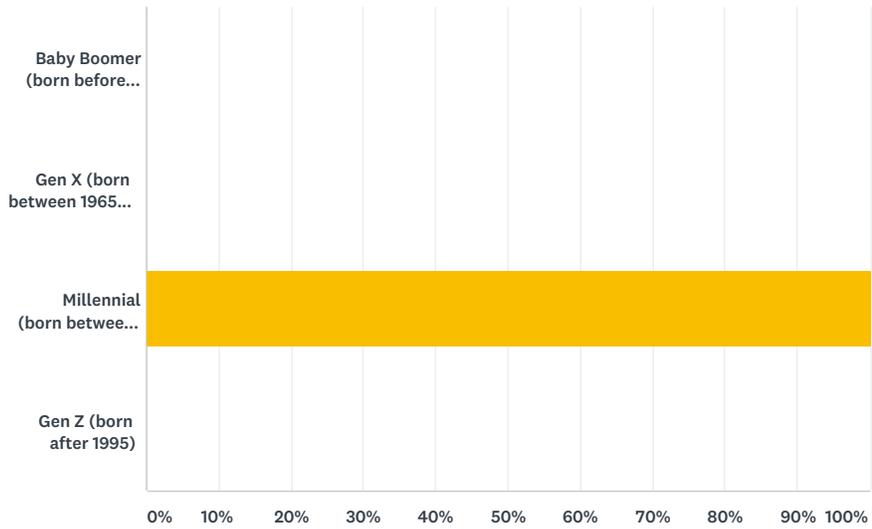
Answered: 51 Skipped: 0



ANSWER CHOICES	RESPONSES	
Never. I maintain a paperless environment.	35.29%	18
Sometimes. I only print out the resumes of candidates most worthy of consideration.	58.82%	30
Always. I print out a hard copy of every resume submitted.	5.88%	3
TOTAL		51

Q4 What generation are you from?

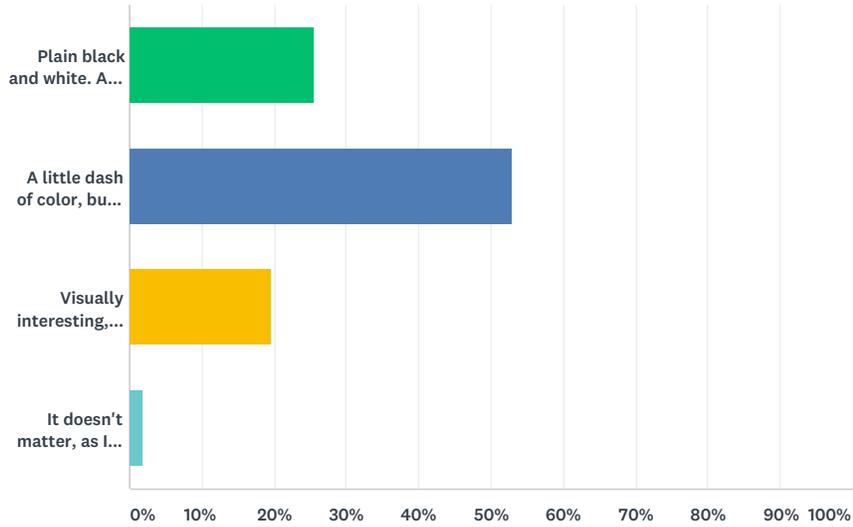
Answered: 51 Skipped: 0



ANSWER CHOICES	RESPONSES	
Baby Boomer (born before 1964)	0.00%	0
Gen X (born between 1965 and 1979)	0.00%	0
Millennial (born between 1980 and 1994)	100.00%	51
Gen Z (born after 1995)	0.00%	0
TOTAL		51

Q5 What resume format do you prefer most?

Answered: 51 Skipped: 0



ANSWER CHOICES	RESPONSES	
Plain black and white. As simple as possible.	25.49%	13
A little dash of color, but otherwise plain.	52.94%	27
Visually interesting, with charts and graphs.	19.61%	10
It doesn't matter, as I only ever see plain text through the applicant tracking system.	1.96%	1
TOTAL		51