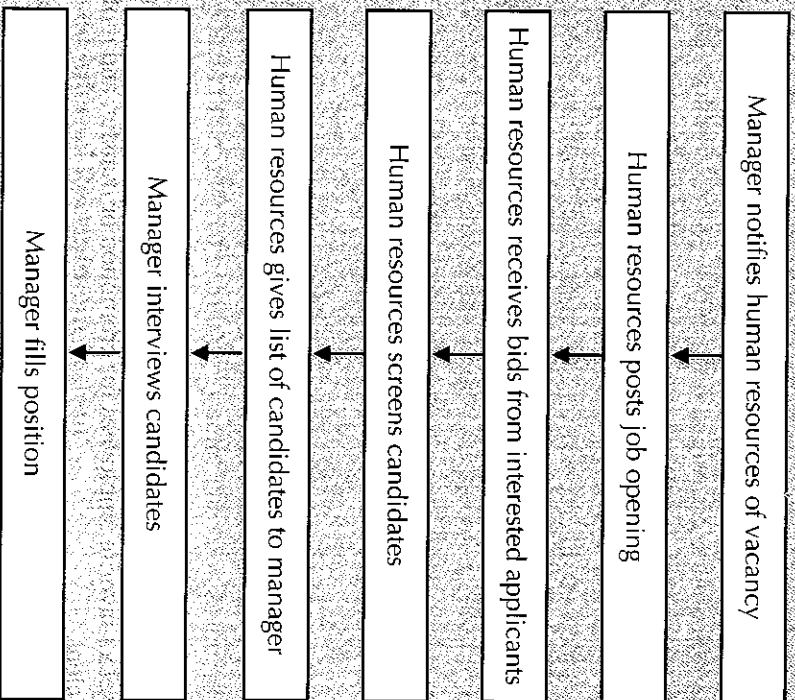


**EXHIBIT 6.4 Open Internal Recruitment System**

specifically by Merico. Employees who are especially qualified for these openings are alerted by the organization and encouraged to apply.

A hybrid system has four advantages: qualified candidates are identified in advance, a thorough search is conducted, people have equal opportunity to apply for postings, and hidden talent is uncovered. The major disadvantage of a hybrid system is that it entails a time-consuming and costly process.

**Criteria for Choice of System**

In an ideal world with unlimited resources, one would choose a hybrid system of internal recruitment. However, due to resource constraints, most organizations must choose between open and closed systems. Several criteria need to be thoroughly considered before selecting an internal recruitment system. Exhibit 6.5 reviews these criteria.