Twelve years asked for, four to seven observed

LINDBERGH FORMATION — 16 rue de Maillé, 91310 Montlhéry, France · Companies register (RCS) Evry 817 946 114

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Fictional document

Fictional document — demonstration example

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Fictional document, produced for demonstration. **The agent does not say the requirement is excessive.** The post may have changed, and a requirement can be deliberately raised.

What the advert asks

"*minimum 12 years' experience in logistics*"

What the files show

Postholder	Appointed	Experience on appointment	Would have passed the filter?
A	2014	**6 years**	**No**
B	2018	**4 years**	**No**
C	2023	**7 years**	**No**

> **None of the three people who have held this post would have passed the filter of the advert describing it.**

What the threshold does to the pool received

Experience stated	Applications
Under 5 years	**61**
5 to 8 years	**72**
9 to 11 years	**35**
12 years and over	**46**
Below the threshold	**168 of 214 — 78%**

The two possible outcomes, and the third which is not one

Situation	Effect
The threshold is applied	**78% of the pool set aside, knowingly**
The threshold is lowered	**The pool widens, knowingly**
The threshold stays written and unapplied	**It discourages without sorting — no advantage**

The agent recommends neither the first nor the second. It reports that the third is the current situation.

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> https://bluelemonagent.ai/en/entreprises/cas-usage/agent-danalyse-de-cv-matching-offres

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