

### EOI phase closes.

After about 2 weeks, advertising ends. Hills Chamber collates EOIs and submits to Romero Candidate for consideration.

### EOI phase.

Hills Chamber advertises opportunity for potential Employers/Mentors to submit an Expression of Interest (EOI). Candidate’s basic details (Candidate’s Profile Form and/or CV) containing **some confidential information** will be made available on request.

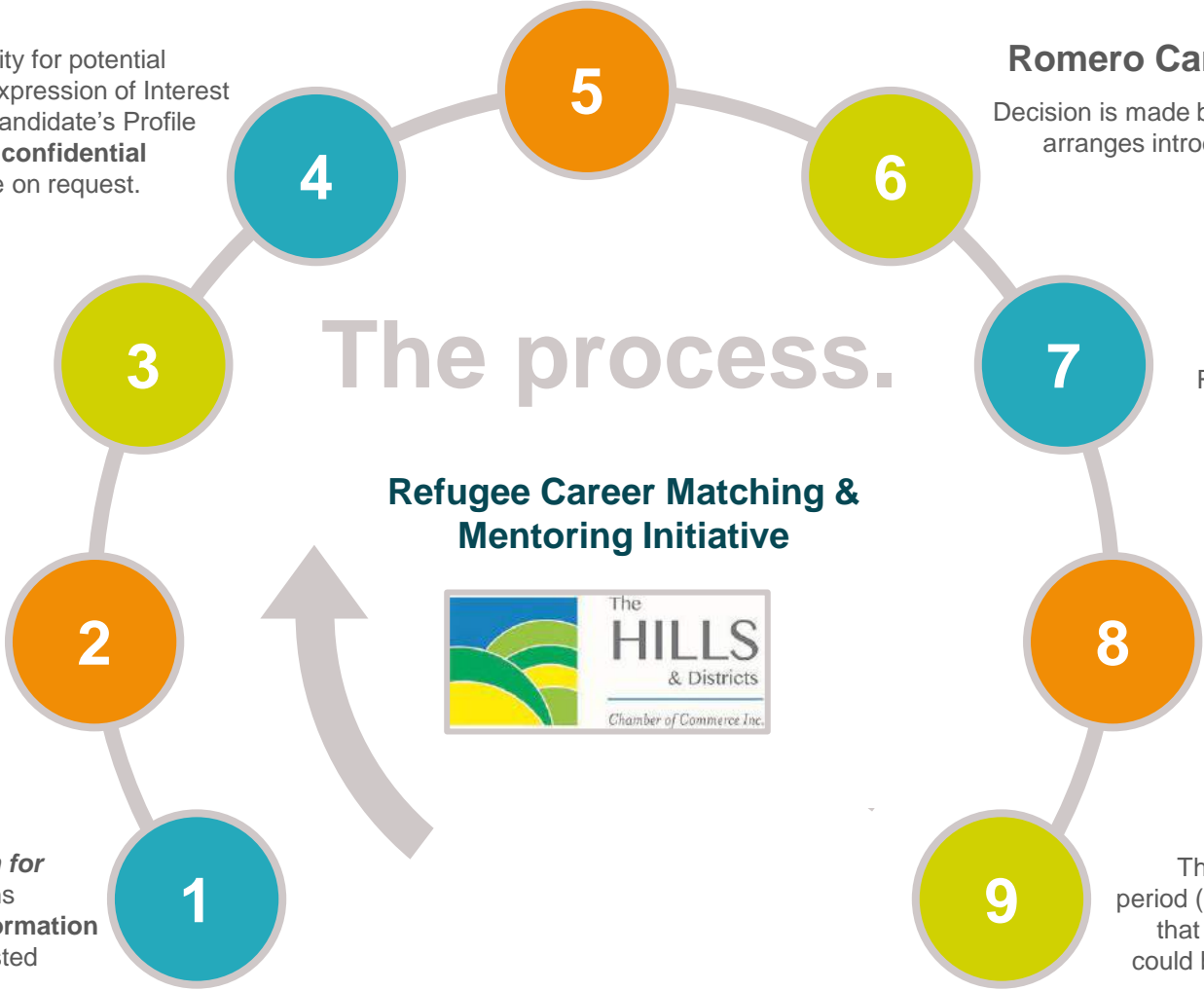
### More details.

Romero Candidate submits **Candidate Profile Form** to Hills Chamber. Only non-confidential information to be used for advertising purposes during EOI phase.

**Initial assessment** by Craig Shim on behalf of Hills Chamber.

### Start.

Romero submits **Initial Referral Form for Candidates** to Hills Chamber. Contains **personal and some confidential information** for limited distribution (e.g. with interested Employers/Mentors during EOI phase).



### Romero Candidate chooses best fit.

Decision is made by Romero Candidate. Hills Chamber arranges introductions and informs all applicants of decision.

### Introductions and onboarding.

Hills Chamber coordinates introductions between Romero Candidate and chosen Employer/Mentor. Craig Shim to provide cultural onboarding for everyone involved (Candidate and Employer/Mentor).

### The “Assignment”.

Period of agreed Job Placement or Mentoring

### Assignment debrief.

The assignment ends as per the initially agreed period (e.g. 2 months). However, this does not mean that the relationship between the parties ends – it could become a permanent position. Hills Chamber arranges assignment debrief with all parties.