TALENT REPORT

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Highlighting Factors:

* Years of experience
* Specific expertise
* Recognized for expertise

Limiting Factors:

* Limited insight into book of business
* New client pursuit aggression unclear
* Practice promotion tactics unclear

TIA analysts assess this score with **(*High, Medium, Low*)** confidence

based on the information able to be attained.

TIA Candidate Score is derived from open-source information as well as human intelligence gathered about the candidate utilizing an artificial intelligence platform with machine learning technology. This platform takes into account the factors highlighted for each candidate, the credibility of the human intelligence sources, candidate characteristics and attributes as well as the confidence level of TIA analysts.