

# John Smith

## ProVerified™ Candidate Score Card

Criterion	Details	Score
<b>Provide Connection</b>	<i>5-Existing/former employee; 4-internal reference; 3-new entity who completed stringent Provide QA process; 2-Good resume but sub-par written and verbal communication; 1-Resume meets minimum requirements but poor written/verbal communication</i>	3
<b>Communications</b>	<i>Uses professional communication at all times. Written/Verbal skills—able to explain and understand the requirements of the position to all parties. 5 - No grammatical errors; 4 - Minimal grammatical errors; 3 - Average; 2 - Below Average; 1 - Unacceptable</i>	4.5
<b>Skill Level</b>	<i>Can perform the technical aspect of the position. When applicable, skills testing score will be the determinant. 5 - Expert; 4 - Intermediate; 3 - Proficient; 2 - Low-end of "passing"; 1 - Did not pass. When testing is not available--technical references and/or conversations with firm experts in the area will be used in place of assessments.</i>	5
<b>Attitude</b>	<i>Is a team player; maintains a "can-do" attitude and is flexible when solving problems. This is determined throughout Provide QA &amp; hiring process.</i>	5
<b>Education</b>	<i>5 - Master's degree or higher; 4 - Bachelor's Degree or Technical Training Certification; 3 - A combination of an Associates Degree and work experience; 2 - No formal education/training, work experience only; 1 - A High School diploma and work experience</i>	5
<b>Experience Level</b>	<i>5 - 5+ years of specified experience; 4 - 2-4 years of specified experience; 3 - Entry level or 0-2 years of specified experience; 2 - Work experience in a similar position but not in this exact position or field; 1 - College Graduate or new-comer to field with no past work experience in the specified area</i>	5
<b>Results / Achievement</b>	<i>5 - Impressive; 4 - Above average; 3 - Right on par with those at similar experience level; 2 - Slightly below average with those at similar experience level; 1 - Just starting out in the field with no prior achievements but has successful work experience in the specified area</i>	4.5
<b>References</b>	<i>5 - Positive from all references and an additional positive cold reference; 4 - Positive References from all provided by candidate; 3 - Average/Slightly above average references; 2 - Average references; 1 - Slightly below average references</i>	4
<b>ProVerified™ Score</b>		<b>4.5</b>

Provide Consulting's proprietary ProVerified™ Rating System is designed to objectively score top talent for potential client placement. Each candidate's score is derived from criterion established by Provide based on our company's values and industry experience. In the ProVerified™ Rating System, a score under 3 is considered unsatisfactory and therefore not considered for client submission. The determinants used to provide the score are outlined above for each criterion. The ratings are shared with the client in order to demonstrate the level of talent we provide to our customers.

