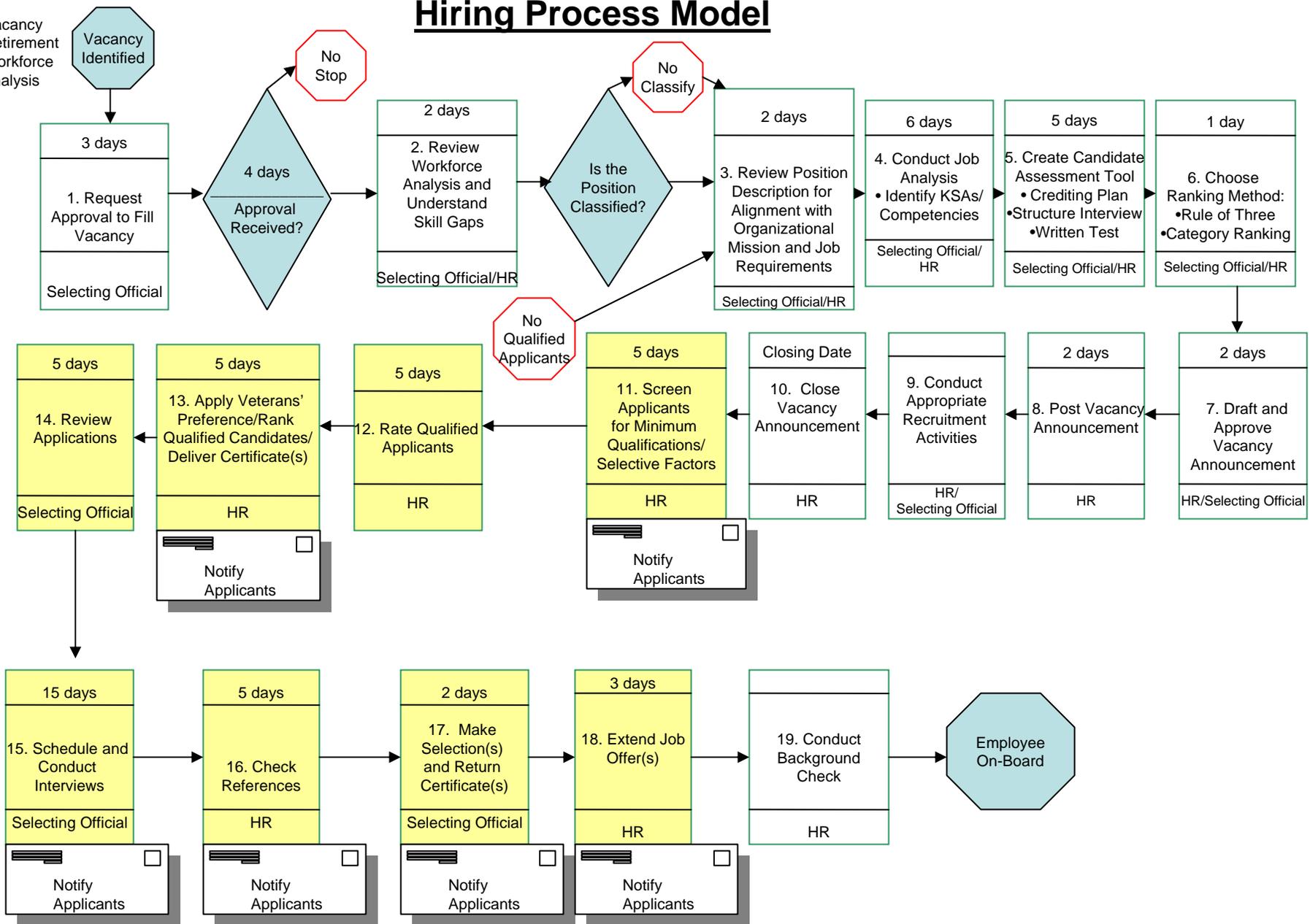


- Vacancy
- Retirement
- Workforce Analysis

Hiring Process Model



1. Steps 11 through 17 represent OPM's 45-Day Model