



# XOPA

ENABLING WORKPLACE HAPPINESS

Microsoft  
Partner



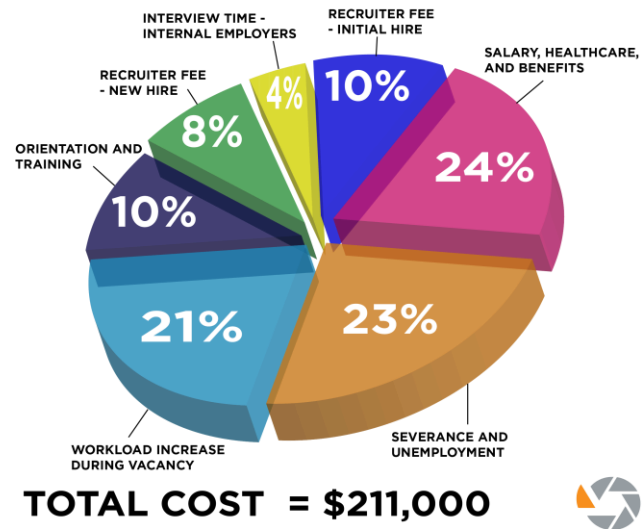


# THE PROBLEM



## TRUE COST OF A BAD HIRE

\*\*BASED ON A 100K SALARY



### Bad hire effects on the team



41%

Create lost worker productivity



40%

Lose time to recruiting and training a new worker



36%

Have a negative impact on employee morale



22%

Have a negative impact on client solutions

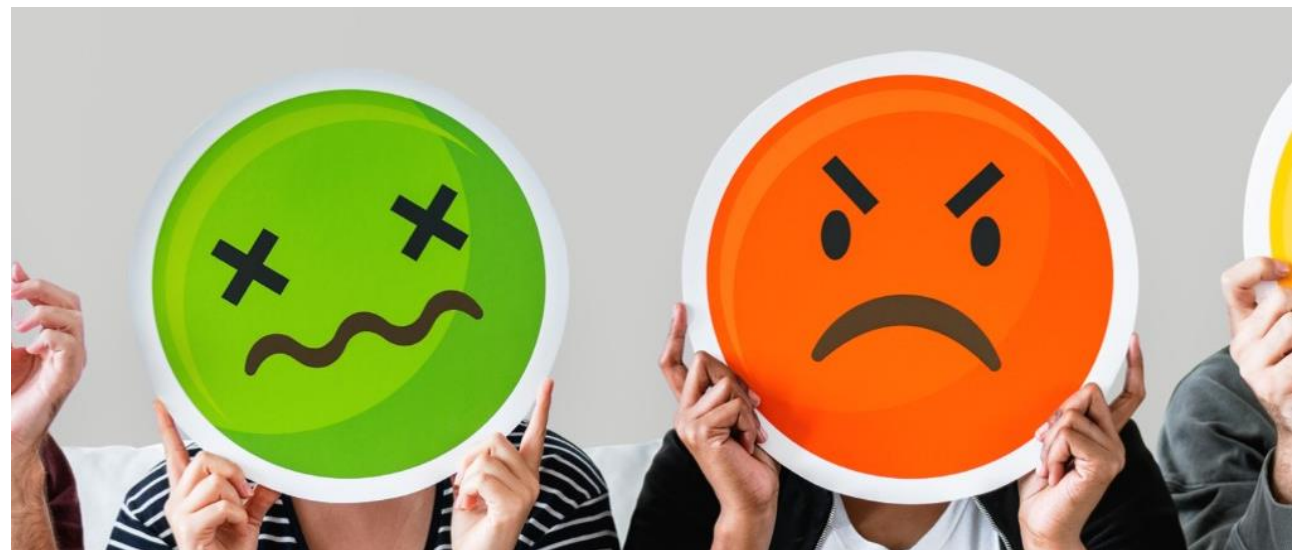
# PAINFUL COSTS OF BAD HIRE



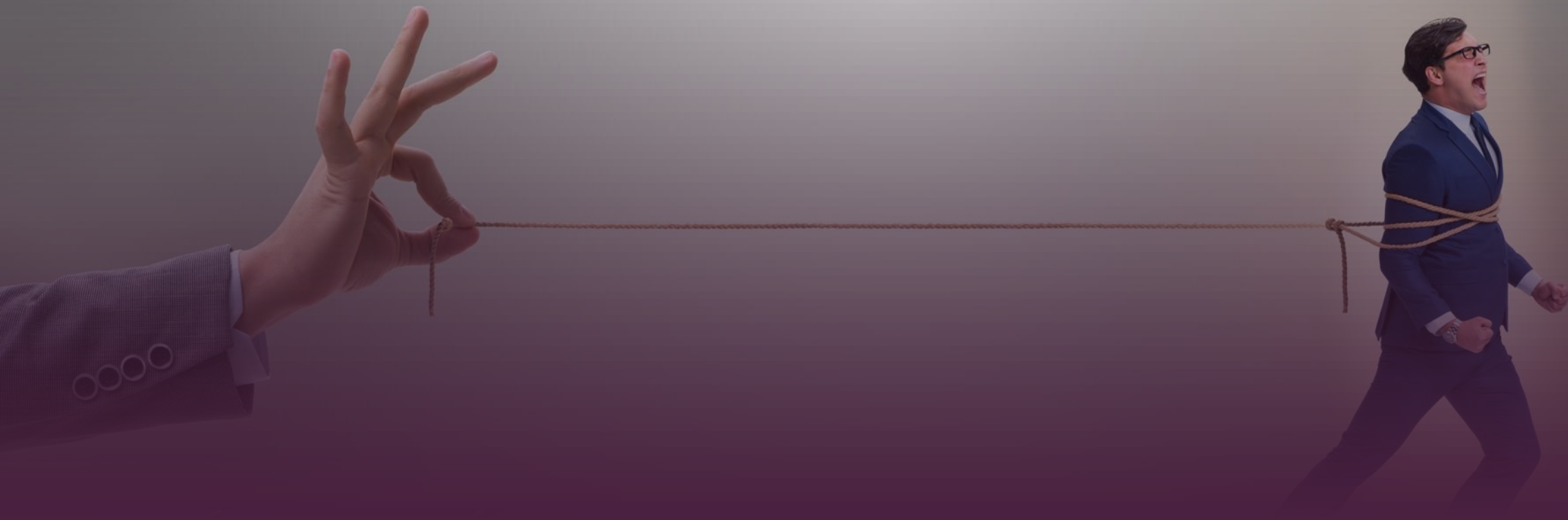
## CANDIDATE EXPERIENCE

72% Of Bad Job Experiences Are Shared Online

## Employer Branding







# RETENTION OF HIRES

**28%** people quit in first year of being hired

Source: Inc.com

A group of five young adults, three men and two women, are walking together on a paved path outside a modern building with large glass windows. They are all smiling and laughing, creating a positive and energetic atmosphere. The man on the far left is wearing a light blue button-down shirt and dark pants, carrying a white bag. The woman next to him is wearing a red top and jeans, holding a folder. The woman in the center is wearing a plaid shirt over a white top and jeans. The man next to her is wearing a grey shirt and jeans, holding a folder. The woman on the far right is wearing a light blue button-down shirt and jeans, holding a folder. A semi-transparent purple banner is overlaid across the middle of the image, containing the text "YOUNG GRAD HIRING AND RETENTION" in white, bold, uppercase letters.

# YOUNG GRAD HIRING AND RETENTION



# XOPA AI's SOLUTION

- ✓ Reduce Time to hire by upto 87%
- ✓ Reduce Cost of hire upto 50%
- ✓ Remove Bias through ethical AI
- ✓ Improve Retention of hire
- ✓ Increase performance by upto 65%
- ✓ Significantly Improve candidate experience





# HOW DO WE PROVIDE VALUE?



**AI-Powered** talent pool management



Predictive analytics to help you predict and hire right



Employer branding tools



Enhanced Workflow Management & Robotic Process Automation with Multilingual Capability



In-Depth & Actionable Analytics Including video analytics for sentiments and emotional analytics



GDPR-Compliant



Automated Scheduling and email management

# REMOVE BIAS - IMPROVE DIVERSITY

## ETHICAL AI - AI FOR GOOD



**DR IAN MCDONALD, CTO IN RESIDENCE, MICROSOFT**

*“Microsoft is excited to see that X0pa has built an AI for recruitment that ensures the best candidate is selected for the job, and it removes unconscious bias from the process. Their proven technology takes a wide range of factors into it’s model which mean that employees are also matched well to the job ensuring happier, better performing employees and longer retention. Having a diverse workforce has been proven to improve company financials and X0pa helps companies to achieve this”*

# YOUR CANDIDATE RELATIONSHIPS YOUR BIGGEST IP

Your candidate database which you have painstakingly developed over months and perhaps years is your biggest IP and what sets you apart from your competitors or other employers.

XOPA recognizes this and has put tools in place for you to ensure you are the

## EMPLOYER OF CHOICE





# CASE STUDIES #1

Industry: Public Sector/ Government

## M I C R O S I T E



- › Business Finland- Ministry of Economic Affairs and Employment of Finland
- › Use Case - External Hiring of International talent for Finnish companies for “Talent Boost” program
- › XOPA Solution: Platform used as micro-site where the organizations had their own unique login and passwords, they could post jobs and XOPA’s AI engine matched the relevant talent to the roles. The built in interview scheduler, automated emails, video interviews and robotic process automation helped both optimal matching of candidates and jobs as well as made the entire process swift and efficient.



# CASE STUDIES #2

## Large Enterprise

### EXTERNAL HIRING



- › Sinarmas
- › Use Case - External Hiring of talent for their own organization
- › XOPA Solution: Sinarmas created jobs that they were hiring and used XOPA's AI Sourcer to source candidates for their open roles. The Platform also helped in routing job applications and XOPA's AI engine matched the relevant talent to the roles. Sinarmas also extensively uses XOPA's ATS ( applicant tracking system) to build its talent pool and communicate seamlessly with the applicants as well as all the workflow features including interview scheduler, automated emails, video interviews and robotic process automation.

# CASE STUDIES #3

## Professional Services

### EXECUTIVE SEARCH



- › Nastrac Group
- › Use Case - Hiring talent for clients
- › XOPA Solution: Nastrac Group uses XOPA's platform as a managed services platform to hire and track all activity with each of its clients. They create jobs that they were hiring for each client in separate secure password protected sections within their subscription and use XOPA's AI Sourcer to source candidates for their open roles. The Platform also helped in routing job applications and XOPA's AI engine matched the relevant talent to the roles. Nastrac extensively uses XOPA's ATS ( applicant tracking system) to build its talent pool and communicate seamlessly with the applicants as well as all the workflow features including interview scheduler, automated emails, video interviews and robotic process automation.

# CASE STUDIES #4

## A C A D E M I A



- › Ngee Ann Polytechnic
- › Use Case- Matching students to Company Global Internships
- › XOPA Solution: Ngee Ann Polytechnic was looking for a solution where their final year students are matched ideally to the jobs with enterprises looking to hire interns. These were not just to be based on grades of the students but also take into account the interests and passion of the students, their location preferences language requirements and amongst a number of other preferences of students and companies both. The additional requirement also was to ensure optimal matching to ensure all students in the batch were getting offers and balancing the demand and supply optimally. XOPA used its campus product algorithms to do the job to profile matching as the first step and then used its patent “Two Sided Matching” to ensure allocations are done optimally so every student landed a job.



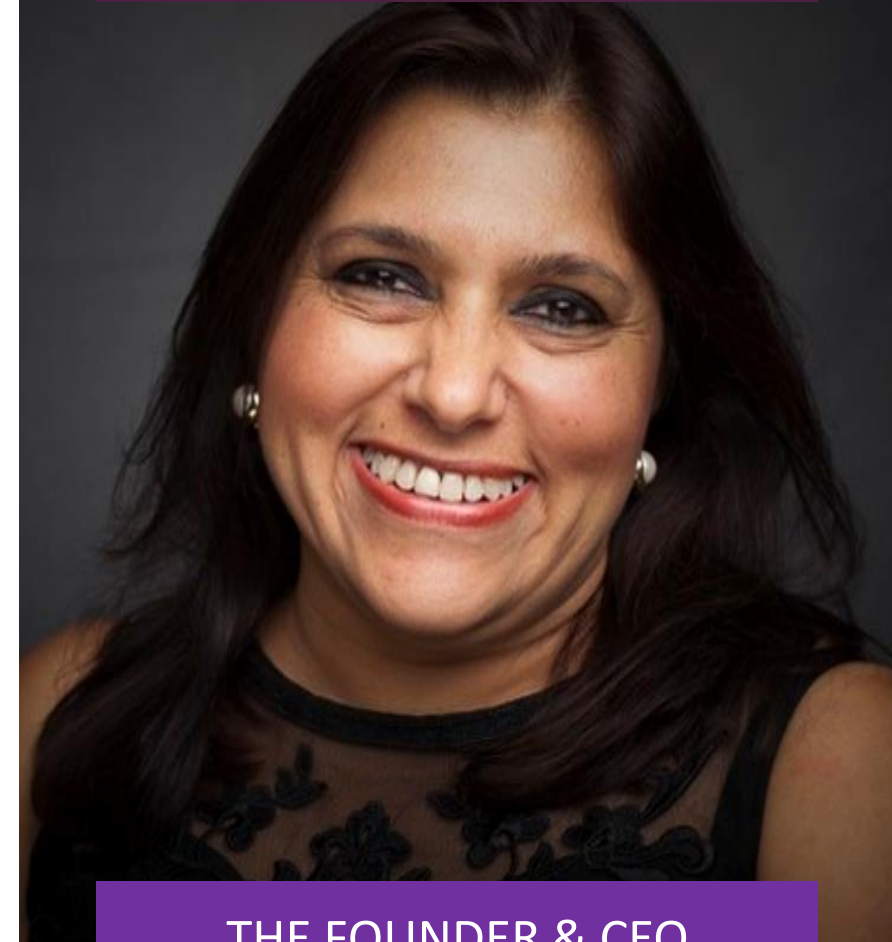
## 2<sup>nd</sup> Venture, 2 Startups, 1 Acquisition, 1 Exit, 1 Management Buy-Out

*Entrepreneur for 22 years • A geek at heart and an entrepreneur by choice! Electronics Engineering professional, started my career in Sales and Marketing with ICIM ( ICL) in India and then became an entrepreneur in 1997 with launch of Nastrac Group, a global executive search firm. One exit, a management buyout, two acquisitions and one M&A are some of the rich experiences through my entrepreneurship journey. Founded XOPA AI in 2017 to disrupt our own traditional search business and pivot to a SAAS based AI, ML platform in 2017 to form XOPA AI.*

### Winner of:

- ✓ *She Loves Tech 2019 1<sup>st</sup> Runner-up*
- ✓ *Female Business Personality of the year Singapore, 2016 The European*
- ✓ *Consultancy of the year 2016 Singapore- The European*
- ✓ *World Finance - Personality of the Year 2016*
- ✓ *Entrepreneur of the Year 2013*
- ✓ *Notable SME 2013*
- ✓ *SME of the Year 2014*
- ✓ *Asia Pacific Brands Award 2014*
- ✓ *Singapore Quality Medallion 2014*

**NINA ALAG SURI**



**THE FOUNDER & CEO**



# OUR CO-FOUNDING TEAM



**Dr. Jussi Keppo**

Co-Founder

**Associate Professor and Dean's Chair at  
NUS Business School**

- *Previously University of Michigan*
- *Has several publications - Journal of Economic Theory, Review of Economic Studies, Management Science, and Journal of Business*
- *On the editorial boards of Mathematics of Operations Research, Journal of Risk, Production and Operations Management, and Journal of Energy Markets.*
- *Consulted several Fortune 100 and asset management companies.*



**Dr. Satnam Alag**

Product Advisor

**Vice President Software Engineering at  
Illumina**

- *PhD. UC Berkley, Robotics and Ai*
- *Over 15 years of commercial software development and management experience*
- *Over 20 years of experience in machine learning*
- *Expertise in Big Data technologies, building large-scale multi-tenant SaaS applications, applying intelligence and personalization to Web 2.0 applications, SOA and J2EE architectures*

# OUR PRODUCT LEADERS



**Sri Harsha Allamraju**  
CTO

*If I were a Star Trek character, then I would be Scotty. I love maintaining order in chaos. Having spent more than a decade working at technology companies at in the heart of silicon valley, I've joined XOPA to live the adrenaline rush that a startup provides. XOPA's vision of using artificial intelligence and robotic process automation for recruitment and talent management is not only game changing but also transformative. I share XOPA's vision and I am here to use my decade long experience in working with cross-functional teams, building highly scalable software products and corporate strategy to make this vision a successful reality.*



**Zheng Zhi Yang**  
Lead Data Science

*With academic specialization in computational science and mathematical modeling, Zhengzhi focused on computational analysis in engineering domain with several research papers published. After two-year industrial experience and the completion of the master in business analytics, he chose to join XOPA to apply his data science expertise in human resources sector. As the data science lead in XOPA, he focuses on identifying cutting-edge machine learning technologies and applying them in the solution development to address the business needs and pain points such as churn analysis, natural language processing and other predictive modeling.*

# OUR KEY BUSINESS LEADERS



**Farida Charania**

**Sr Vice President Sales UK & Europe**

*XOPA acquired Nastrac Group in January 2019, which of which I was the Group CEO. XOPA's vision of using AI and RPA for making the recruiting process for any organization seamless; and empowering humans in this process to be efficient and effective is game changing, scalable and transformative. I proudly share this vision and am here to use my 20 years of experience; work with an excellent group of like-minded colleagues to grow XOPA's market share .*

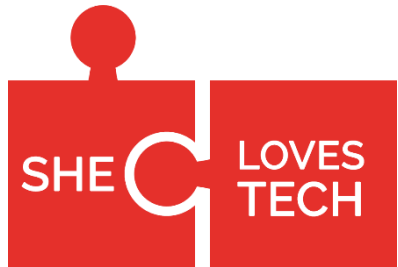


**Siddharth Somasundaran**

**VP Sales APAC**

*Driven by genuine interests in strategic marketing, sales operations, client engagements and business development, I have taken up a challenging role at XOPA AI. Leveraging my decade long experience at Fortune 100s and a shared vision at XOPA, I now look to fulfill my aspiration of transformatively leading diverse teams to create a meaningful, positive, global impact by helping corporations of all sizes significantly improve their organizational health powered by AI and predictive analytics.*

Awards & Recognitions:



# XOPA

ENABLING WORKPLACE HAPPINESS

THANK YOU

Integrations:







EMPLOYERS PLATFORM DEMO

CANDIDATE PLATFORM DEMO

LINKEDIN CHROME EXTENSION