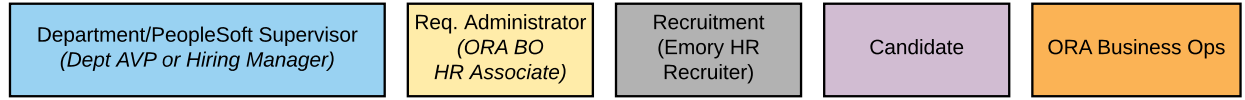


# ORA Hiring - Process Map w/Timelines

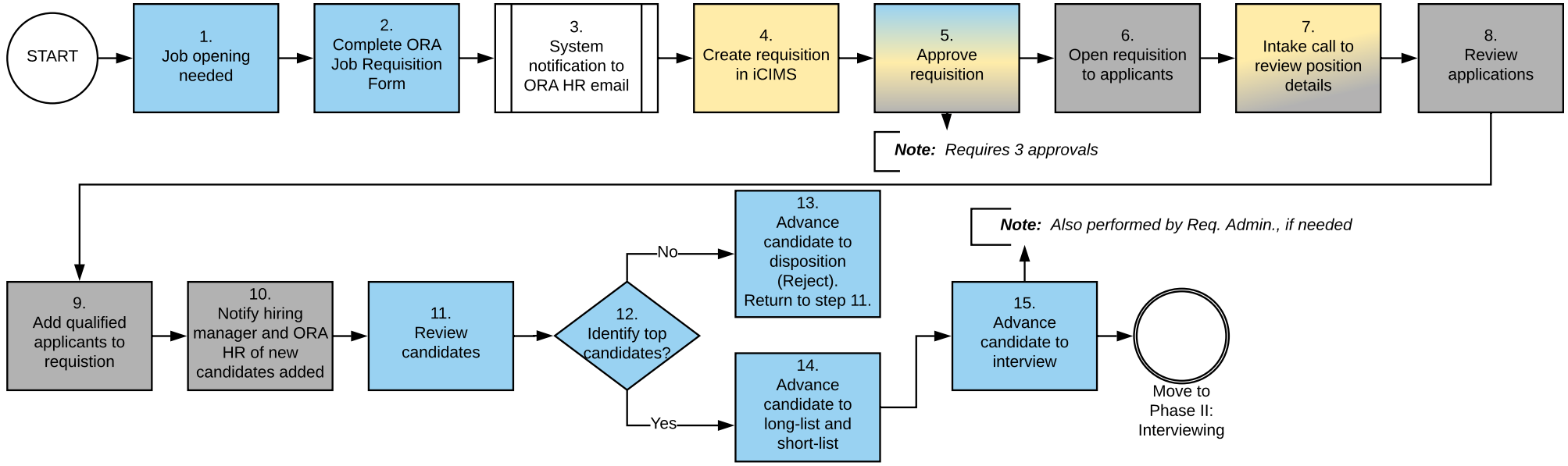
## Phase I: Requisition Process

**LEGEND**

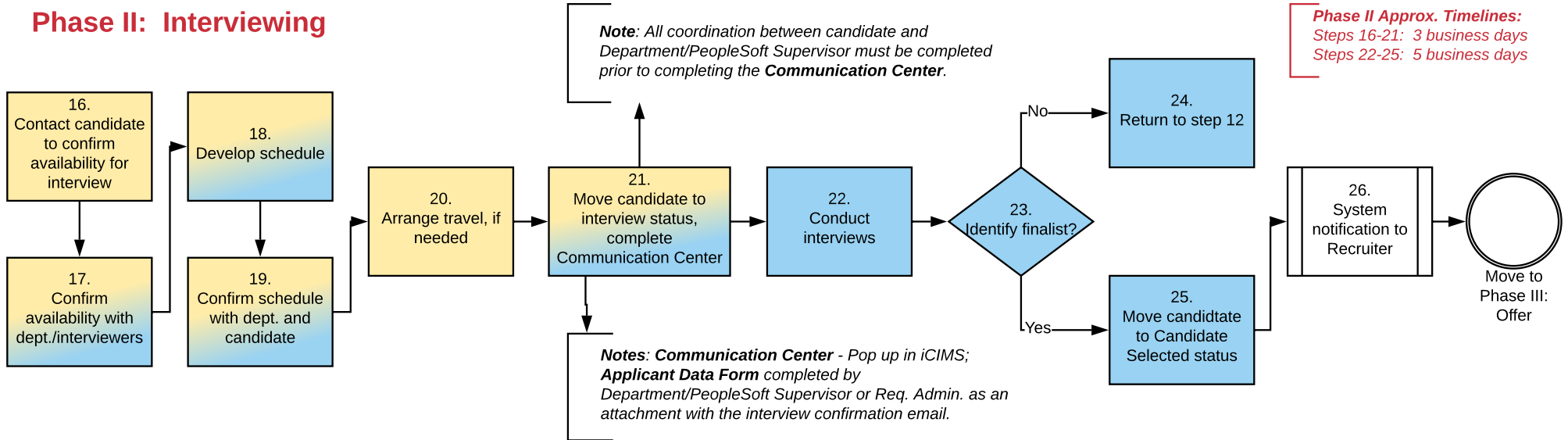


**Approx. Timelines:** Please note that timelines outlined in this process map are ideal. However, these are subject to change based on complexity and varying situations.

**Phase I Approx. Timelines:**  
 Steps 4-5: 2 business days  
 Steps 6-10: 5 business days  
 Steps 11-15: 5 business days

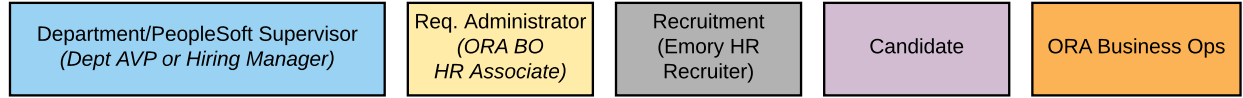


## Phase II: Interviewing



**Phase II Approx. Timelines:**  
 Steps 16-21: 3 business days  
 Steps 22-25: 5 business days

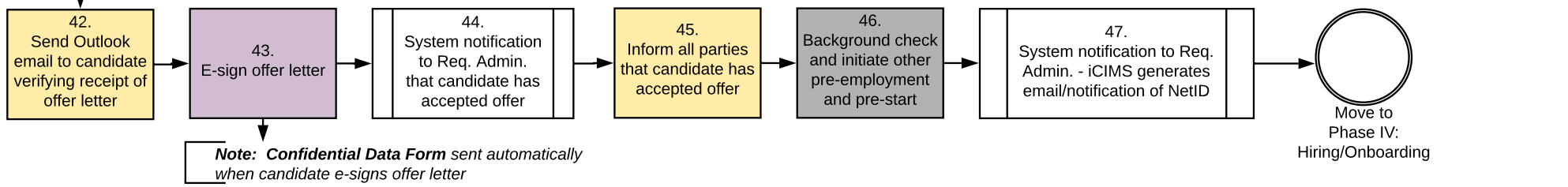
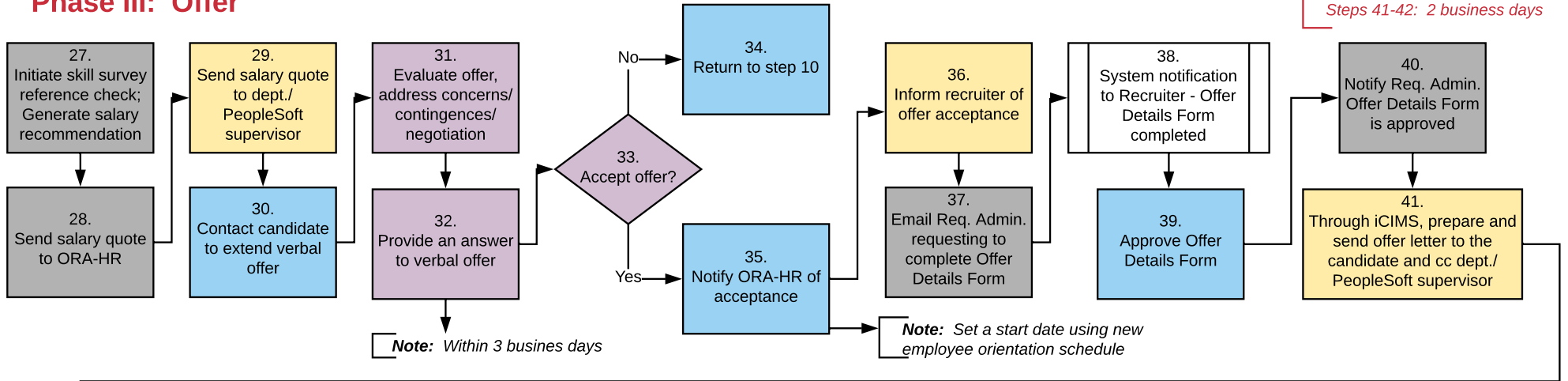
# ORA Hiring - Process Map w/Timelines

**LEGEND**


**Approx. Timelines:** Please note that timelines outlined in this process map are ideal. However, these are subject to changed based on complexity and varying situations.

**Phase III Approx. Timelines:**  
 Steps 27-29: 4 business days  
 Steps 31-33; 35: 3 business days  
 Steps 36-40: 3 business days  
 Steps 41-42: 2 business days

## Phase III: Offer



## Phase IV: Hiring/Onboarding

**Phase IV Approx. Timelines:**  
 Steps 51-53: 10 business days

