# PKL's Systemic Hiring Process

### STEP 01 Pre-Award Recruiting

Our recruiting team utilizes multiple resources to source qualified candidates and begin collecting applications prior to contract award.

## STEP 02 Screening & Interviews

Our recruiting team actively screens candidates for necessary qualifications then passes along the best candidates for interviews.

#### STEP 03 Selection Process



Our management team adheres to a proven selection process to select the best candidates and extend offer letters.

#### STEP 04 Onboarding and Candidate Retention

Hired candidates move into our efficient onboarding process to prepare for their new role. Candidates not immediately offered a position are retained in a candidate pool for future openings or other qualified positions.