untapt

intelligence: Al for Human Capital February, 2019

THE FIRST AI OF ITS KIND.

untapt intelligence

A HOLISTIC APPROACH TO HIRING. DRIVEN BY DATA.

untapt intelligence is a custom AI solution that matches, understands and optimizes talent and pipelines. This helps you improve the recruitment, retention and deployment of human capital across your entire organization.

PUTTING THE RIGHT PEOPLE IN THE RIGHT ROLES.

Our Deep Learning models dissect your hiring data, providing highaccuracy matching, talent evaluation and metrics in an instant. These Al networks understand your workforce with the nuance of a real human expert, reducing bias and other inefficincies at every stage.

GUIDE THE FUTURE OF WORK WITH INTELLIGENCE.

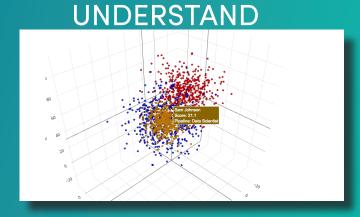


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THE DEEP LEARNING EFFECT:

Our view of careers will broaden tremendously in the next 3 years. Conversations will no longer revolve around rigid titles, tasks and labels.

With untapt intelligence, we're using a branch of AI called Deep Learning to bring consistency and clarity to one of the most expensive, convoluted sections of any business: Its people.

REDEFINE RECRUITMENT:

'intuition' over data.



Our Deep Learning models identify attributes that signify longevity and culture-fit for your team with expert-level nuance.



untapt's talent analytics allows you to monitor employee growth and find internal opportunities for your best workers.



Use intelligent insights to attract and keep the best workers for your business with consistency and scale.

75% of hiring decisions rely on

Our data-driven AI finds top candidates with human-like accuary (without the bias).

46% of new employees fail within 18 months.

Nearly 77% of employee turnover is preventable.

70% of US workers are looking for a new job.

INNOVATIVE INSIGHTS

THE MOST COMPREHENSIVE AI FOR HR SOFTWARE AVAILABLE.

- Custom AI Models From Your Company's Data
- Talent Evaluation and Sorting
- Increased Internal Mobility
- Intuitive, Keyword-Less Search
- Easily Evaluate Hiring Pipelines
- Reduced Implicit Bias
- Access to our World-Class Data Science Team
- Constant Performance Testing and Tuning
- Direct Integration with your ATS, CRM or HRIS

HOW IT WORKS:

- 1. Our Al ingests your company's hiring data (resumes, job listings, decisions, skill tests, etc.)
- 2. We train the model to understand and replicate your recruiters' priorities in each hire
- 3. Our AI matches candidates to roles, ranking their fitness with expert-level accuracy
- 4. untapt's metrics help your team optimize recruitment and internal mobility



Gather data from across your organization and evaluate the health of your hiring pipelines at scale.

> Analyze live metrics and discover opportunities to optimize your workforce like never before.

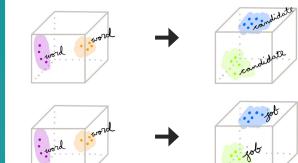
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PROVEN EXCELLENCE AND EXPERTISE.

Our proprietary AI algorithm studies your hiring managers' decisions, predicting whether candidates will be invited to interview for a job. Over time, we use this data to match user profiles to jobs with incredible accuracy.

This technology is brand new and is not being implemented anywhere else in the world. With intelligence, you will be one of the first businesses to harness it for your team.

EXAMPLE MODEL ARCHITECTURE: HOW IT WORKS



Near the start of training

After 20 minutes of training

500

400

30.0

200

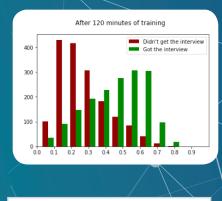
0.1 0.2 0.3



Mid way through training

At training's conclusion

Probability of match



MODEL VISUALIZATIONS

Didn't get the interview

Got the interview

0.4 0.5 0.6 0.7 0.8 0.9

Our "Genome Plot" is one of many visualizations of the distribution of results across candidates, employees, jobs and more.

If you're interested in implementing a bespoke Al model into your digital recruitment platform, we are happy to build this out for you.



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