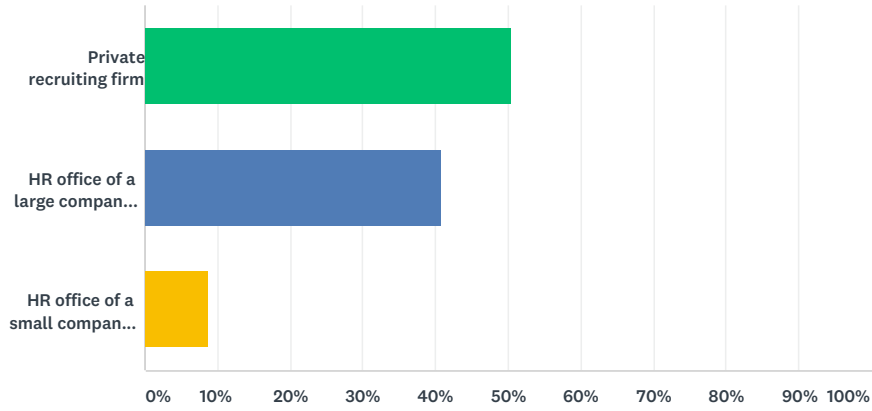


Q1 Where do you work?

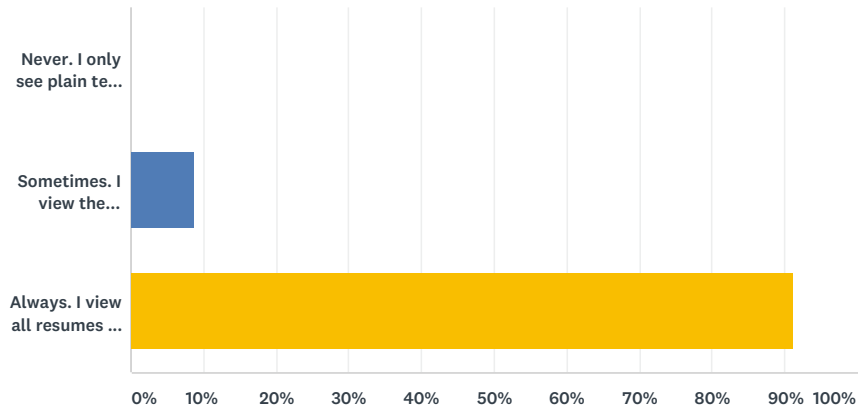
Answered: 103 Skipped: 0



ANSWER CHOICES	RESPONSES	
Private recruiting firm	50.49%	52
HR office of a large company (100+ employees)	40.78%	42
HR office of a small company (fewer than 99 employees)	8.74%	9
TOTAL		103

Q2 Do you view original resume formats?

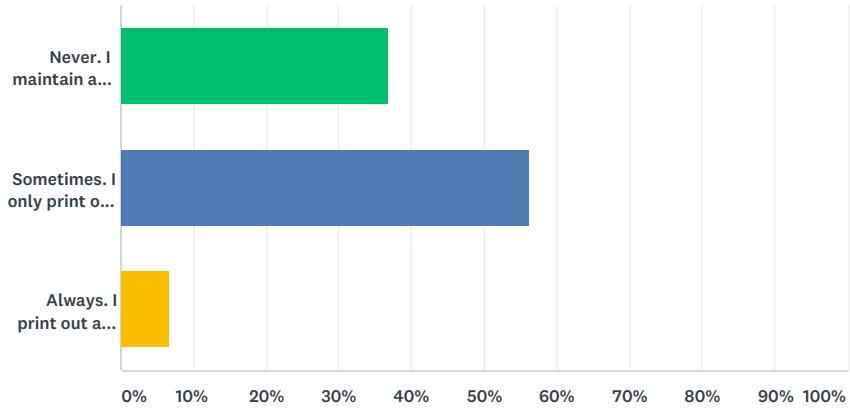
Answered: 103 Skipped: 0



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.	8.74%	9
Always. I view all resumes in the original formats the candidates send me, whether it's .pdf, .doc, or .txt.	91.26%	94
TOTAL		103

Q3 Do you physically print out resumes?

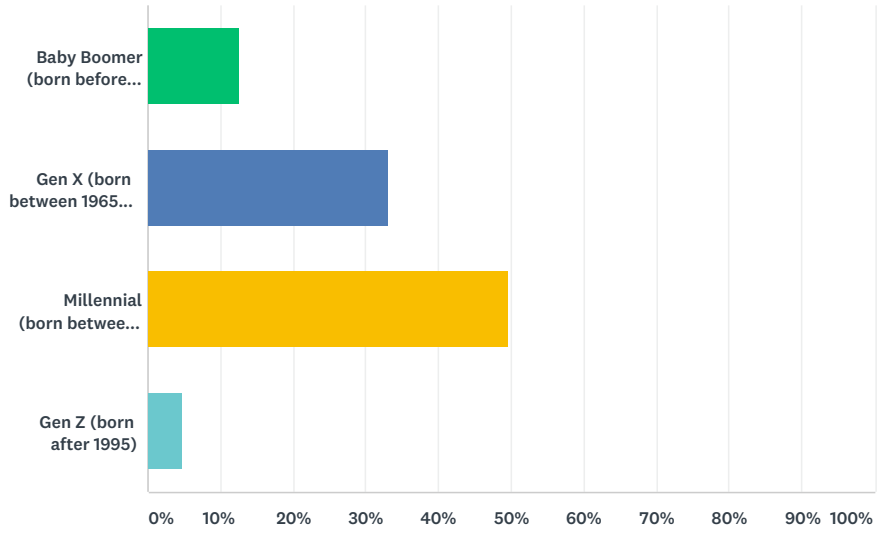
Answered: 103 Skipped: 0



ANSWER CHOICES	RESPONSES	
Never. I maintain a paperless environment.	36.89%	38
Sometimes. I only print out the resumes of candidates most worthy of consideration.	56.31%	58
Always. I print out a hard copy of every resume submitted.	6.80%	7
TOTAL		103

Q4 What generation are you from?

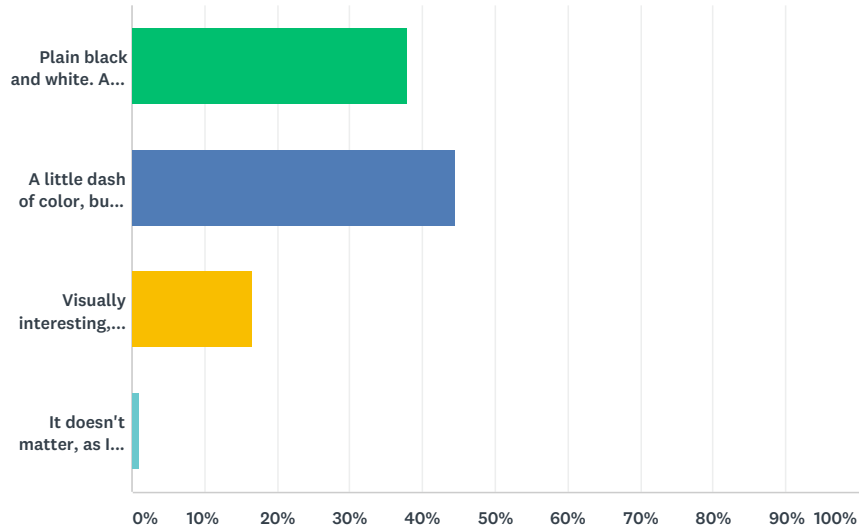
Answered: 103 Skipped: 0



ANSWER CHOICES	RESPONSES	
Baby Boomer (born before 1964)	12.62%	13
Gen X (born between 1965 and 1979)	33.01%	34
Millennial (born between 1980 and 1994)	49.51%	51
Gen Z (born after 1995)	4.85%	5
TOTAL		103

Q5 What resume format do you prefer most?

Answered: 103 Skipped: 0



ANSWER CHOICES	RESPONSES	
Plain black and white. As simple as possible.	37.86%	39
A little dash of color, but otherwise plain.	44.66%	46
Visually interesting, with charts and graphs.	16.50%	17
It doesn't matter, as I only ever see plain text through the applicant tracking system.	0.97%	1
TOTAL		103