

## PHONE SCREENS

Many candidates can look great on paper, but a quick call will highlight if they truly have the qualifications needed.

- **Salary Concerns:** We can't ask a candidate's salary, but you can and should go over what the budgeted salary range is for any candidates that salary could be an issue.
- As a reminder, the candidates cannot see the budgeted salary in HireOnline after the post closes
- **Hybrid Concerns:** Hybrid means different things to different people. Reiterate your onsite requirements and make sure it's still a good fit.
- **Location Concerns:** If the candidate is out of the state, are you expecting them to relocate? When? Do they understand how expensive San Diego is?