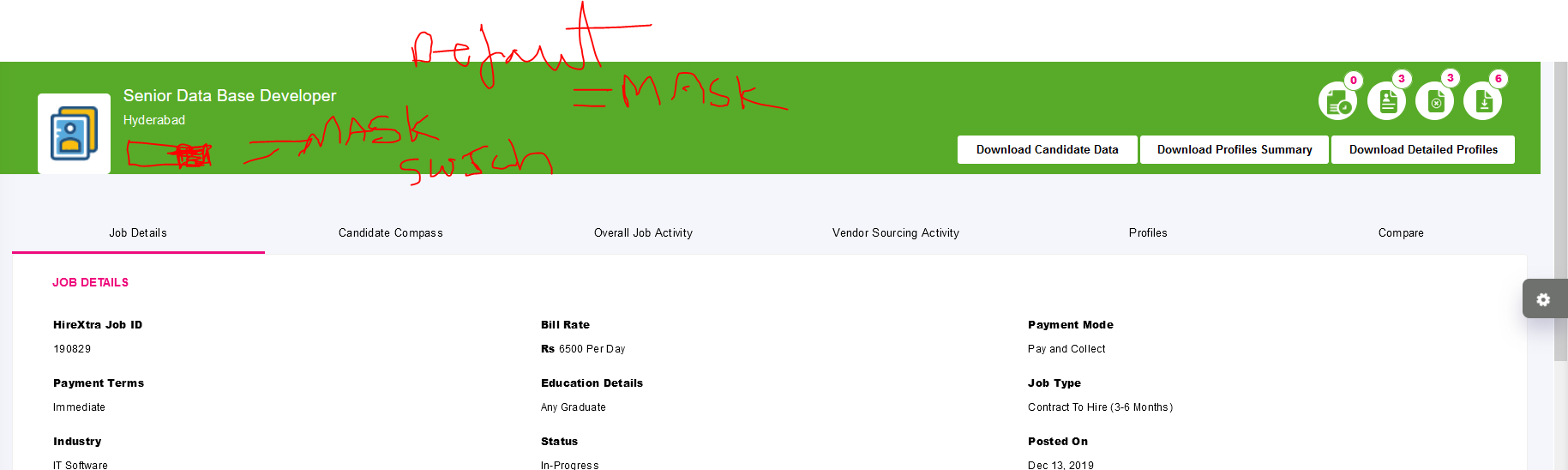
Masking aka Blind Hire – On off switch. though we signed with those employers and we general wills end profiles only after signing the agreement. Few rouge employers or some dirty TAG team used to collect resumes and they used to reject with out even any perfect reasons. The practise in the market are (the list is not inclusive of every thing but a few )

* Reject profile and download them and add to their database.
* State simply duplicate though they do not have that profile in database.
* Treat vendors as just source and create a detailed database thus exploiting vendors time and sourcing skills.
* Reject then contract those applicants after a long gap so vendor or agency recruiter lose their grip.

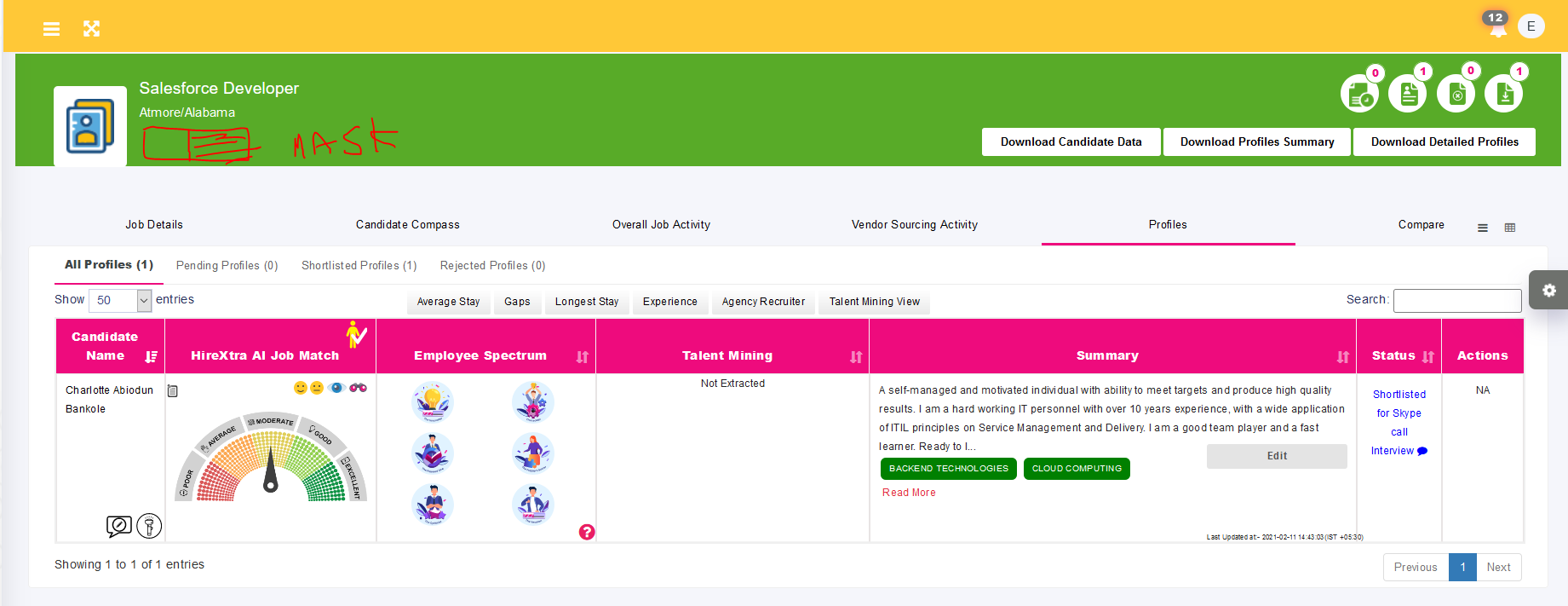
HX: proposes masking a feature that applies at job order level so that submission will be based on those diversity related .

**Mask is default**

**Button Name : Blind Hire**



In profile section also we would see this MASK/UNMASK button



When MASK button is active

|  |  |  |
| --- | --- | --- |
| MASK is ON | Mask this information not at Java script Level | Notes |
| Name | Eg  Naraharikumar vuppala should be shown as  nXrXhXrXkXmXr vXpXaXa  every 2nd letter will be big X | Blind Hire – Show |
| Phone number | Complete Mask  0044 7947743332 should be  0044 – show country code  Number should be  7\*\*\*\*\*\*\*\*\*\*\*\*2  First number and 2nd number can be shown and rest will be masked with \*’s | Blind Hire – Show |
| Experience in CV/ company name | ~~TGC~~  ~~Should be masked as~~  No Masking | Blind Hire – Show |
| Education Qualifications | No masking | Blind Hire – Show |
| Location | No Masking | Blind Hire – Show |
| Email | Mask  [nkvuppala@yahoo.com](mailto:nkvuppala@yahoo.com)  should be  nXxxxxxx@xxxx  all X capital | Blind Hire – Show |
| Skills | No Mask | Blind Hire – Show |
| Project Dates | No mask | Blind Hire – Show |
| References | Mask | Blind Hire – Show |
| Linkedin Id | Mask | NO |
| Any other Social Media | Mask | NO |
| CV | Share Rchillies Version | Never Share Original |
| Age | Mask | Never Share |
| Gender / Sex | Mask | Never Share |
| Diversity and ethnic info | Mask | Never Share |
| Nationality | Mask | Show Authorized to work that’it |
| Photo | No Mask | No Show |

<https://www.pocketrecruiter.com/blog/resume-masking>

when blind hire button or masking is off then all the information will be shared as it is

Adding Blind Hire Button in job posting