****

**Quarterly Check In**

**Rick**

**1Q16**

**DISCUSSION**

|  |
| --- |
| **How did you do last quarter?** |
| Rick Response:  Q1 ACTUAL:   * 31 Offers * 17 Hires Q1 * 2 Offers Outstanding * 8 Confirmed April Starts * 58% Offer Conversion Rate * 62.33 Day’s Time to Hire Avg. * Pipeline * 5,500 Applied * 525 Assessed * 147 Face to Face * .026% Applied to Live   **Evaluation:**  Very strong effort, hard work and consistency resulted in a strong close to the quarter making up for a slow start. Brute force effort.  Ratio of Technical phone screens converting to live interviews and Offers to hires will be the main focus of improvement for Q2.  Andy Response: |
| **What are you goals this quarter?** |
| Rick Response:   * Q1 Strong emphasis on “numbers” * Q2 Quality of candidate, working smarter, being more confident in ability to recruit and less “needy” with offers.   Q2 Goal VS Q1 Actual-Metrics:  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Interviews:  Engineering:   * 10-20 Phone Screens Max Weekly * 5-10 Lives Max Weekly * 2-3 Hires a month   Web:   * 10 phone interviews * 5 Lives Max a week * 2-3 Hires a month   Other:   * 10-20 Phone interviews * 10 Lives * 2-3 hires a month   \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Hires   * 27 Q2 * 9 a month   Pipeline   * 5% Applied to Live Ratio   Time to Hire   * 42 Day’s avg.   Conversion Rate   * 90% Conversion Rate   Individual:   * Manage team to quarterly metrics, achieve team quarterly goals * Grow confidence, skill set of team to better manage and control candidates through process and offer * Lead by example of working smart and upholding Roblox core values * Establish and Document Comp., Hiring, Internal Referral Process * Implement Hiring manager and team interview training quarterly brown bag * Customize Greenhouse with Recruiters and Hiring Managers to focus interview objective * Close quarter with a clearly defined interview process and methodology per department * Establish strong Internal Referral foundation   Andy Response: |
| **What are your longer term goals?** |
| Rick Response:   * Drive best in class recruiting organization at Roblox * Establish recruiting as key player in Roblox growth-success with high functioning, ever evolving, effective recruiting organization * Learn, grow and evolve to become Roblox VP, Talent Acquisition-Programs through effective action and results * Consistently establish recruiting team as top performers * Consistently establish myself as company’s top performer by way of the team’s success   Andy Response: |

**VALUES Rank (5 best, 1 worst)**

Rick Andy

Self Organize 4

Get Stuff Done 4

Inspire Others 4

Work Hard 5

Respect the Community 5