

ORA Recruitment Process

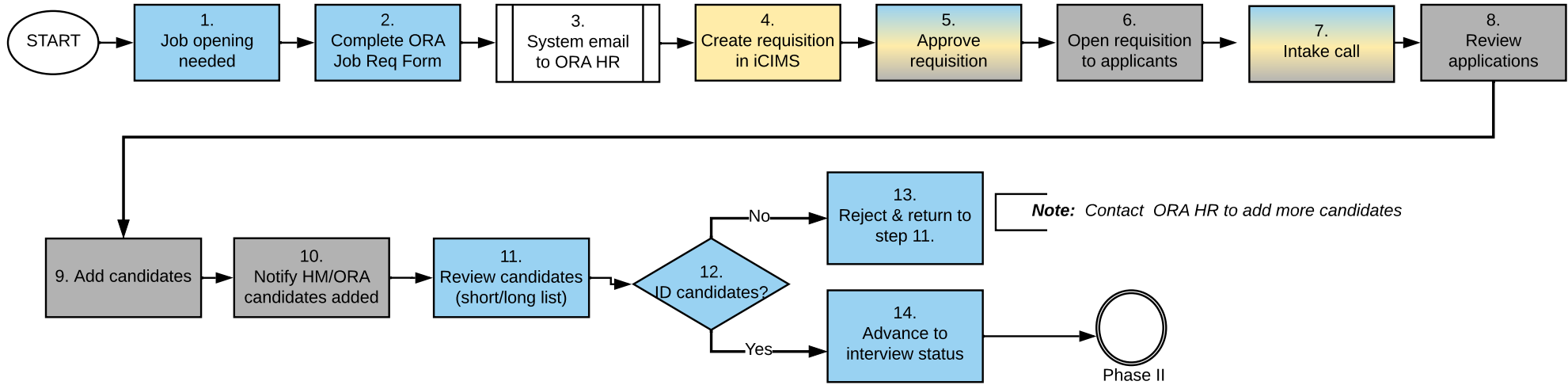
Phase I: Requisition

Phase I Approx. Timelines:

Steps 4-5: 2 business days

Steps 6-10: 7 business days

Steps 11-15: 5 business days

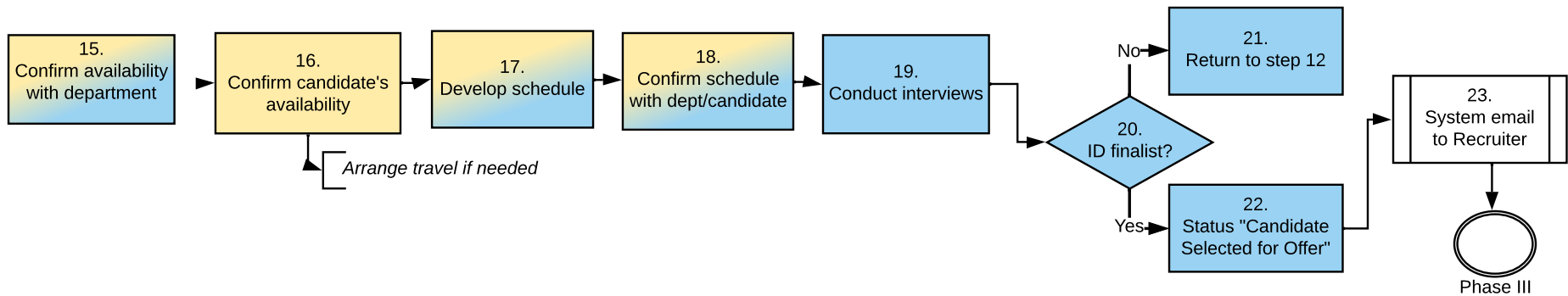


Phase II: Interviewing

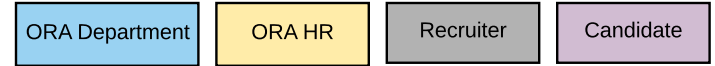
Phase II Approx. Timelines:

Steps 15-18: 3 business days

Steps 19-23: 5 business days

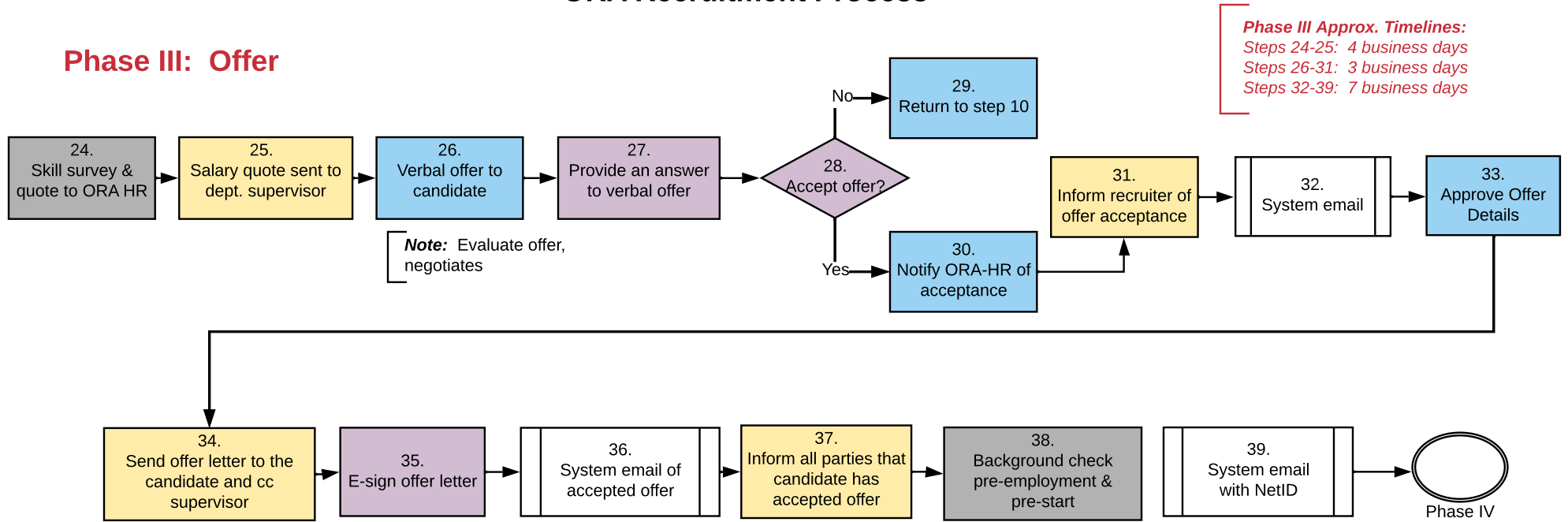


LEGEND



ORA Recruitment Process

Phase III: Offer



Phase IV: Hiring/Onboarding

