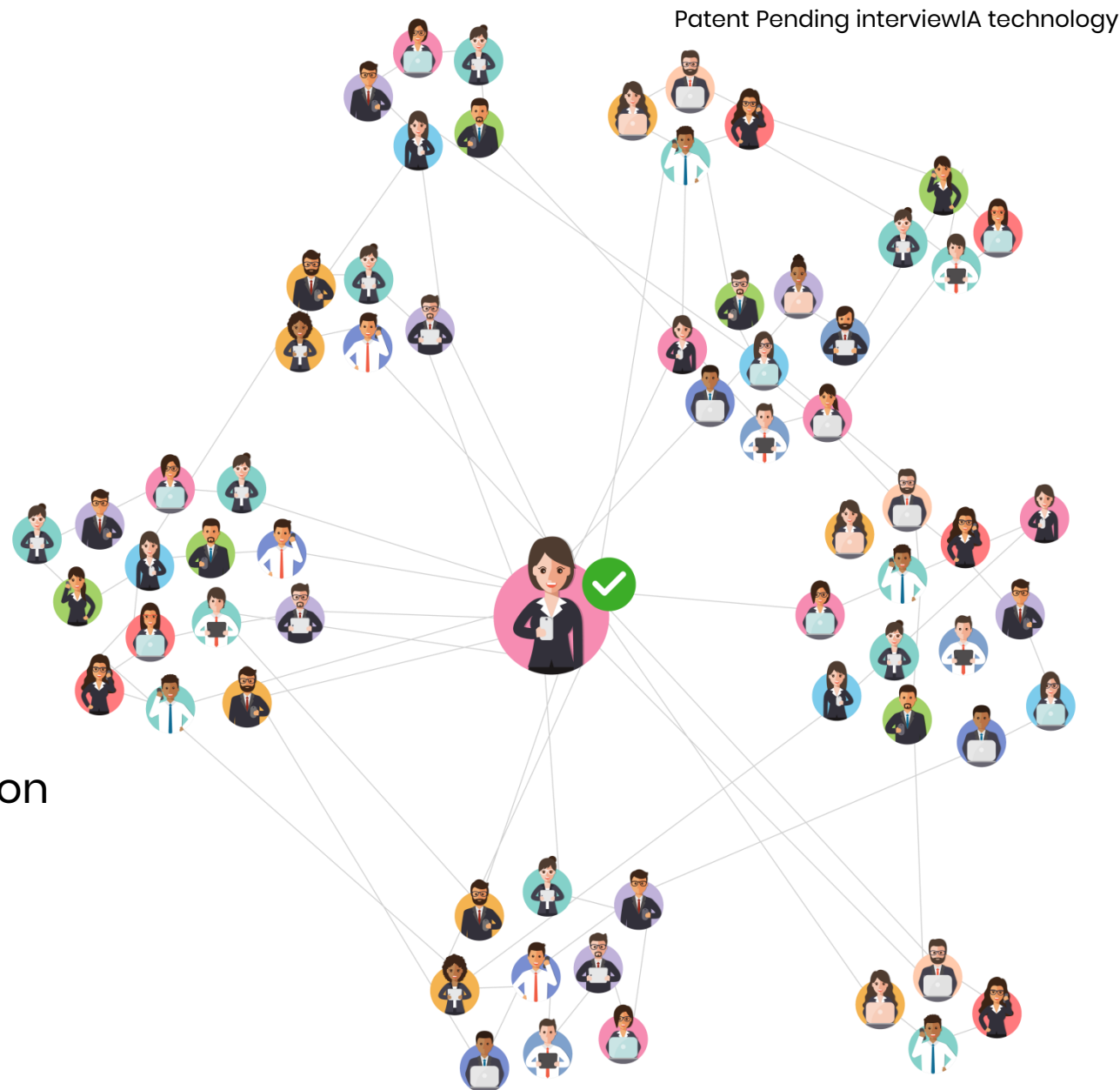




THE FUTURE OF WORK IS **NOW**

Interview with **intention** behind every question
and **data** behind every answer.



The Team



Joe Thurman – CEO
HR & Talent

Founder of 2 successful HR and Talent companies since 2010.

Expert on DEI and Talent Selection methodologies. Co-founder of international training group Breaking the Bias.



Carolyn Lyons – COO
Operations

Over 15 years leading technology change in enterprise organizations.

Former operations and innovator at DARPA and the Select Committee on US Intelligence



Jacob Mueller – CRO
Data

10+ years of experience in talent industry market analysis.

Co-founded executive blog platform for CIO's of Dropbox, NASA, and other leading tech organizations.



UB Ciminieri – CMO
Marketing

DEI Influencer and expert community builder

Founder and CEO of international Unconscious Bias Training group Breaking the Bias



Amar Amarnath
Head of Development
Former SaaS CRM CIO



Emma Bombard
Head of Client Success
10+ years in Product Management



Gary Walker
Head of Product and AI
Former Fortune 500 Technology Executive

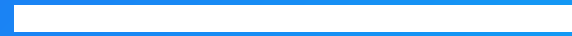


Nina Balliga
Head of Inclusion and UX
Former SaaS Founder



Stop

betting the future of your company by **finding talent based on gut feeling** and unconscious bias



Start

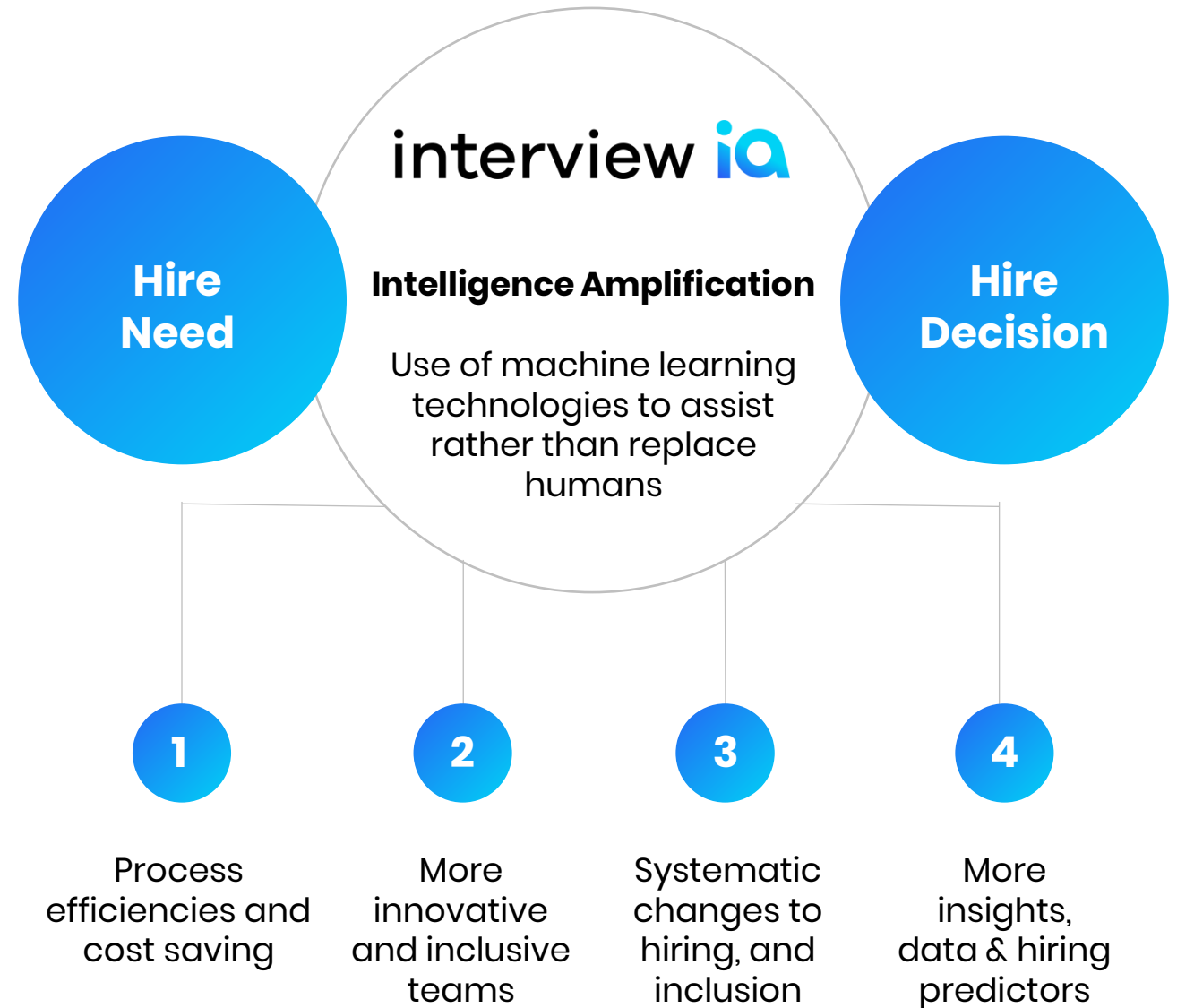
building a human-centered, **data-driven interview process** that drives value, inclusion and retention

What You Need Now

Remote hiring is here to stay, creating a long-term impact to the way we work.

Equitable hiring strategies are becoming a must for brands and organizations to survive and scale.

A technical solution is needed **now** to enable equitable & remote-enabled hiring.





Interviewing Status Quo

The expensive, ineffective and biased practice of interviewing is ritualistic at best.

- ✗ Doesn't support remote hiring
- ✗ Doesn't support diverse and inclusive hiring



Ritual

a ceremony consisting of a series of actions performed according to a prescribed order and arising from convention or habit.



The Problem

Organizations spend billions on interviewing & poor hiring decisions because:

- 1 — Standard job descriptions and hiring criteria **fail.**
- 2 — Interviewing without structure & consistency **fails.**
- 3 — Uncalibrated interviewers and subjective and biased decision-making **fails.**
- 4 — Hiring without data-driven insights and predictors **fails.**

How much is this costing your team?



The impact of interviewIA



This platform is a GAME CHANGER! Helping us to identify gaps in our hiring process, giving us clarity around every hire, and creating actionable data that drove key changes to our hiring and retention.

-Cathy Hardin

SVP of Operation at HomeAdvisor

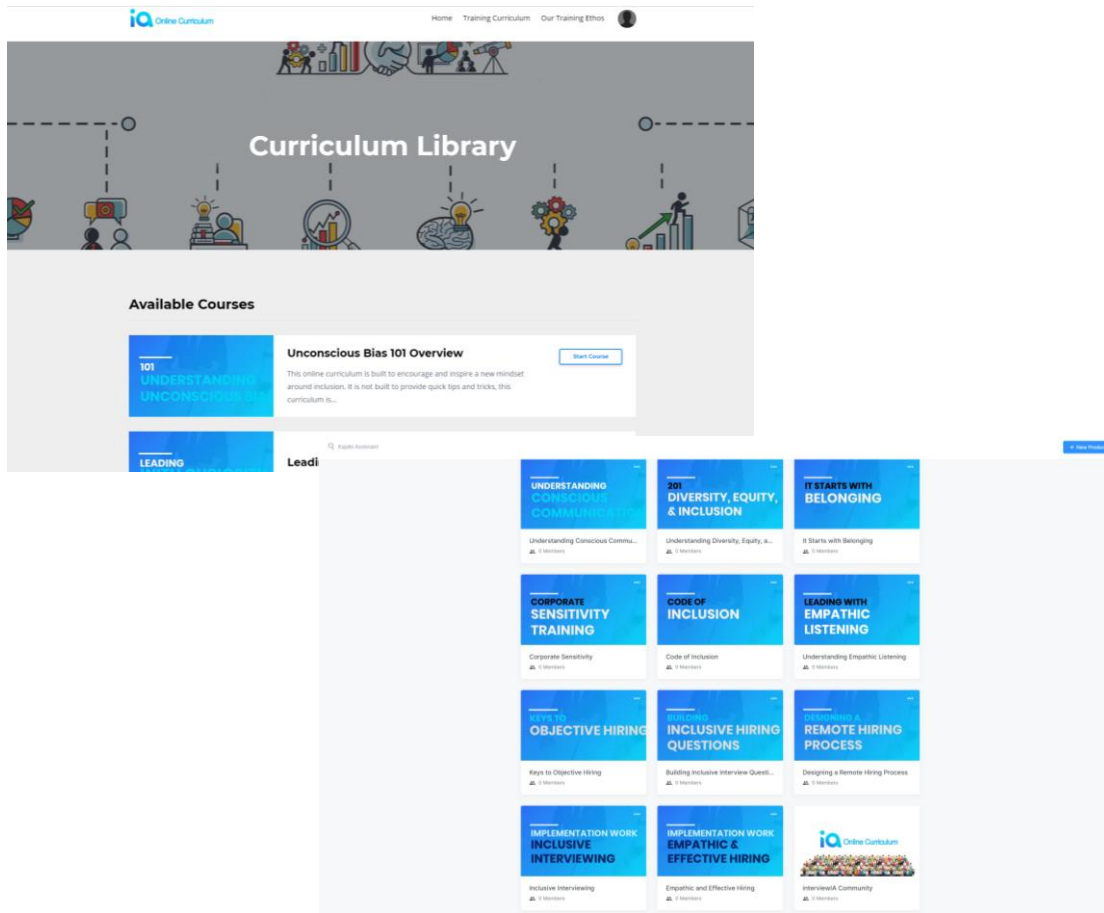
The Solution

Replace the *ritual* by systematically redefining interviews.

Amplify hiring manager's ability through digital training, multi-dimensional data, equitable & remote-enabled hiring!



It Starts with Calibration



Leadership Training & Strategy

Building inclusive hiring strategies takes training and insight. Leaders must create an expectation and commitment to change. We help to design this for your team.

Unconscious Bias Training

Foundational training for all hiring managers focused on understanding unconscious bias and how to mitigate its impacts on hiring decisions.

Interview Training

What is the “intent” behind an interview? Training around how to build inclusive interviews that will create multi-dimensional views of candidates.

The New Interview

The screenshot displays the interviewIA platform interface. The top navigation bar includes the 'interview ia' logo, a search bar for candidates/job openings, and user profile information for Anna Spencer. The left sidebar contains navigation links for Candidates, Job Openings, Interview Builder, and Admin. The main content area is divided into two sections. The top section, titled 'Question List', shows a list of four questions related to 'INTENT / ABILITY'. The second question is selected, displaying its details: 'Describe a situation in which you had to arrive at a compromise or help others to compromise.' It includes a 'Clarifying question' and two sets of indicators: 'Positive indicators' (More than 5, Communicates that they enjoy managing people, Enjoys various types of teamwork) and 'Negative indicators' (More than 5, Communicates that they enjoy managing people, Enjoys various types of teamwork). A 'Score' section at the bottom of the question list shows 'No Evidence', 'Poor', 'Areas of concern' (selected), 'Satisfactory', and 'Excellent'. The bottom section, titled 'Welcome Eliza Hart', shows 'Upcoming Interviews' for Annie Schultz and Fernando Arbulu, each with a 'Start interview' button. It also includes 'Training & Resources' and a 'Candidate List' table.

ID	NAME	JOB OPENING	ABILITY	ALIGNMENT	MOTIVATION	OVERALL	RECOMMENDATIONS	
I001	John Doe	Product Manager - 95577423	35%	75%	60%	80%	4 Yes / 3 No	View results
I001	John Doe	Product Manager - 95577423	35%	75%	60%	80%	4 Yes / 3 No	View results
I001	John Doe	Product Manager - 95577423	35%	75%	60%	80%	4 Yes / 3 No	View results
I001	John Doe	Product Manager - 95577423	35%	75%	60%	80%	4 Yes / 3 No	View results

Understanding Humans Better

Our platform is built to capture comprehensive and actionable data insights that do not currently exist.

Measuring What's True

Calibrating managers, questions, and answers using positive and negative indicators.

Intents – Ability, Alignment, Growth

We are building the Intelligence Amplification Ecosystem that will use data points to create insights about human potential and behavior.



interviewIA is creating that change

3-Phase Critical Mass Adoption Strategy

1

Interviewer Empowerment

Train interviewers to combat bias and **Enhance** the *ritual* through improved end-user capabilities.

2

Deep Learning Executive Data and Insights

Modify the *ritual* through data-rich insights that drive better enterprise hiring decisions and create new metrics of measurement.

3

Machine Learning Global Insight

Change the *ritual* using anonymized insights from **billions** of interviews

**THANK
YOU**

www.interviewia.com