

During the job application and review process:

- You will receive confirmation and be considered independently for each job submission.
- You will always have access to view your real-time application status for each job for which you have applied.
- If you are not selected for a particular job, you will be notified; we won't leave you wondering.

During the candidate interview and selection process:

- We will make every effort to schedule interviews that are respectful of your time and travel needs.
- During the interview process, we will answer your questions openly and candidly.
- We will provide an overview of the review and selection process, and we will do our best to stick to these time estimates. When these timelines are pushed, we will keep you informed.
- We interview multiple candidates for any given job, which may lengthen the selection process. During this time, whenever possible, we will provide periodic updates to you so that you know where you stand.
- We will close the loop when you have not been selected, or if a job has been closed, cancelled or postponed.
- Specifically, if you visit Cree for an in-person interview and you are subsequently not selected for that job, we will contact you by phone to inform you of the outcome.
- We will provide you a reasonable amount of time to consider the offer before making a final decision.
- Job offers will be carefully considered with the aim of creating a fair and reasonable offer the first time.