



XOPA^{ai}
MAXIMISING OBJECTIVITY

XOPA is an AI powered end-to-end B2B platform that helps in streamlining hiring and selections, from sourcing potential candidates, screening objectively and at scale, virtual and asynchronous interviews / assessments and final selections and onboarding.

XOPA's Unique Value

Propositions

All-in-one Consolidated Hiring Platform



Save 50%
in cost to hire



Save 87%
In time to hire



Improve candidate experience
& employer branding



Achieve time to
revenue by hiring
at scale and in time



Improve the quality
of hiring with
predictive
analytics



Remove bias
for better
outcomes



The world is calling for more equity, diversity and inclusion. Now is the time to act.

SKILL BASED SHORTLISTING
Future of hiring is skill-based



REFERENCE BIASES
Objective reference check



MASKING
Names, emails companies
masked



VIDEO MASKING
Masking video response until
it's rated



Scientific Data Science Approach to Objective Hiring



DATA-BASED SCIENTIFIC ASSESSMENT
Over 100m profiles to create algorithms





Biases can be removed with a scientific approach!



Resume Biases



Resume Screening Bias for Gender, Age, etc.



Interview Response Bias



Video Bias



IMPLICIT HUMAN BIASES

Gender, age, school, race, nationality



EQUAL OPPORTUNITIES

Schools, universities



SKILL-BASED HIRING

Looking at capability

A black and white photograph of a man in a suit and tie, holding a pen and pointing at a network diagram. The diagram consists of several white circles, each containing a person icon, connected by thin white lines. The man's hand is in the foreground, pointing towards the center of the diagram. The background is slightly blurred, showing the man's torso and arms.

XOPA
- The world's
most objective
hiring and
selection
platform



Use Cases

AI Candidate Sourcing

AI Pre-Screening

AI Talent Retargeting

Recruitment Process
Outsourcing



Use Cases

Automated Video Interviews

Automated Assessments

Virtual Career Fairs



Use Cases

Graduate Hiring

Admission Management

Internship Management

Hiring and Selection
Professionals are always
thinking about the three P's



PIPELINES



PROCESSES



PRODUCTIVITY



Source, Screen, Create & Retarget Talent Pools



Job

- Push to job portals and LinkedIn
- Import resumes from job portals, LinkedIn
- Manage all applications in one place
- Create and nurture talent pool for current and future



Applications and talent pool

- Screen, score, rank real time with AI - CV relevance and predictive scoring for loyalty and performance
- New applications or resurface from talent pool
- Candidate dashboard for keeping candidates informed



Interview and assessment

- XOPA ROOM for virtual video interviews or written assessments at scale (with anti cheat)
- Live interview with Ms. Teams or Zoom
- Cognitive and textual analytics with AI
- Inclusive hiring features such as CV / view masking etc.

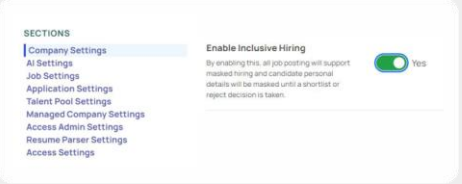


Automate

- Scheduling, emails , notifications
- Robotic process automation
- Automated assessment scoring
- Video transcripts, 72 language translation

01

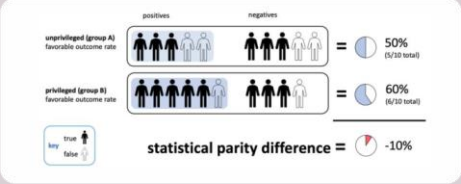
Masked Hiring



Masking of Personal Identifiable Information (PII) during screening to reduce unconscious bias.

02

Model Bias Analysis



Disparate impact analysis using the 4/5 rule on statistical parity difference is used to detect bias in models across sensitive attributes/ groups. Propensity score matching is also used to compare the predicted outcome differences.

03

Regular Model Review & Retraining



We review our models regularly (model decay, data & concept drift) and check our data on potential biases before using it to retrain our models. No sensitive attribute is used as part of model training/retraining.



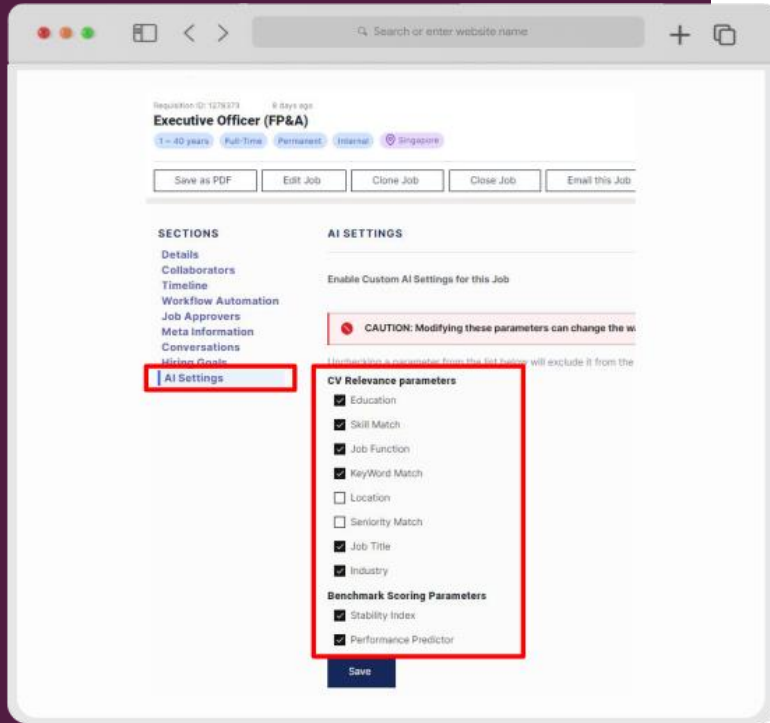
XOPA AI Features

The screenshot displays a web browser window with two candidate profiles. The top profile is for Manoj Bera, a Management Trainee at Modi Naturals with 6 years of experience. His CV Relevance score is 99, and he is marked as 'REJECTED'. The bottom profile is for Ajay Augustine, a Sales Consultant at Sireesh Auto with 5 years of experience. His CV Relevance score is 99, and he is marked as 'SCREENING'. Both profiles feature a 'BENCHMARK SCORING' section with metrics for Stability Index, Performance Predictor, and XOPA Verdict. A detailed tooltip for CV Relevance Score is shown, explaining that it measures how close the candidate's resume matches the job description, with sub-metrics for Skill Match, Job Function, Keyword Match, Location Match, Seniority Match, and Open to new roles.

Pre-Screening AI Scoring

- Leverages on NLP and AI/ML to score and rank candidates based on the candidate-job fit.
- Attributes used for the scoring are not limited to job title, job function, industry, skills, education, experience and location of both the candidate and the job position.
- Benchmark scoring on stability index is built on a supervised ML model to predict the likelihood of the candidate staying on the new job for more than 12 months.
- Benchmark scoring on performance predictor is built on a supervised ML model to predict the likelihood of the candidate having faster progression (promoted faster) compared to similar peers.
- All AI scores are combined to form an overall recommendation on whether the candidate is a possible good fit for the job (supervised ML).

Pre-Screening AI Scoring



- **In-Built Flexibility:** Recruiters can decide which attributes are used in the AI scoring. This can be set on a company level or down to each individual jobs.
- **Objective:** Sensitive attributes (e.g. gender, ethnicity) are excluded from model development. Additionally, models are also tested using propensity score matching and disparate impact analysis to ensure no model bias.
- **Explainable:** Recruiters can view the breakdown of the scores contributed by each attribute, thus understanding how the model arrives at its scores/decisions.
- **Reduced Risk:** Human-in-the-loop design. The AI serves as a recommender while the expert (recruiter) makes the final decision. Data fidelity issues (cheating on resumes) are also easily identified down the hiring lifecycle.
- **Continuous Learning:** Regular review and re-training of the models ensure that the model improves as data accumulates and learns the latest trends.

SENIOR SOFTWARE ENGINEER at **PAYPAL** (07/2020 to present)
SENIOR SOFTWARE DEVELOPER at KULIZA TECHNOLOGIES (03/2019 to 06/2020)
MEMBER TECHNICAL STAFF at ZOH0 CORPORATION (05/2013 to 03/2019)

60
CV RELEVANCE (%)
4 out of 5 job skills found in this candidate's CV

8 years Work Experience | 1 Applications | 0 Hired | 3 months ago Recent application

Add to Pipeline

Persistence Design Java Test Driven Development Concurrent Computing Functional Programming
Restful Web Services Concurrency Control Product Development Data Representation Object Oriented Design
Data Structure Implementation Multithreading Integration Microsoft Exchange Server Spring Boot Algorithm
Javascript Operations Management SQL Bitbucket Spring Framework Hibernate Text Messaging
Powermock Computer Graphics Database PostgreSQL Scanning Editing Process Jenkins Mockito
Jquery Apache Tomcat JUnit Apache Kafka Apache Maven Mysql Hypertext Markup Language Jira
Javascript Object Notation Security As A Service Unix Operating System Cascading Style Sheet Git Javaser Pages
Xml

This profile is sourced from the following talent pool: XOPA Ai Pte. Ltd.

Talent Pool Retargeting

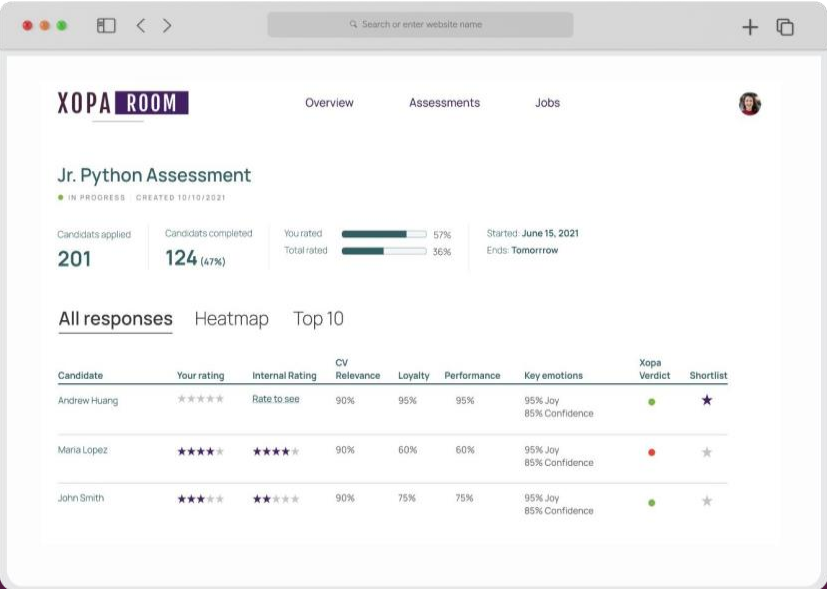
- Allows recruiters to easily find suitable candidates from their talent pool through AI scoring and ranking.
- Recruiters can set different talent pool settings and organize talent pool candidates into various buckets.
- Displays candidate skills that are relevant to the job requirements.
- Skills are matched based on XOPA's skill taxonomy (using NLP) – skills are matched not on keywords but on skill similarity.



AI-enabled virtual Interviews, Assessments

AI-enabled virtual Interviews, Assessments

XOPA ROOM



XOPA ROOM Overview Assessments Jobs

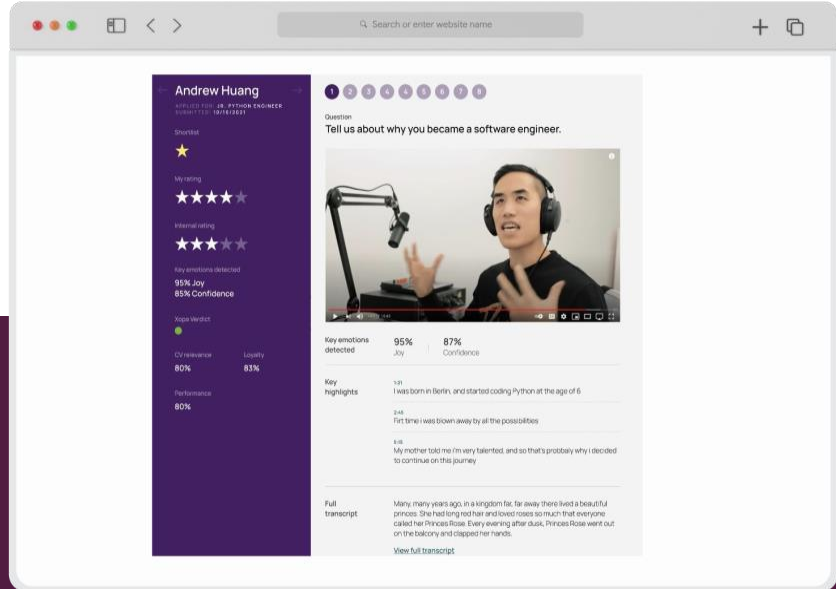
Jr. Python Assessment

IN PROGRESS CREATED 10/10/2021

Candidates applied: **201** | Candidates completed: **124 (47%)** | You rated: 57% / Total rated: 36% | Started: June 15, 2021 | Ends: Tomorrow

All responses Heatmap Top 10

Candidate	Your rating	Internal Rating	CV Relevance	Loyalty	Performance	Key emotions	Xopa Verdict	Shortlist
Andrew Huang	★★★★	Rate to see	90%	95%	95%	95% Joy 85% Confidence	●	★
Maria Lopez	★★★★★	★★★★★	90%	60%	60%	95% Joy 85% Confidence	●	★
John Smith	★★★★	★★★★★	90%	75%	75%	95% Joy 85% Confidence	●	★



Andrew Huang
Software Engineer

Shortlist: ★

Internal rating: ★★★★★

Key emotions detected: 95% Joy, 85% Confidence

Xopa Verdict: ●

CV Relevance: 80% | Loyalty: 83% | Performance: 80%

Question: Tell us about why you became a software engineer.

Key emotions detected: 95% Joy, 87% Confidence

Key highlights:

- 1:01 I was born in Berlin, and started coding Python at the age of 6
- 2:01 For time I was blown away by all the possibilities
- 3:01 My mother told me I'm very talented, and so that's probably why I decided to continue on this journey

Full transcript: Many many years ago, in a kingdom far away there lived a beautiful princess. She had long red hair and loved roses so much that everyone called her Princess Rose. Every evening after dusk, Princess Rose went out on the balcony and clipped her nails. View full transcript

XOPA ROOM

AI-enabled content & tone analytics for each candidate.

XOPA ROOM is a hybrid assessment feature that gives candidates the flexibility to answer recruiter-set questions in **video/audio/text formats** in a single assessment.

Gain insights from content and text **analytics** on each assessment. **Assessment proctoring** option is available.

✓ Transcription

✓ AI

✓ Proctoring

✓ Cognitive Intelligence

The screenshot displays the XOPA ROOM interface. At the top, there's a search bar with the text "Search or enter website name". Below it is a table of candidates with columns for ID, Candidate Name, Status, Result, Decision, Overall Score, and Action. The table lists four candidates: Farah Irdina, Debra Liana Peter, Dayna Chua, and Daphne Condecido. To the right of the table is a settings menu with options like "Randomised or Fixed questions set", "Set Deadlines for video completion", "Set Time Limits for each answer", "Enable or Disable retakes", "Invite Candidates", "Set Review Parameters", "Allow Multiple Reviewers", and "Customized to your Corporate Branding". Below the table is a transcript analysis dashboard showing a timer at "0:00:48.406", the language "EN-US", and a transcript snippet. The dashboard also includes "Emotion Overview" (Joy: 51%, Anger: 0%, Fear: 0%, Sadness: 0%), "Language Overview" (Analytical: 71%, Confident: 0%, Tentative: 0%), and "POST-INTERVIEW ANALYTICS" with options for AI-Enabled Analytics, Video Analytics, Video Transcript, and Complete Analytics Dashboard.

ID	Candidate Name	Status	Result	Decision	Overall Score	Action
21006	Farah Irdina farah@xopa.com Last email sent: May 19th 2021	Completed	Pass (6/7)	👍👎	★★★★★ (4.03)	📄🗑️
21001	Debra Liana Peter debrali@xopa.com Last email sent: May 19th 2021	Completed	Pass (7/7)	Shortlisted	★★★★★ (4.29)	📄🗑️
20985	Dayna Chua dayna@xopa.com Last email sent: May 17th 2021	Completed	Pass (7/7)	👍👎	★★★★☆ (3.42)	📄🗑️
20628	Daphne Condecido daphne@xopa.com	Completed	Pass (6/7)	👍👎	★★★★★ (4.63)	📄🗑️

Items per page: 10 | 1-4 of 4 items | 1 of 1 pages

0:00:48.406
Total Duration

EN-US
Language

Transcript
My strengths include my creativity and adaptability. I feel that it's important for marketers to always be on our toes to keep up with the new marketing trends and to be creative enough to think of effective ways to market our products. One weakness that I have is that I'm always brimming with ideas, but I'm unable to execute them well. I have a lot of good marketing ideas. I find it hard to execute all these by myself in fear of losing too much of my work life balance. Hopefully when I join a marketing team like yours, I'm able to work together with like minded individuals to bring my ideas to life and improve the company's marketing.

Emotion Overview
Emotional tones that were detected based on linguistic analysis of the transcript.

Joy	51%
Anger	0%
Fear	0%
Sadness	0%

Transcript accuracy
● Very High ● High ● Medium ● Low

Language Overview
Language tones that were detected based on linguistic analysis of the transcript.

Analytical	71%
Confident	0%
Tentative	0%

POST-INTERVIEW ANALYTICS

- ✓ AI-Enabled Analytics
- ✓ Video Analytics
- ✓ Video Transcript
- ✓ Complete Analytics Dashboard



The folks
who make it
happen –
THE TEAM

Ethical AI | Explainable for the good



“Microsoft is excited to see that XOPA 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 its 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 XOPA helps companies to achieve this.”

DR IAN MCDONALD
Global Tech Lead - Microsoft



“Our mission at XOPA is to help remove biases and subjectivity from hiring process to help companies hire better and faster. Making selections a scientific process helps in data backed decisions, we have tested our algorithms on over 100m data to get it right and to scale it across geographies, cultures and industries. We are committed to ethical, transparent and explainable AI both for employers to find the best talent as well as to empower talent to make the right company choices.”

NINA ALAG SURI
Founder and CEO

Lead Shareholders and Board



Rajeev Suri

Rajeev Suri, 53, is CEO of Inmarsat, he is also a non-executive board member of Singtel and Stryker Corporation, Advisor to Evli Growth Partners and Advisory Board Member of Aalto University's School of Business. Previously a Senior Advisor to Warburg Pincus and Operating Advisor to Apollo Global Management. Rajeev was President and CEO of Nokia for 6 years till July 2020, and prior, CEO of Nokia Siemens Networks for 5 years with over 25 years with Nokia networks.



Dr Miina Öhman

MD, PhD, Physician Scientist, Advisor, Nature Enthusiast, Longevity Scout, STEMGirls Advocate , Advisor (Medical Science)Duke-NUS Medical School-Senior Research Fellow, Cardiovascular and Metabolic Disorders Program. University of Helsinki -Research Scientist, Translational Biology Program. University of Michigan Medical School - Cardiovascular Research Center



“Advancement of technology and computing power has paved the way for the use of big data and machine learning as a means of minimizing cognitive biases in hiring. In the process, a lot of previously undiscovered, or underestimated, talent pools can now be accessed. XOPA is solving the talent bottleneck by utilizing AI to find highly talented outliers that do not necessarily fit regular profiles. More importantly, they are leading the way in building a more equitable future of work. We are proud to help them continue building on a powerful, cost-saving platform that optimizes recruitment operations while having an important social impact.”

Miguel Encarnacion
ISVP, Managing Director



“Equitable and inclusive hiring practices are emerging priorities for organizations worldwide as they look to increase diversity in teams. Through advanced analytics and artificial intelligence, XOPA’s solutions enable an objective and seamless hiring process, which has the potential to transform and uplift HR practices. We look forward to partnering this innovative business and enable expansion of its solutions overseas.”

Tan Kaixin
SEEDS Capital, Enterprise Singapore
General Manager



“We are excited to invest in XOPA to disrupt traditional talent recruitment processes. Their AI and ML leveraged approach to candidate selection is a real competitive advantage. End clients are looking for solutions that remove unconscious hiring bias, increase speed to hire, and identify new pools of talent. We look forward to partnering with Nina and her team.”

Dion DeLoof
A18 Ventures
Co-Founder, General Partner



“Higher attrition, remote working and a candidate- led recruitment market is currently putting more pressure on employers across the world to hire faster, while also lowering costs in how they reach and onboard talent. XOPA’s advanced AI-powered hiring tools are solving these problems and positioning them to be a future leader in inclusive hiring software. XCEL NEXT backs founders who transform industries, and team XOPA is one of them. We look forward to helping the company achieve sustained growth in Asia.”

Kevin Yu
XCEL NEXT VENTURES
Founding Partner



“I’ve been following XOPA’s journey from early days and it’s impressive to see how far they’ve come. XOPA’s clients recorded a 600% increase in ROI, 80% savings in time and 50% in cost to hire”

Sajit Nair
SASV Investments
Managing Director, Founding Partner



Employers and educators worldwide to intelligently transform talent selection and acquisition.

The most forward Thinking organisations use XOPA AI

Clients across:
Singapore, India, The UAE, The Philippines, Indonesia, The UK





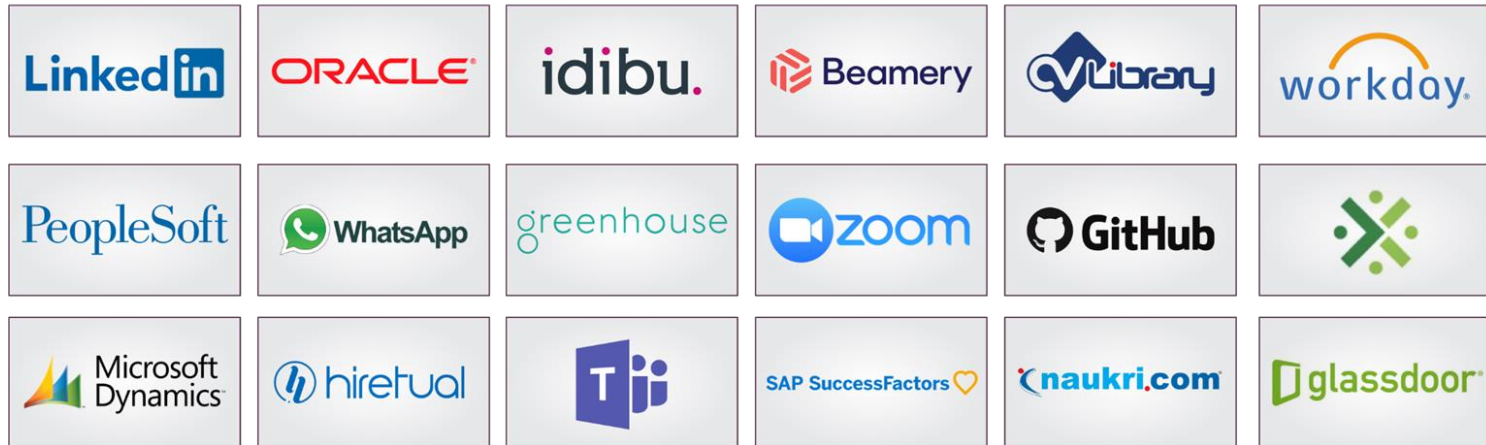
The best
partners
with us

The best Partners with us

Our co-sell and co-innovate strategic partners



Our product integration partners





Our Offices

UK | UAE | India | Singapore

XOPA_{AI}
MAXIMISING OBJECTIVITY

Thank You

xopa.com