

1 45 Day Confidential Candidate Follow Up

We, at DSML, treat both “client” and “candidate” satisfaction seriously. It is our utmost goal that anyone we recruit for our clients is successful in reaching their personal career objectives.

Now that you've been “on the job” for several weeks, we would like to ask you a few questions relating to your onboarding. These questions are aimed, as mentioned, on your satisfaction with your new position ... and to assist us to manage our process.

Everything and anything that you say to us is confidential.

Here are the questions we would like to ask:

- Do you feel that you were interviewed well and treated fairly by both DSML and your new employer during the interview process?
- Did you feel the process to be too lengthy or too cumbersome?
- Do you have any recommendations for DSML in how to manage the process more efficiently and effectively?
- Do you feel that the new job was accurately portrayed as it was described to you during the interview process? If “no” then what are some of the things that you learned that were not revealed to you during the selection process?
- Do you feel that you will be able to achieve the earnings objectives originally laid out to you? If “no”, then please tell us why?
- Are you receiving the level of support that you feel you need in order to be successful?

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- Are your salary and expense reimbursements received on time?
- Do you have any issues with either the leadership style, communicative style, etc. with the key players in your new company?
- Are there areas where you believe that there may be some sort of misunderstanding?
- Do you feel as strongly now, as you did during the interview process, about your ability to be successful in this organization?

We would like to mention, again, that this is a **confidential** document. At no time will we ever release any of the information you care to share with us with anyone ... period. (This is, of course, unless you are having issues that you wish to be made known. If there are any issues you would like shared, we would first consult with you in a conversation prior to releasing any information).

This information is only for DSML internal purposes so that we might know that if we are managing both the process and expectations well so that the candidates we place might be successful.