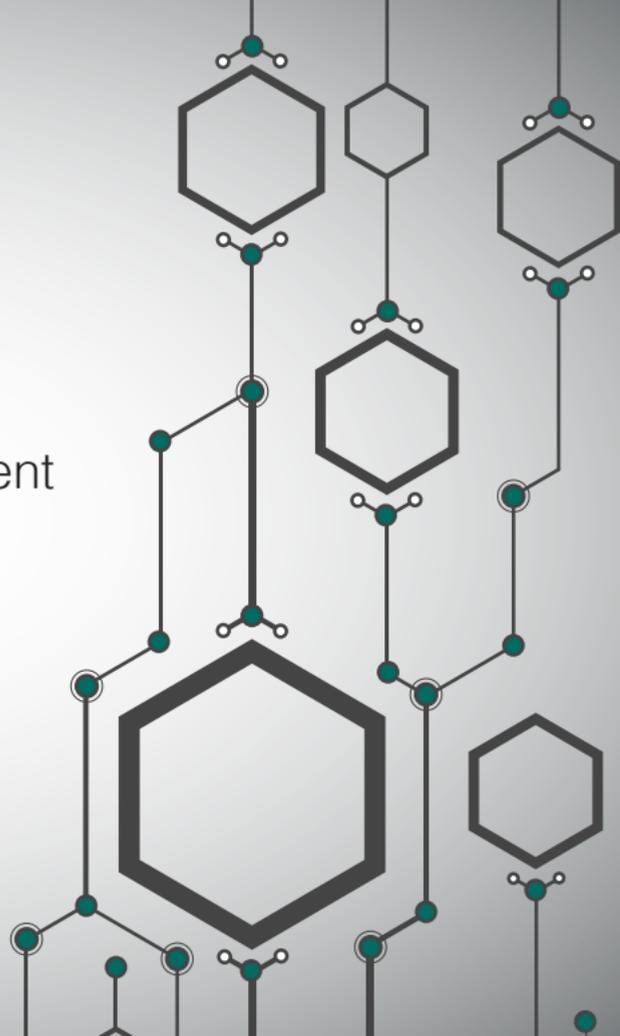




nukunuku21
DESIGN

WEB

- Front end web development
- Responsive design
- UX/UI design
- Intranet and team site development
- Internet community development
- Sharepoint site development
- Blog design
- Social media





The clearest way into
the **Universe**
is through a forest wilderness

The clearest way into
the **Universe**
is through a forest wilderness

禅

The Art of Zen

Creation Date: March 2004
Programs Used: Photoshop, After Effects

This is a completely refreshing project, a metaphorical "sorbet for the mind/senses". The concept was to create a series of interstitials on the subject of Zen. The interstitials are geared for a TV Channel such as The Learning Channel. With each video I wanted to invoke a Zen saying and then, with graphics, explore the different capabilities of After Effects (such as 3-D, Particle Systems, etc).
Enjoy.

Launch

J2 GRAPHICS



爆烈天使

PUREST
of ANGEL

HOME

DVD

STORY

CHARACTERS

GALLERY

COMMUNITY



JO



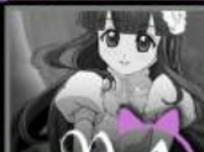
Character Description

Jo has a mysterious past which she doesn't fully remember. Meg and her meet up shortly after Jo has lost her memory, and eventually the two of them become a pair working together as bounty hunters and guns for hire. Eventually Sei recruits the two girls into her team.

Of the pair, Jo is the primary fighter; she is efficient and business-like in battle with no wasted movements, thoughts, or actions. She never runs

JO . MEG . SEI . AMY . JANGO . KYOUHEI . TAKANE . LEO . MARIA . CAST LIST

MOON PHASE



PHASE 1



PHASE 1 TRAILER
BUY NOW

At vero eos et accusamus et iusto odio dignissimos ducimus qui blanditiis praesentium voluptatum deleniti atque corrupti quos dolores et quas molestias excepturi sint occaecati cupiditate non provident, similique sunt in culpa qui officia deserunt mollitia animi, id est laborum et dolorum fuga. Et harum quidem rerum facilis est et expedita distinctio. Nam libero tempore, cum soluta nobis est eligendi optio cumque nihil impedit quo minus id quod maxime placeat facere possimus, omnis voluptas assumenda est, omnis dolor repellendus. Temporibus autem quibusdam et aut officiis debitis aut rerum necessitatibus saepe eveniet ut et voluptates repudiandae sint et

HOME PHASES CHARACTERS EXTRAS NEWS

PHASE 1 | PHASE 2 | PHASE 3 | PHASE 4 | PHASE 5 | PHASE 6 | STARTER SET 1

HIYONO YUZAKI



Hiyono is the bubbly, energetic, and zany editor of the Tsukiomi Academy newspaper. Hiyono is always first on the scene when any important news story breaks. She keeps her data diary at the ready, should she need any background info on any student at school. Perhaps it's just her reporter's nose, but for some reason Hiyono is mysteriously drawn to Ayumu after he is accused of a terrible crime. Hiyono vows to either bring him to justice, or redeem his good name.

SPIRAL

CHARACTERS
EPISODES
STORY
EXTRAS

CHARACTERS

| AYUMU | EYES | HIYONO | KOUSUKE | RIO | KANONE | RYOKO | MADOKA | KANZAKA | SAYOKO | WATAYA |

Series Summary:

Sana Kurata is an 11-year-old superstar. Her hit series, "Child's Toy," is broadcast all over the country each afternoon garnering her fame and fortune beyond any 11-year-old's wildest dreams. Her life appears charmed, both free of worry and regret.

However, Sana's life isn't all it's cracked up to be. There is the constant strain of being a child star, filming her television series, commercials, and even movies. Her mother, an award winning novelist, insists Sana eat a healthy breakfast before leaving the house, even if she is running late. And...



EPISODE DESCRIPTIONS

• **STORY** • CHARACTERS • DVD • EXTRAS •



STORY

DVDS

CHARACTERS

EXTRAS

TENCHI MUYO!
RYO OHKI™

Volume One - Here Comes the Bride!



- AVAILABLE JULY 5, 2005
- PRE-ORDER YOUR COPY TODAY
- [VIEW TRAILER](#)

IN THE SPOTLIGHT:

Tenchi Muyo! is one of the most famous harem anime series in history. Tenchi Muyo! Ryo-Ohki is an OVA that rejoins the original cast and characters. Tenchi seeks answers from his past while Ryoko faces the present head on. The gang's world gets turned upside-down when they receive a strange visitor.



Fruits Basket

STORY CHARACTERS EPISODES ZODIAC EXTRAS



Name: **Kyo Sohma**

Age: **16-17**

Height: **171.3**

Weight: **54kg**

Bloodtype: **A**

Sign: **Capricorn**

Animal: **Cat**

Occupation: **Sophomore at Kaibara High School**

Kyo spent months perfecting his martial arts skills desiring to finally defeat Yuki, a goal that consumes him like nothing else. A member of the Sohma clan, Kyo too transforms into an animal—the cat. The difference is that the cat is left out of the Chinese Zodiac. He is foul tempered, brash, rough, and rude, but deep down some believe he is not as bad as he pretends to be.



REASON

#5



SKILLSURVEY

1995 is calling
and it wants
its voicemail
back.

Find your reason
to rethink reference checking:
skillsurvey.com/reasons

SKILLSURVEY



It's time to
think differently
about reference
checking.

46%
of new hires
will fail within
18 months.

SKILLSURVEY



THE GIG ECONOMY:
A new era in talent
management

SKILLSURVEY



New hires start off
EXCITED...

...but then
something
happens.



Now you
can find out

WHY.

SKILLSURVEY
Post-Hire



Automate:

- Candidate Experience Surveys
- Onboarding Feedback
- Supervisor Feedback
- Engagement/Pulse Surveys
- Exit Surveys

and more...



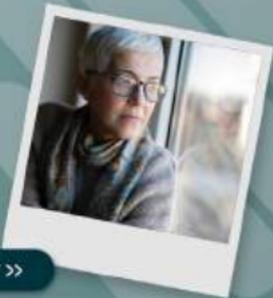
Get a
demo
today.

www.skillsurvey.com

SKILLSURVEY

85%

of our nation's workers
are not engaged. **Are your
employees among them?**



GET THE FIELD GUIDE ON ENGAGEMENT >>

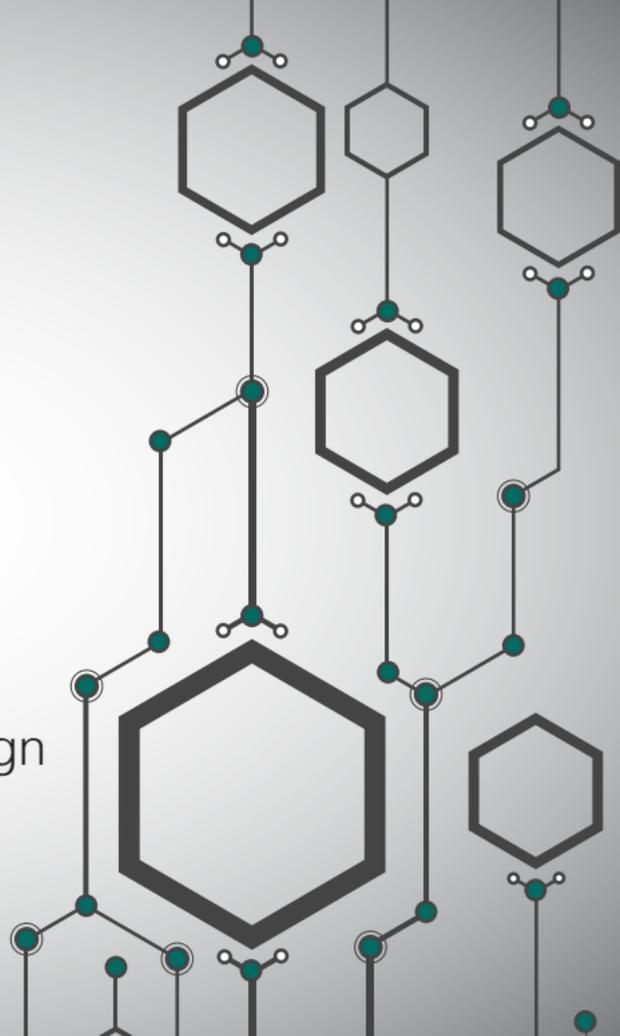
SKILLSURVEY

Keep pace
with the
revolving door
of hiring.



GRAPHICS

- Illustrations and diagram design
- Photo manipulation
- Event graphics
- Logo and identity design
- Advertising and editorial design
- Collateral design
- Catalog design
- Postcard and greeting card design
- Business card design
- Infographics development



The logo for SKILLSURVEY, with 'SKILL' in blue and 'SURVEY' in orange, and a vertical line of three dashes to its right.

SKILLSURVEY

TALENT INTELLIGENCE YOU CAN TRUST

Hire, engage, and retain great talent.

Reference Checking | Sourcing | Candidate & Employee Engagement





Her CV didn't mention her ability to inspire students.
But you found out before you hired her.

Your faculty drives the success of your institution. See how deans, selection committees, and hiring managers at the University of Colorado - Colorado Springs are getting deep insights that matter with online reference checking.

Find out how:
www.skillsurvey.com/resource/uccs-case-study/

SKILLSURVEY



Measure What Matters

Gain rich analytics throughout the talent lifecycle to build exceptional talent experiences with SkillSurvey.

SKILLSURVEY

- Deliver better hiring with digital reference checks
- Automate feedback on your candidate and employee experiences
- Check-in on onboarding, 30/60/90 days, supervisor satisfaction and employee exit

Consolidate recruiting, onboarding, engagement and exit interview data in a single platform with SkillSurvey.

Learn more:
SkillSurvey.com





CUSTOMER SUCCESS STORY

CLEMSON UNIVERSITY

Finding the best candidates quicker

The Goal

Clemson University consistently ranks near the top among national public universities by U.S. News & World Report. The first-rate faculty and staff recruited by the university are key to continuing to build Clemson's stellar brand.

The Challenge

Good talent moves quickly, but Clemson's reference checking and interview processes were slow. Most references weren't available by phone; others only confirmed employment dates. Sometimes, the hiring managers did not complete reference checking. Other times, they made reference calls after an offer was made.

Clemson's director of talent acquisition said, "Our reference checking and internal review processes were extremely long. It could take months, sometimes longer, to get a candidate in place."

Asking candidates to provide written reference letters improved the process in some ways, but some content was questionable. Signatures could have been forged, or a reference might not have read the document closely before signing. There were too many questions in the minds of the talent acquisition staff. And a lack of standard reference forms and guidelines for storing information was a potential legal concern.



\$1M in potential turnover costs saved in just one year



Selection committees have tools to conduct consistent and compliant interviews



Lead time was shortened by 13 weeks



90% less time checking references



Over 400 passive candidates have opted-in to Clemson's passive talent network



More than 4 references responding per candidate

SkillSurvey.com 1 (877) 976-8005

©2016 - Clemson University. Case Study Page 1 of 1
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SKILLSURVEY

SkillSurvey Post-Hire™ Employee Onboarding Experience

Focus on early tenure experiences



Insights to create positive and equitable brand experiences for new hire success

Real-time analytics to optimize onboarding programs

- Review what new hires liked most, and what they suggested for improvement
- Check ratings across the organization and by work location: remote, hybrid, onsite
- Scan time trends on onboarding satisfaction, to see impact from process adjustments
- Explore patterns and trends

What's included:

- Best practice survey designed by our I/O Psychology team
- Survey can be sent out 30, 60 or 90 days after start date
- Add custom questions that fit your needs
- Detailed analytics on the new hire onboarding experience. Drill-down by division, dept, employee type, and more
- On-demand training videos
- Ready to use day #1



Organizations with strong onboarding programs improve new hire retention by 82%.



SkillSurvey Post-Hire™
Visit us at SkillSurvey.com/post-hire to learn more or request a demo.

"I feel that more time could have been spent with a mentor - someone to help me navigate all the software and to answer my questions."

SkillSurvey.com 1 (877) 976-8005

MP-038 - Post-Hire - Onboarding Experience Page 1 of 1 MP-038-09-20-21
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SKILLSURVEY



WHITEPAPER

Eight Ways to Transform Sourcing

As our digital footprints continue to expand, smart sourcing experts are reaching beyond LinkedIn, Facebook, and Twitter to surface potential candidates. Where are they looking? All databases are up for grabs. Instagram is leading the way, with 31% of job seekers reporting they've found a job through that network.¹ TikTok is emerging as well. But there are more options. Looking for adventurous people willing to take risks? Try an ivvy search on travel sites, Youtube channels or discussion boards such as Reddit. A good rule of thumb is to have a presence on whatever database you're exploring. Just remember, you're building relationships, not hunting down elusive prey.

7. Make your passive sourcing active.

Let's get beyond the either/or proposition that active job seekers and passive candidates are somehow intrinsically different. Instead, let's make a bold assumption: that they are people who just happen to be at different points on the employment lifecycle. Current studies show some sixty-five percent² of employees are actively searching for new roles, with many more considering new opportunities.³ How does that change the calculus?

First and foremost, it suggests that "talent" shouldn't be confused with "status." Second, it suggests that your sourcing strategies need to embrace people on all points of the employment lifecycle to be effective. And third, it points to the importance of broad, reliable networks of knowledgeable people whose referrals, references, and associations matter. Keeping the talent pipeline full should be at the top of every sourcing professional's to do list. Maximizing the potential of every connection makes that task a whole lot easier.



65% of employees
are actively searching for new roles,
with many more considering new opportunities.

8. Build and nurture a talent community.

Creative sourcing professionals know they need to make use of every tool in the toolkit to identify and engage top performers. But they also need to make wise choices about where to invest time and resources. The ability to identify potential candidates by the value trusted colleagues place in their expertise is one reason organizations are turning to solutions like SkillSurvey Sourcer[®], an online talent community driven by high quality referrals and references. Good people tend to know other good people. By connecting with the people who provide references (and capturing their latest contact data), as well as encouraging your newly hired candidates to refer people they know, automated solutions like these can help you identify scores of potential job candidates and match them to openings based on key pipeline criteria.

SkillSurvey.com 1 (877) 976-8005

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SKILLSURVEY
SOURCING

The New Candidate Feedback Report

We put the power of SkillSurvey's Predictive Analytics and accelerated decision-making on your mobile devices.

- ✔ **COMPREHENSIVE:** One on-screen navigation, to access all the data you need.
- ✔ **INTERACTIVE:** Drill down to see the data you need. Integrated clients can take action on the data.
- ✔ **CONFIGURABLE:** Tailor reports to your organization with their preferred report sections and metrics.

www.SkillSurvey.com



SKILLSURVEY[®]
presents

COMING SOON!
New Candidate
Feedback Report

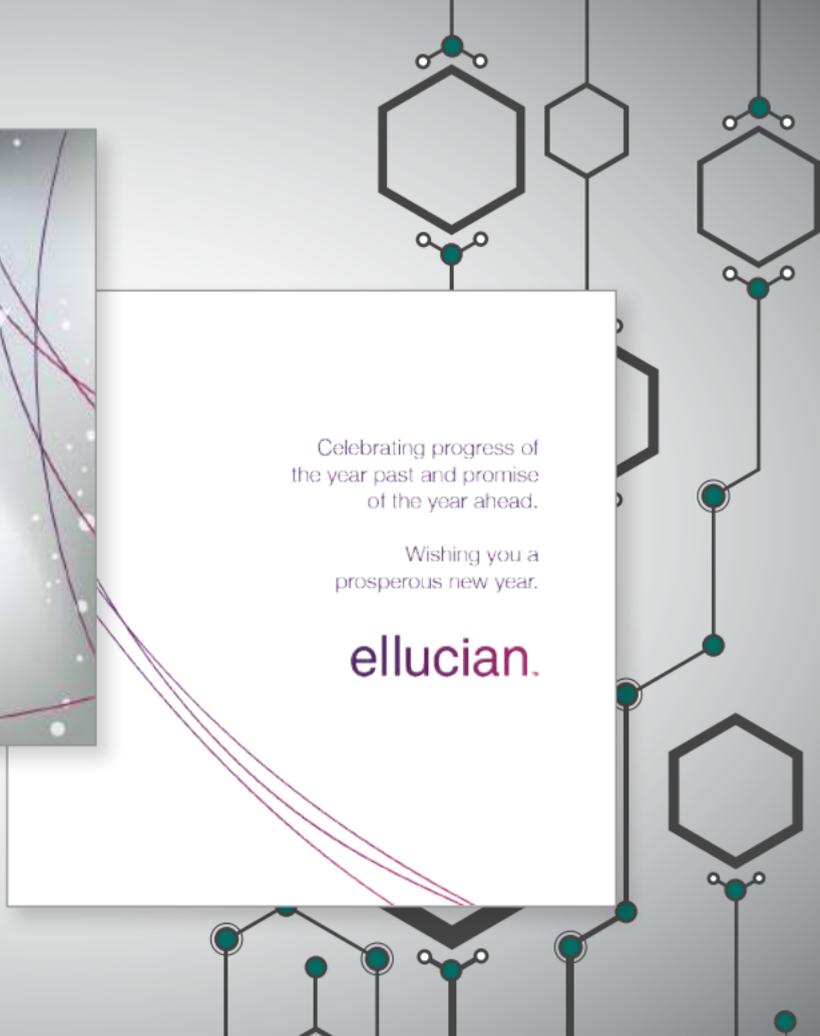
The image shows a promotional graphic for SkillSurvey's new Candidate Feedback Report. It features a laptop and a smartphone displaying the 'Predictive Analytics' interface. The laptop screen shows a 'Target Met' section with a score of 6.83 and a 'Target' of 6.83. The smartphone also displays a similar interface. A bucket of popcorn is positioned to the right of the laptop. The background is a light blue grid pattern with a blue wave at the bottom. The text 'SKILLSURVEY presents' is at the top left, and 'COMING SOON! New Candidate Feedback Report' is at the bottom right.



Celebrating progress of
the year past and promise
of the year ahead.

Wishing you a
prosperous new year.

ellucian.



Don't miss our session at NACADA

Academic Advising: Creating Pathways to Student Success

At Ellucian, we believe academic advising honors each student's personal journey, assists students with academic planning, and provides the support they need to make better academic choices. Join us to learn how robust academic planning tools and real-time counseling capabilities help your students stay on track to degree completion.

Presented by:
Wayne Holt, Senior Product Specialist
Tuesday, October 8
11:15-12:15 p.m.
Room 250F
Session #E413

Stop by booth #26 to request a copy of our paper, *Retention and Student Success: Staying on Track with Early Intervention Strategies* by Chrissy Coley, PhD, and Tim Coley, PhD.



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Solutions to help you boost student engagement and improve student success.

Visit Ellucian at the NACADA Annual Conference
Salt Lake City, UT | October 6-9, 2013



2013 Undeclared major

2014 Spends a year interning in the United Kingdom

2021 Earns doctorate in engineering

2025 Designs an innovative aerospace program

2045 Returns to alma mater to teach the next generation

Today, he's focused on the game—not tomorrow's algebra test. Give him a few years, and he'll graduate magna cum laude. In a few more years, he'll be one of your most famous alumni.

In this newly open and connected world, every student has a chance to succeed. If you want to help your students discover their future through learning, rely on Ellucian. We deliver a broad portfolio of technology solutions, developed in collaboration with a global education community, and provide strategic guidance to help education institutions of all kinds navigate change, achieve greater transparency, and drive efficiencies.

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Introduction to Groovy with Overview of Object Oriented Programming.

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GET GEEKY WITH GROOVY AND GRAILS!

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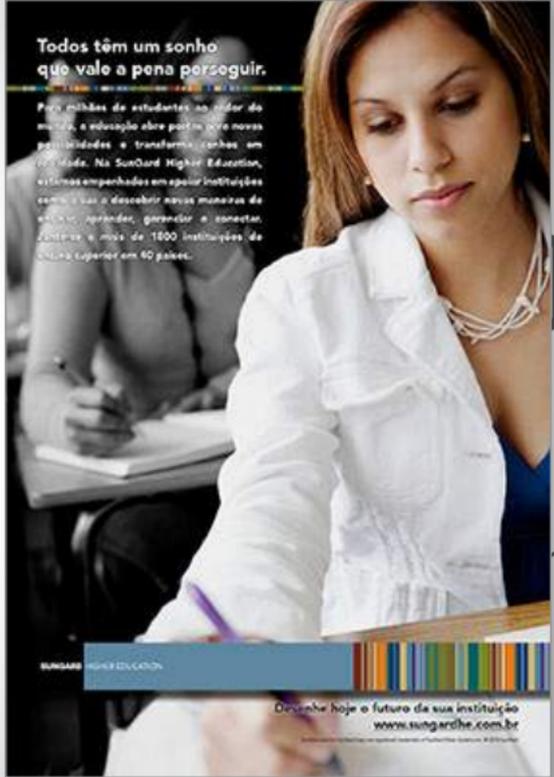
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For millions of students around the world, education opens doors to new possibilities. At SunGard Higher Education, we are committed to helping institutions like yours discover new ways to teach, learn, manage, and connect. Together, we can help every student looking for a better future find it.

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SunGard Higher Education and Texas shaping the future of higher education together

CONNECTION



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Para milhões de estudantes ao redor do mundo, a educação abre portas para novas possibilidades e transforma sonhos em realidade. Na SunGard Higher Education, estamos empenhados em apoiar instituições como a sua a descobrir novas maneiras de ensinar, aprender, gerenciar e conectar. Juntos, e mais de 1000 instituições de ensino superior em 40 países.

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SKILLSURVEY



Why Quality Matters Now More than Ever for Staffing and Recruiting Firms



The war for talent is back. And with a vengeance.

Characteristics of today's majority labor force



92% believe that business success should be measured by more than profits



80% prefer on-the-spot recognition over formal reviews



61% feel personally responsible to make a difference in the world



50% want to start their own business, or have already done so

Four Challenges in Higher Education Hiring

AND HOW TO OVERCOME THEM



SKILLSURVEY

Picking Up the Pace to Reduce Time-to-Fill



Picking Up the Pace to Reduce Time-to-Fill

DON'T BE A STATISTIC

You don't have to be among the ranks of "open positions unfilled." Hiring your reference checking process online saves time and money and increases the accuracy of the hiring manager's decision. It's not just about the 92% reduction in time that staff spends checking candidates' references and trying to getting the right hire. It's about the quality of the hire. The right hire is the one that stays. The right hire is the one that is a good fit for the organization and the position. The right hire is the one that is a good fit for the organization and the position. The right hire is the one that is a good fit for the organization and the position.

Reference checking is a critical part of the hiring process. It helps you to identify the best candidates for the job and to avoid hiring someone who is not a good fit for the organization. Reference checking is a critical part of the hiring process. It helps you to identify the best candidates for the job and to avoid hiring someone who is not a good fit for the organization.

The process is so efficient that institutions are choosing reference checking for more positions than ever before. Before using SkillSurvey, it took an average of 10 days to get a reference check. Now, it takes only 2 to 3 days. This means that you can get a reference check in less than a week. This means that you can get a reference check in less than a week.

The time and reference process is essential to the success of the hiring process. It helps you to identify the best candidates for the job and to avoid hiring someone who is not a good fit for the organization. Reference checking is a critical part of the hiring process. It helps you to identify the best candidates for the job and to avoid hiring someone who is not a good fit for the organization.

92%

Hiring your reference checking process online can reduce the time your staff spends checking in 92%.



SKILLSURVEY

Winning the War for IT Talent



In higher education today,
technology is a
competitive differentiator.

Candidates' soft skills lead to hard benefits

Research has proven over and over again that proficiency in a select set of competencies areas, which focus on soft skills, are the most predictors of success in almost every job. And according to SHRM's 2016 Soft Skills Study, an employer's soft skills assessment and evaluation strategies are critical.

But how do you get a reliable assessment of IT job candidates' soft skills to make the right hiring decision? After all, you can't gather such information by looking at candidates' resumes. That's why you need to use a candidate soft skills assessment that gives you everything you need to know about their soft skills.

What you can do is use candidates' references to assess their soft skills based on their observations of past work performance. That's where our new reference checking from SkillsSurvey can help.



"The talent in the hallway made our decision to use SkillsSurvey's Pre-hire 360™ easy. Each job at our institution has unique competencies and behaviors that are required, and the way to identify suitable candidates for performance excellence on a candidate is to have a solid, job-specific assessment. We are now getting information that directly identifies whether candidates will be performing."

Thomas Collins, Senior Talent Acquisition Specialist
Boston College



SKILLSURVEY

The Future of Work and Generation Z:

The data you need for more strategic recruiting



SKILLSURVEY

A perfect storm..

Entrepreneurial, pragmatic, and increasingly dedicated to work that matters, GenZ will drive the transformation—in your organization and across the workforce.

Finally, the tools to engage this emerging cohort will be critical to the success of your organization.

As HR prepares for their imminent arrival, recruiters find themselves, once again, on the front lines.

To engage GenZ, recruiters won't just need to identify their diverse social platforms. They will need to understand who they are and what they are capable of achieving. And they will need a way to measure the generational skills and competencies to match them successfully to jobs we are only starting to imagine.

SKILLSURVEY

Generation Z has arrived

Gen Z will enter through a critical door. They will comprise 30% of the workforce by 2030. They are more diverse, more educated, and more technologically adept than any previous generation.

And they are poised to join the workforce at a moment of unprecedented change. The future of work will reshape global labor markets as AI and more flexible than ever before, it will demand new competencies from a more engaged workforce and create new possibilities for how work gets done.

Ready to take on the world!

Industry Career Pathways research shows that education and technical skills are the most important factors in today's workforce.





SKILLSURVEY

Talent Analytics

When it comes to hiring and retention:
Organizations need big data.

Pandemic shifts are driving innovation in hiring.

In today's digital world, information is everywhere and leveraging data can deliver great insights and efficiencies for your hiring process – from sourcing and screening candidates, to identifying and recruiting great talent. But to get the most out of the data you have, you must first understand what big data is, and second, be able to use it to help you find and hire top talent.

If you're a recruiter or hiring manager whether you're at an enterprise-sized organization, or a smaller, mid-sized company, getting deeper insights early in the talent pipeline will also create downstream value – most notably, by knowing more about the candidate and employee you've selected or recruited to be more successful in onboarding, developing that person, cultivating their skills with on-going post-hire metrics, ultimately improving your ability to retain that talent.



SKILLSURVEY

How SkillSurvey drives big returns on big data

In total, SkillSurvey reduced potential turnover costs by \$2,449,040

All SkillSurvey clients have the ability to leverage data from assessments, if clients will use patented processes that provides useful feedback reports and candidate comparison reports that help hiring managers make more data-informed decisions and to understand not only who is the best candidate for the job, but gain important insights to the strengths or areas of improvement that can help candidates better achieve success when hired.

Reduce first-year terminations by 35%
SkillSurvey's been the, analyzed and the results of more than 50,000 job candidates hired with feedback from the SkillSurvey, ReturnSurf™ Pre-hire 360P process and found that organizations achieved a 35% decline in first-year terminations for cause.

5 organizations, over \$2 million in cost savings
In a cost savings analysis of 5 companies with an average of 2,800 employees hired per year, SkillSurvey was found to generate significant ROI by preventing turnover. The calculations below use a conservative annual compensation of \$40,000 to calculate the cost savings from year 1 to year 2 of using SkillSurvey feedback.

Turnover rate:	Cost:
Year 1: 10%	Year 1: \$400,000
Year 2: 25% (with SkillSurvey)	Year 2: \$1,000,000

SKILLSURVEY

Recruiting and retaining remote workers:

The top soft skills every virtual employee needs



SKILLSURVEY



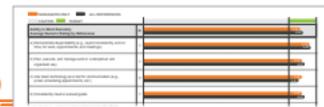
The COVID-19 pandemic has retooled much of the nation's skills, and in the new world organizations are striving to remake or invent new strategies to recruit, hire and manage remote workers. When the crisis began, many states imposed stay-at-home orders for non-frontline workers. Institutions suddenly needed to manage a flood of employees operating from home offices, kitchens and dining rooms. Now, even before the pandemic's history, many are implementing permanent work-at-home policies for at least some of their workforces. And hiring organizations have added new soft-skill requirements to their list of must-haves for candidates, among them: self-motivation, focus and discipline, and an ability to proactively stay connected with supervisors and team members. This e-book discusses what makes excellent remote workers—and the most effective way to find them.

SKILLSURVEY

Assessing a candidate's ability to work remotely



To help organizations boost their ability to hire the best and brightest remote workers, SkillsSurvey has enhanced its 360-degree workforce survey within SkillsSurvey Reference to focus on remote work skills with a new "Ability to Work Remotely" Cluster. Now, candidate reports include the skills critical for remote work organized together in this cluster - along with an average of the corresponding ratings from references. This helps recruiters zero in on these important soft skills to make the best hiring decisions for remote-based roles and that helps reduce turnover.



SKILLSURVEY

Understanding the employee experience:

How post-hire data can help improve onboarding and boost engagement

When it comes to finding and keeping great employees, data is key.

We've seen firsthand how insights from a candidate's supervisors and peers can help recruiting teams make better hires. But what happens next? Understanding the full employee lifecycle—from recruiting to onboarding to engagement to exit—can help organizations refine recruiting processes, boost early engagement and drive better employee experiences.

Good data, in other words, can help you find great employees, keep them longer, and give them the support they need to become superstars in your organization.

But gathering post-hire insight in a consistent way across the full employee lifecycle has been a challenge. A little under half of organizations today are collecting post-hire employee experience data and most are doing so using a hodge-podge of evaluation tools, from annual surveys to exit interviews. According to a recent study, nearly one out of five respondents said they used six to ten measurement methods to evaluate employee engagement alone.



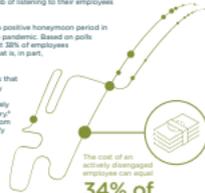
Good data can help you find great employees, keep them longer, and give them the support they need to become superstars in your organization.

From first look to first year: Why you need to be looking at early tenure data

Forward-thinking companies are doing a better job of listening to their employees and responding to their needs.

From most accounts, organizations experienced a positive honeymoon period in the months immediately following the start of the pandemic. Based on polls conducted in early May of 2020, Gallup found that 38% of employees reported being engaged at work, a record high that is, in part, influenced by effective engagement strategies.¹

But as encouraging as that figure is, it also reveals that about half the workforce is disengaged or actively disengaged from their jobs, directly affecting productivity and profitability. The cost of an actively disengaged employee can equal 24% of their salary.² Today, understanding the employee experience from its very earliest stages can help companies identify engagement issues early on and pinpoint exactly where they need to make improvements.



SKILLSURVEY

FIVE WAYS

to improve employee engagement

SKILLSURVEY

We know employee engagement matters.

Enthusiastic and committed employees are more likely to stay with your organization, produce better customer, and treat customers in a way that keeps them coming back.

Remaining engaged can be confusing. Engagement isn't all or nothing proposition. It exists on a continuum. An employee who is highly engaged at the beginning of their tenure could be seriously disengaged six months down the road. They could be having trouble balancing work and family life, or encountered a toxic boss, or received inadequate training. They might decide to quit, without ever telling you know why. Or they might decide to coast, doing the minimum to get by. Neither scenario is a good one.

Today, as COVID-19 continues to transform how we live and work, organizations need real insight into how to manage employee engagement across the employee lifecycle. Those who embrace processes, collect data, and use that data proactively to improve the employee experience will thrive and outperform others.

SKILLSURVEY

According to Gallup, organizations that excel at engaging their employees achieve as much as 21% higher profitability.



Number 5. Tie it all together.

The ability to consolidate recruiting, onboarding, engagement, and exit interview data in a single platform offers a unique advantage over managing data in separate systems. Organizations that rely on a single tool to collect and manage data from across the employee lifecycle are more likely to uncover insights that will make a difference. And by reducing disparate toolsets and proliferating spreadsheets, organizations are able to consolidate data into actionable metrics and dashboards. Yes, it's tedious. But it also results in happier, more engaged employees who will deliver for your organization.



SKILLSURVEY

Engagement metrics can help you identify areas of improvement and build a diverse, connected, and productive workplace where every employee thrives.

READ MORE ABOUT THE ROI OF ENGAGEMENT



SKILLSURVEY

Empower Your HR Team with All-in-one Technology

Six ways an all-in-one solution for candidate and employee feedback drives efficiency and generates results.

It's a brave—and busy—new world for HR departments.

Today's HR teams are responsible for so much across an organization. They recruit, reference check, and hire new employees. They must have a positive candidate experience. They collect and act on employee feedback, so they can cultivate a company culture that attracts and retains high-performing team members.

A digital-first post-COVID workplace requires efficient, flexible systems that allow business leaders to make agile decisions—including people-related ones. Teams need to look for an all-in-one solution that streamlines the HR department's data and processes in one central platform. Armed with multiple digital feedback tools in one central platform, HR teams are empowered to move more quickly, to make data-driven decisions more easily, and to create talent acquisition and management programs that help all employees thrive.

SKILLSURVEY

Improve the employee experience—before and after hire

Creating a positive experience for employees is important for attracting and retaining top-quality candidates. According to SHRM, better employee experiences result in improved results for the company, happy employees are more likely to be productive and engaged and less likely to quit.

When HR teams have to depend upon manual processes, however, gathering employee feedback becomes a challenge.

Organizations need to automate employee feedback at every touchpoint in the employee journey. With an all-in-one digital platform, HR departments can automatically collect important actionable data from all stakeholders at every step, then maximize that data in one central place. That gives all constituents easy access to critical data that provides vital information about the employee, the company, and relevant programs.

By encouraging and simplifying collection of employee feedback, HR departments can develop programs and solutions that ensure their employees feel heard. When they encounter an organization that cares about them by checking in and acts upon their feedback, employees are more likely to stick around.

SKILLSURVEY







FRUITS BASKET FORTUNE TELLER

Follow these simple instructions to make and use your fortune teller.

- Print out the fortune teller.
- Cut along the thick dark line to make a square.
- Turn your fortune teller over so that the blank side is facing up, and fold each corner into the center (see fig A).
- Turn it over again, so that you can read the fortunes, and fold each corner into the center (see fig B).
- Fold in half horizontally (see fig C).
- Insert the thumb and forefinger of each hand into the four pockets of the fortune teller (see fig D). Bring your fingers together.
- Pick one of the characters (Yuki, Kyo, Tohru, or Shigure) then open the fortune teller forward and backwards as you spell out the character you have chosen.
- Next, pick one of the numbers from the inside and open the fortune teller that many times.
- Finally, pick one more number from the numbers inside, open the flap for that number and your answer is revealed.



FORTUNE TELLER

Follow these simple instructions to make and use your fortune teller.

- Print out the fortune teller on stiff paper.
- Cut it out and fold along all the thick black lines.
- Put glue or double-sided tape on all the white tabs to hold the ball together.
- Ask a question, roll the die, and your answer is revealed FUNGIRL style!



KODOCHA "MOOD" DOOR HANGER

www.FUN/GIRLS.com



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BISHONEN BOOKMARKS

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West Texas Avian Research, Inc.

code camp



011000110110
0110001101101
0
0110001

011011000010110110101110000
11011000010110110101110000
0010101100011011000010110110101110000
1100110110000101101101110000

75%

Over 75% of U.S. homes now have broadband as well a growing number of Internet-connected devices



30%

Since 2010, weekly video consumption has grown approximately 30%, to nearly 30 hours per week



80%

Over 80% of U.S. broadband households have a home network



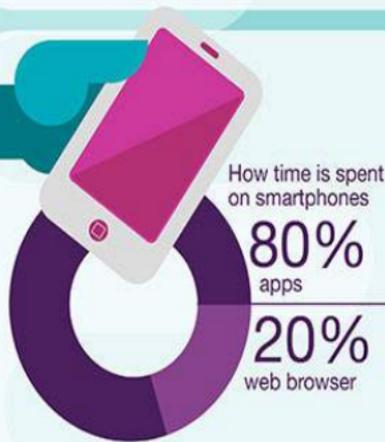
60%

Approximately 60% of U.S. broadband households watch TV programming and movies online



The Mobile Imperative

Tomorrow's students are mobile—what's ahead for higher education



The Mobile Imperative

Tomorrow's students are mobile—what's ahead for higher education





FINDING THE PURPLE SQUIRREL

The State of Sourcing Today

We've all heard the news: baby boomers are retiring in record numbers, millennials are poised to take over the workforce, and in some industries there's a major shortage of candidates with the right skillsets - leading to an all-out war for talent. Below we explore how recruiters source top talent in this ever-changing environment.

WHAT IS A PURPLE SQUIRREL?

Purple squirrel is a term used by employment recruiters to describe a job candidate with precisely the right education, experience, and qualifications that perfectly fits a job's multifaceted requirements.



WHAT ARE THE BIGGEST OBSTACLES TO RECRUITING TALENT TODAY?



FINDING THE PURPLE SQUIRREL
The State of Sourcing Today

80% of job seekers are actively looking for a new job.

75% of job seekers are open to changing industries.

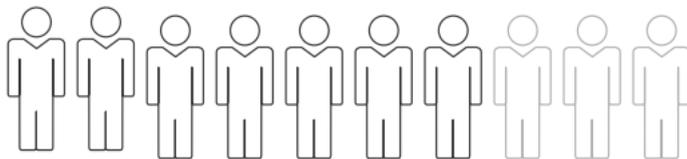
28% of job seekers are open to changing locations.

HOW CAN RECRUITERS SUCCEED IN THIS CHANGING MARKETPLACE?

1. Focus on building a strong employer brand.
2. Invest in employee development and training.
3. Streamline the recruitment process.
4. Leverage social media and digital marketing.
5. Build a diverse and inclusive workforce.

How important is reference checking? New research shows it is more important than ever. In a survey of 300 professionals across business, healthcare and higher education, reference checking gains more value as you move up the organizational food chain and is considered critical for improving quality of hire.

WHO REFERENCE CHECKS?



Nearly **70%** reference check for every job candidate

16% Critical hires
11% Some hires
4% No hires

THE STATE OF REFERENCE CHECKING and Its Strategic Value in the Hiring Process

WHO REFERENCE CHECKS?



Nearly **70%** reference check for every job candidate

The higher the job title, the more likely a candidate is reference-checked.



Specific CEO hiring managers are more likely to reference-check candidates in the hiring process.



HOW IT'S USED IN THE HIRING PROCESS



Reference checking is the second most used method for identifying or eliminating potential candidates.



Over half of the organizations use reference checking to identify potential candidates.



Full Contact CEO Hiring Managers are more likely to reference-check candidates.



TOP REASONS FOR REFERENCE CHECKING



BACKGROUND CHECKS CAN DO A LOT. BUT THEY CAN'T DO IT ALL.

Background checks are an important part of any recruiting effort. Verifying a candidate's employment, education history, and talking to references can help mitigate risk, limit liability, and protect the reputation of your organization. Of course, depending on the job, additional checks may also be required.

When it comes to your hiring strategy—onboarding talented people aligned with your company's vision and culture—a background check is important, but it can't tell the whole story.

Today, talent acquisition professionals are looking for new insights that will help them make better hiring decisions, reduce turnover, and improve engagement. More and more they are drawing a finer distinction between the background check (which uncovers any discrepancies in a candidate's background or resume that might affect your hiring decision) and a reference check (which uncovers the nuances of candidate's past performance to better inform your

 For more information on running background checks, the EEOC is a good place to start.

BACKGROUND CHECKS CAN DO A LOT. BUT THEY CAN'T DO IT ALL.

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HERE'S A HANDY WAY TO THINK ABOUT IT

Background checks can verify employment

But they can't help you understand a candidate's future potential

WHAT TO CONSIDER INSTEAD
Background checks can verify employment, but they can't tell you whether a candidate's future potential is bright or dim. Consider a candidate's education, work history, and other factors to get a better sense of their potential.

Background checks can tell you if someone shows up in social media

But they can't tell you whether a candidate has any red people skills

WHAT TO CONSIDER INSTEAD
Background checks can tell you if someone shows up in social media, but they can't tell you whether a candidate has any red people skills. Consider a candidate's communication skills, work history, and other factors to get a better sense of their skills.

Background checks can uncover red flags in a candidate's background

But they can't help you understand who might be the perfect fit for a new role in your company

WHAT TO CONSIDER INSTEAD
Background checks can uncover red flags in a candidate's background, but they can't help you understand who might be the perfect fit for a new role in your company. Consider a candidate's skills, work history, and other factors to get a better sense of their fit.

Background checks can help protect you from lawsuits

But they can't tell you whether a candidate will help your company grow

WHAT TO CONSIDER INSTEAD
Background checks can help protect you from lawsuits, but they can't tell you whether a candidate will help your company grow. Consider a candidate's skills, work history, and other factors to get a better sense of their growth potential.

Background checks can confirm a candidate's academic and professional qualifications and achievements

But they can't tell you whether those qualifications have staying power

WHAT TO CONSIDER INSTEAD
Background checks can confirm a candidate's academic and professional qualifications and achievements, but they can't tell you whether those qualifications have staying power. Consider a candidate's work history, other factors, and their ability to apply those qualifications in a new role.

COMPLIANCE



- Does the vendor offer validity studies to back up its presentation of reference information?
- Does the vendor collect demographic information and conduct studies to prove there is no bias?

THINGS TO WATCH OUT FOR:

- Criteria that may categorize candidates and is not defined by your organization
- Questions for references that may not be relevant to the job being filled

JOB-SPECIFIC SURVEY OPTIONS



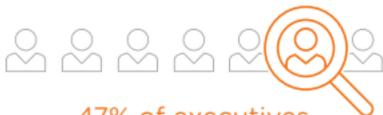
Look for a large library of surveys with the right questions that really matter for every job, including soft skills

- Does the product ask questions that are relevant and specific to the job that will be performed?
- What about specific focus areas for leadership



THE RISE OF SOFT SKILLS AND WHY THEY MATTER NOW

WHY NOW?



47% of executives say finding talent to support their business strategy is a challenge.

On average, talent deficiencies undermine strategy 40% of the time.



77% of employers believe that soft skills are as important as hard skills.



67% of HR managers would hire a candidate with strong soft skills even if hard skills were weak.

WHY SOFT SKILLS?

THE RISE OF SOFT SKILLS AND WHY THEY MATTER NOW

WHY NOW?

47% of executives say finding talent to support their business strategy is a challenge.

77% of employers believe that soft skills are as important as hard skills.

67% of HR managers would hire a candidate with strong soft skills even if hard skills were weak.

WHY SOFT SKILLS?

Soft skills are critical to business success, but difficult to measure. How do you assess the soft skills of your talent?

Some people have strong soft skills, but they don't know it. They don't know how to describe them.

Some people have weak soft skills, but they don't know it. They don't know how to improve them.

WHAT SOFT SKILLS MATTER?

Identify the soft skills that matter most to your organization.

SOFT SKILLS AND CULTURAL FIT

45% of HR professionals believe that soft skills are more important than hard skills. Identify behaviors critical to success in your organization.

What can you do? Identify behaviors critical to success in your organization. Use the data to create a list of behaviors that are critical to success in your organization.

SOFT SKILLS AND JOB FIT

40% of HR professionals believe that soft skills are more important than hard skills. Identify behaviors critical to success in your organization.

What can you do? Identify behaviors critical to success in your organization. Use the data to create a list of behaviors that are critical to success in your organization.

SOFT SKILLS AND YOUR HIRING STRATEGY

Practice soft skills assessment. Identify behaviors critical to success in your organization. Use the data to create a list of behaviors that are critical to success in your organization.

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Manage the soft skills gap. Identify behaviors critical to success in your organization. Use the data to create a list of behaviors that are critical to success in your organization.

THE ONBOARDING PROCESS

 INITIAL APPLICATION

#1 SOURCE OF DELAY

 **IMPACT:**
Applicant Experience

Longer application delays increased overall dissatisfaction with the credentialing process from applicants and credentialing specialists

 **35%** of the time it takes more than three weeks to receive a completed initial application



About **1 in 3** applicants are not satisfied with their credentialing experience

THE STATE OF CREDENTIALING AND THE COSTLY IMPACT OF DELAYS



15

Must-Know REFERENCE CHECKING TIPS

For Modern Recruiters

Here are tips to help you make the most of your reference checks:

1

ONE IS SUCH A LONELY NUMBER.

Get multiple perspectives. Try to reach at least 3 references to get the full picture.



2

IT'S NOT ALL ABOUT THE BOSS.

Coworkers and subordinates can provide another great perspective.

[Check out our research!](#)



3

HAVE STRUCTURE.

Ask each reference the same questions and ask the same questions across candidates so you have feedback that you can compare.



4

BE JOB-SPECIFIC.

Ask questions that relate specifically to the job you're filling.

(It's not just a best practice, it's also the law!)



5

KEEP IT LEGAL.

Awkward questions are well, awkward, but worse, inappropriate questions or processes that don't treat all candidates equally may get you in hot water.



6

FOCUS ON SOFT SKILLS.

Soft skills typically make or break an employee's success. Find out about a candidate's interpersonal skills, value commitment, problem-solving and professionalism.



7

IT'S ALL ABOUT PAST PERFORMANCE.

[Dive into soft skills performance on the job.](#)

For example, ask if a candidate always treated others with respect, managed projects on time and communicated well



8

SPOT FAKERS.

No one should provide their mom, pop or best friend as their reference.

Be sure to verify reference contact information and when references worked with the candidate.



9

CROSS BOUNDARIES.

Language barriers shouldn't get in the way of getting critical feedback. Make sure you have a process that can reach any audience.



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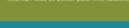
Language barriers shouldn't get in the way of getting critical feedback. Make sure you have a process that can reach any audience.



10

THINK BEYOND THE HIRE.

Feedback you need for internal roles. Facebook posts employees can help you predict what job openings that can lead to better post-hire success.



11

MAKE IT EASY.

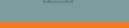
Use a platform that makes it easy to do for every job candidate.



12

USE REFERENCE CHECKS EARLIER.

Focus about your candidate's strengths and clarify any concerns.



13

GO INTO INTERVIEWS WITH A PLAN.

Ask all job candidates the same questions, e.g. "What's the most challenging project you've worked on?"

Use the same questions to help your hiring managers avoid biased questions.

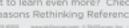


14

PROVIDE REAL DATA.

Use a platform that provides data on your candidates, such as their response rate, time to hire, and time to accept an offer.

Use the data to help you make better hiring decisions.



15

LEAVE YOUR BIAS BEHIND.

Reference checks can be a great way to get unbiased feedback. Make sure you have a process that can reach any audience.

Use the data to help you make better hiring decisions.



SKILLSURVEY

Want to learn even more? Check out this eBook: 12 Reasons Robust Reference Checking Will Rock Your Hiring

[Download your free copy of this eBook today!](#)

The Value of Post-Hire Insights

Here's what having data on employee engagement can do for your bottom line.



Monitoring post-hire engagement. What does it mean?

With readily available data at your finger-tips, you can make sure employees are off to a great start, are more engaged and likely to stay on board. Here are some common links to performance:



Hiring experience

Did your efforts get the right candidates and set the right expectations for the job?

The Value of Post-Hire Insights

Here's what having data on employee engagement can do for your bottom line.



Monitoring post-hire engagement.

What does it mean?

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Why is post-hire engagement so important?

30% of workers globally are neither engaged or enabled.

Here's what having data on employee engagement can do for your bottom line.

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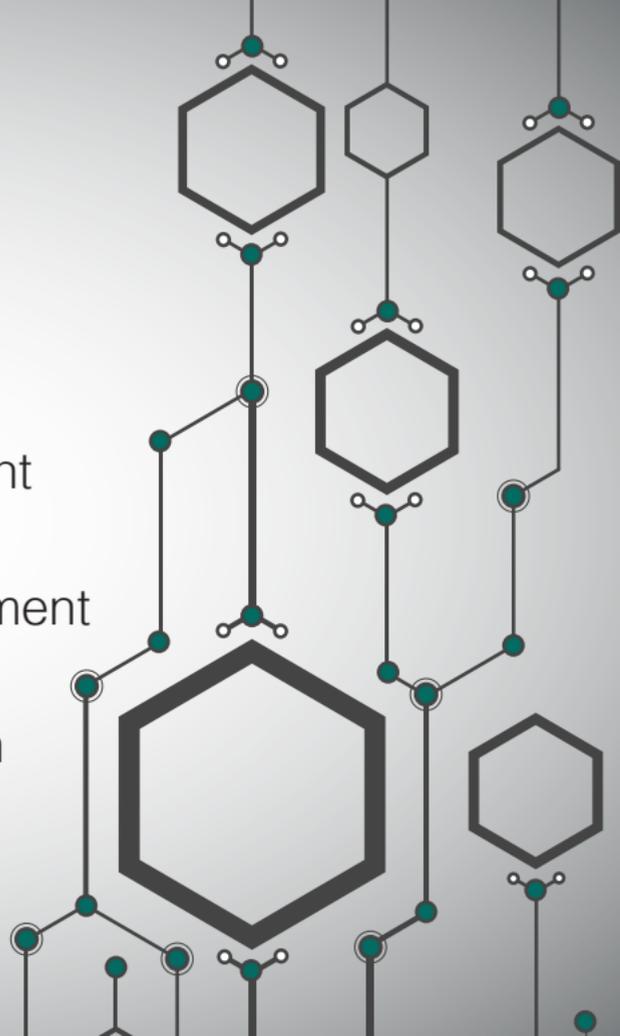
Drive more results with a digital solution that puts engagement data at your fingertips.



SKILLSURVEY

CORPORATE

- Document formatting
- Presentation support
- Corporate identity design
- Instructional material development
- User training
- Project tracking system development
- Project management
- Metrics creation and optimization
- Convention support



Education

re-imagined

What
does it mean for
our institutions

How people
learn
& connect

How to
prepare



The New Hiring Journey

How strategic reference
checking makes your hiring
process predictive.

SKILLSURVEY

What if...

You really
could win the
war for talent?

“Let resumes and
interviews be used to
reject candidates but
rely on references to
hire people.”

David Goldberg
CEO
SurveyMonkey

The New
Hiring
Journey



SKILLSURVEY

Discover
powerful
insights and
hiring data

SKILLSURVEY



Experience
more great
hiring moments



Save money



SKILLSURVEY

SKILLSURVEY



Talent Intelligence You Can Trust.

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SKILLSURVEY



SkillSurvey provides a talent intelligence platform you can trust –

trust inspired by billions of data points, proven science and actionable information to empower the best possible talent decisions.

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Key Stats

4,500 Organizations are using SkillSurvey¹ 

50M+ Job candidates and references entered ²	2.5B Talent data points
150K Job candidates entered each month (average)	33K Total active users (all solutions)

SKILLSURVEY 1. 2018-2019 Survey & Analytics Tool Adoption Rate © 2020 2. 2018 April to 2020 Confidential © SkillSurvey, Inc. 3

SKILLSURVEY



SkillSurvey Reference[®]

Hire the best with a proven people analytics solution

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The best predictor of future performance is...
past performance.

SKILLSURVEY

Confidential © SkillsSurvey, Inc. ■ 7

How it Works



- Recruiter**
Enter Candidates
1 minute
- Candidates**
Enter References
5 minutes
- References**
Complete SkillsSurvey
10 minutes
- SkillsSurvey**
Generates Report
95% in 2 days

SKILLSURVEY

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92% *faster*
with digital
reference checking

SKILLSURVEY

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Half of all turnover occurs in the first year.

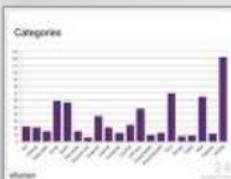
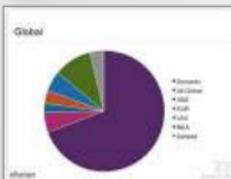
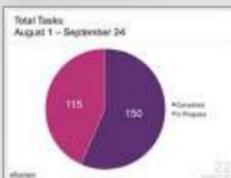
SKILLSURVEY

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Track Solution Specific Tasks

• Total: 110

Category	Count
Design	15
Print	10
Global	8
Other	77

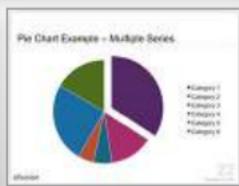


Task Categories	
Please select ALL applicable categories*	
<input checked="" type="checkbox"/> Design	
<input checked="" type="checkbox"/> LRF Item	
<input checked="" type="checkbox"/> Print	
<input checked="" type="checkbox"/> Global	

Basic Information	
Title*	PRINT: BRC-065-EUR - Banner by Ellucian - External Brochure [F
Requested By	Drummond, Michele
Due Date	5/27/2013
Description	Localize brochure with French translation (attached) and urls. Tiffany is working on this.
Audience	France prospects
Global	Europe (EUR)
Technical Requirements	

Task Status	
Assigned To	Johnson, Tiffany
Priority	[2] Normal
Current Status	In Progress
% Complete	80

More Details	
Fill out all fields that are applicable to increase efficient task tracking	
Event	
College	
Solutions	



30

Clarify Expectations

60

Orientation

90

Product Strategy

Administration

Executive Team Participation

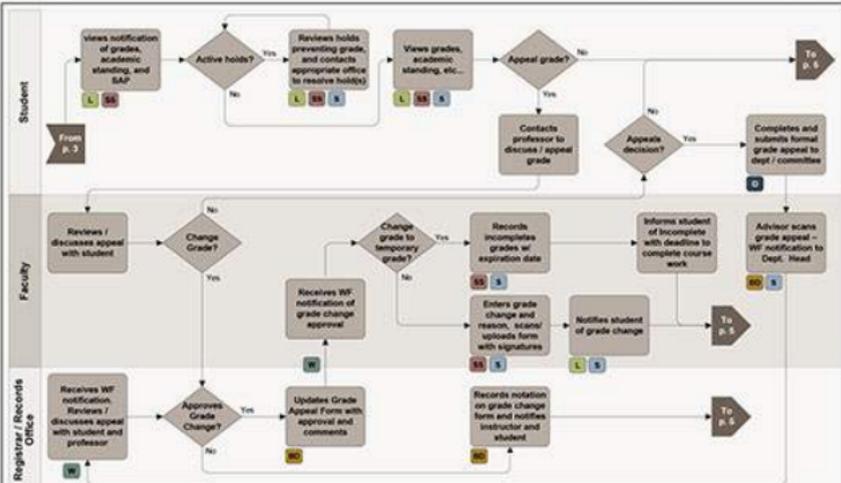




Common Process Model: Managing Grades and Academic Standing

SUNGARD
HIGHER EDUCATION

Page 4 of 5



UDC
Solution
Legend

G = Banner General

S = Banner Student

A = Banner Advancement

ES = Banner Self Service

R = Banner Reporting

OC = OS/OS/EN

UC = Banner User Center of Excellence

L = Banner Learning Solution

D = Degree Works

Co = Other Solution

F = Banner Finance

W = Banner HR

FA = Banner Financial Aid

L = Banner Licensure

SD = Banner One Minute Sales

3rd = Third Party Solution

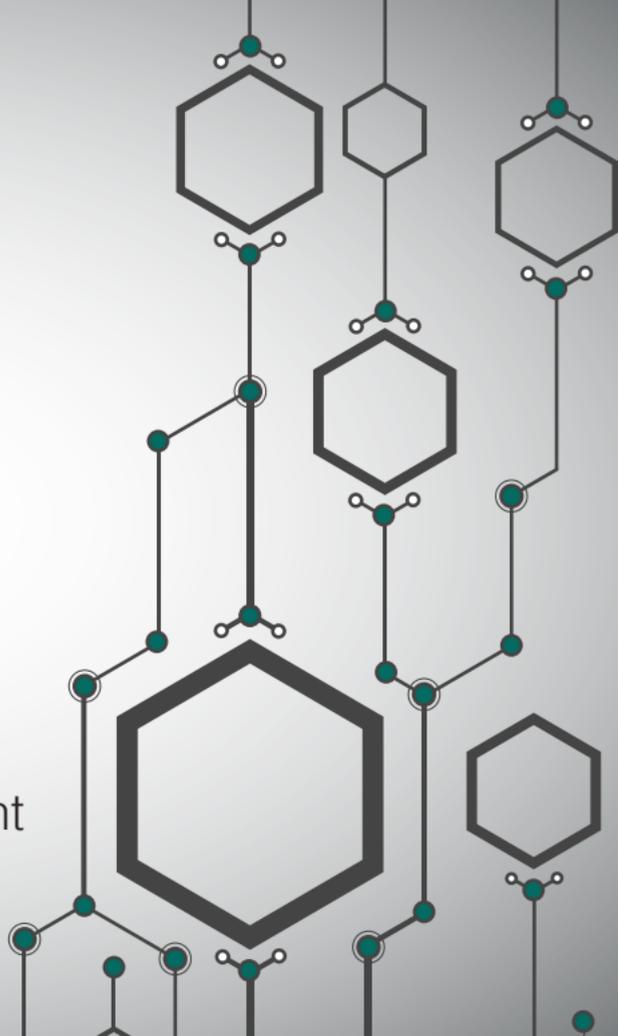
EW = Banner Event Management

W = Banner Workday

EP = Banner Enterprise Performance

AND MORE

- Special project production
- Video creation and editing
- Packaging design
- Advertising management
- Digital library development and management
- Online literature ordering system development
- Naming conventions development
- Photography



Why switch to online reference checking?

Find your reason.

SkillsSurvey.com/Reasons

SKILLSURVEY

REASON #12
Hire candidates who stick.
Clients have seen a 25% reduction in first-year turnover.

REASON #22
It's efficient.
Honest, unbiased feedback in less than two days.

REASON #32
Hang up the phone.
Reach references digitally, by email or text.

REASON #15
Accurate insights.
Because past performance is the best predictor of future success.

REASON #40
Eliminate guesswork.
Access 400+ job-specific surveys designed by I/O psychologists.



CUSTOMER RELATIONS



At these meetings, sales representatives are also informed of important changes in merchandise, set-ups and other information that is vital to their selling capability. This year saw the introduction of a new "road box" concept.



This new road box was created in response to requests from traveling sales representatives. The new design is sleeker and more efficient than the traditional, but cumbersome, multi-box. Our new design allows more flexibility of equipment access on the road without compromising the set-ups.




SALES TRAINING TOOLS

The new road box is based on the "look over" concept. The easy to change (TAC) cards include a full color photo on one side and a detailed listing with a smaller graphics number on the opposite side (as seen in the sample card shown here).



PRODUCT IMAGE GOES HERE

These new road box cards fit neatly in a specially designed leather box which is light and easy to carry. This new system allows representatives the freedom to add their photo cards by photo number or by a set of pre-arranged categories. Along with a copy of our current catalog, the sales representatives have all the tools they need to be effective.



GLOBAL VIEWS PHOTO #1372



Source: Getty Images

GLOBAL VIEWS PHOTO #1380

Photo description address

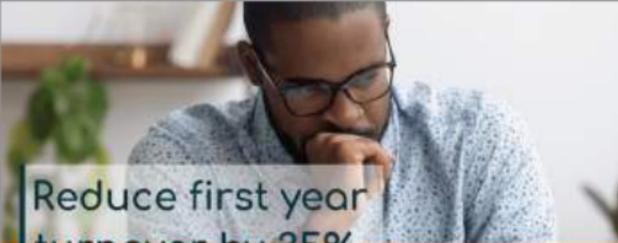
ITEM	DESCRIPTION	QUANTITY	PRICE
#1372	Black Dove (Photo - WHITE Dove)	25/50/100/500/1000	\$0.00
#1380	Reddish Dove - (Black Dove)	50/100/500	\$0.00
#1381	Blackish Dove - (Black Dove)	50/100/500	\$0.00

ORDER NO. _____

DATE _____







Reduce first year turnover by 35%
with epic recruiting practices



SkillSurvey |
Post-Hire



Measure what matters |
to understand
who to hire and
how to keep them



Automate feedback collection
and get actionable data
at every touchpoint:

Better hiring by the numbers

with SkillSurvey

**1.8
Million+**

job candidates
entered last year



500,000+

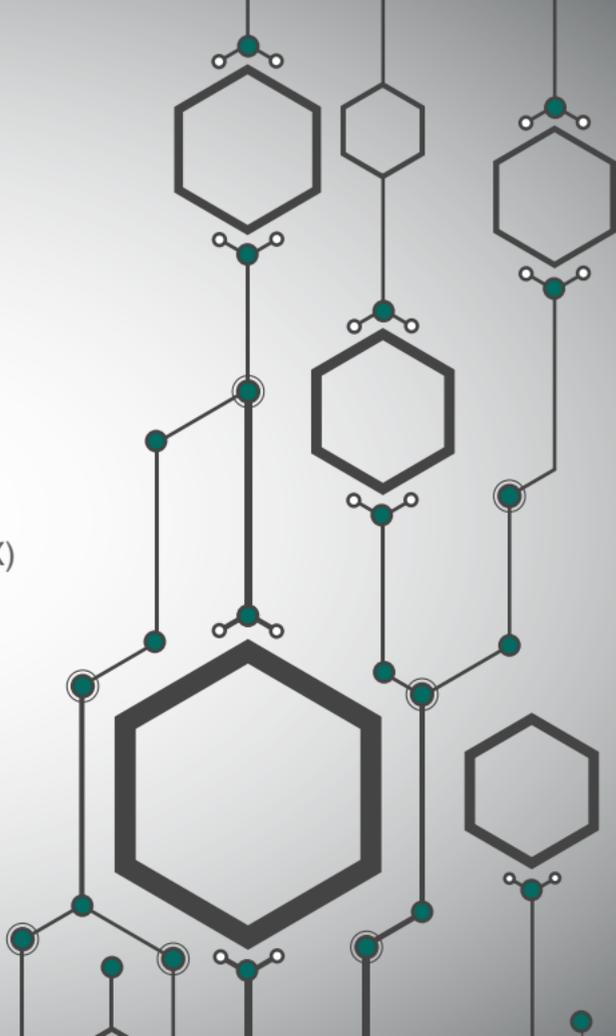
job references
entered each month

\$705 Million

saved in potential employee
turnover avoidance

EXPERIENCE

- **01/15 – 10/22**
SkillSurvey (Malvern, PA)
- **11/13 – 01/15**
NukuNuku21 Design (Fort Worth, TX)
- **11/07 – 11/13**
Ellucian/SunGard Higher Education (Fairfax, VA)
- **07/04 – 07/07**
FUNimation Entertainment (North Richland Hills, TX)
- **08/02 – 06/04**
J2 Graphics (Fort Worth, TX)
- **06/00 – 08/02**
Global Views, Inc. (Dallas, TX)
- **11/95 – 05/00**
Coffee Beanery, LTD (College Station, TX)



SOFTWARE

Adobe

Dreamweaver
InDesign
Photoshop
Illustrator
Acrobat Pro
AfterEffects
Premier
Bridge

Microsoft

PowerPoint
Excel
Word
Vizio
SharePoint

More

HTML
CSS
Javascript
Wordpress
Pardot

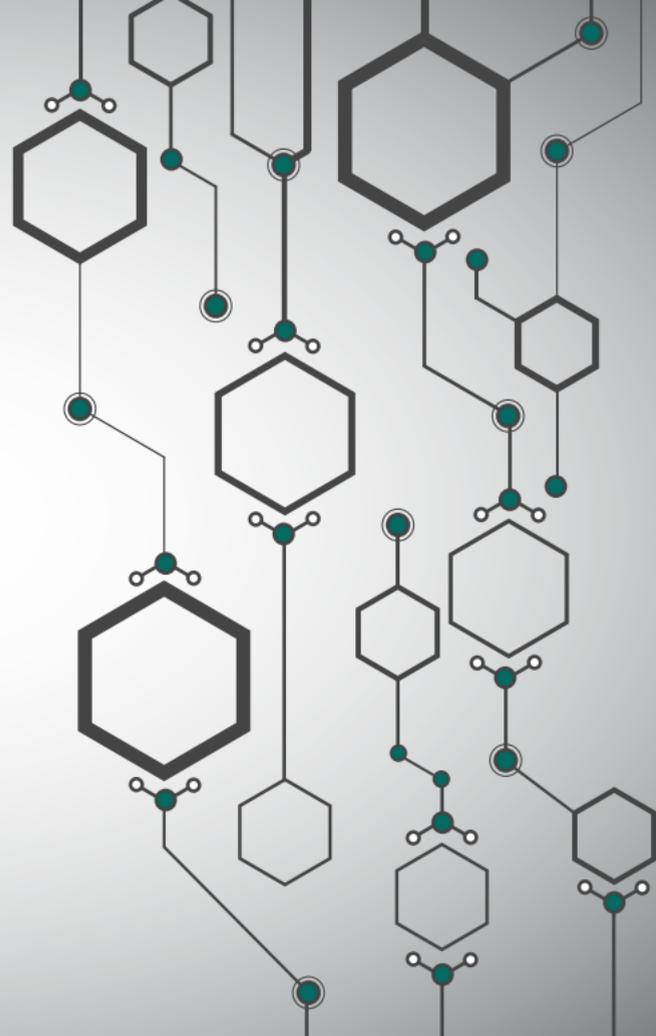
EDUCATION

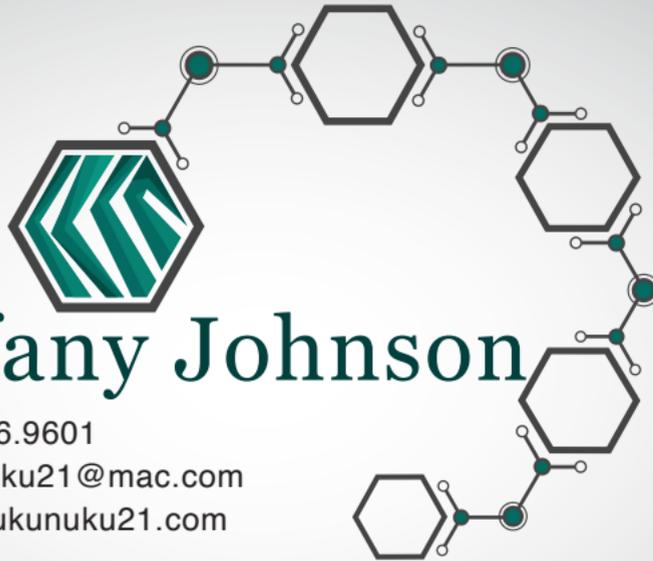
● 04/03 – 06/04

Certificate of Multimedia Design
Art Institute of Dallas

● 08/94 – 12/98

Bachelor of Environmental Design
Texas A&M University





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