Maximizing Objectivity in Hiring & Selections

Making the art of hiring a science with automation and intelligence

XOPA AI

MAXIMIZING OBJECTIVITY

x0pa.com

PDPA

SOC 2 Compliance

GDPR

IDC Innovator

Business 20 Hottest Startups

AI Verify

AI GOVERNANCE TESTING FRAMEWORK & TOOLKIT

IMDA Accreditation

Hire the best person for the role 10x faster and at half the cost!

End to End Hiring Platform

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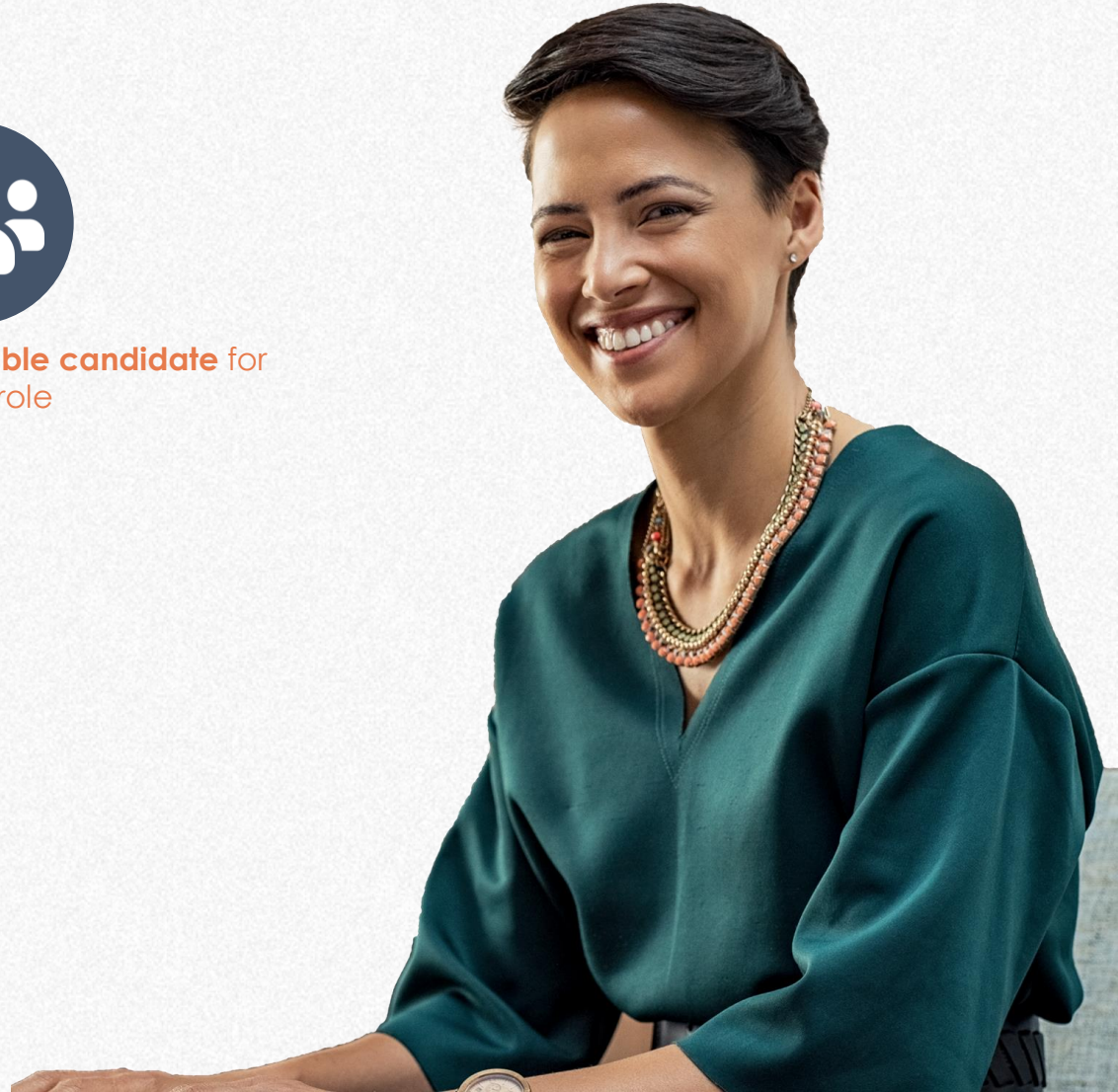
50%

SAVE **50%**
IN COST TO HIRE

85%

SAVE **87%**
IN TIME TO HIRE

Hire the **most suitable candidate** for the role



- Achieve time to revenue by hiring at scale and in time
- Improve the quality of hiring with predictive analytics
- Remove bias for better accuracy of hiring

IMPROVE **CANDIDATE EXPERIENCE & EMPLOYER BRANDING**

The world is calling for more equity, diversity, and inclusion.

Now is the time to act.

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Scientific Data Science Approach to Objective Hiring

SKILL BASED SHORTLISTING
Future of hiring is skill-based

MASKING
Names, emails companies masked

REFERENCE BIASES
Objective reference check

VIDEO MASKING
Masking video response until it's rated

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

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

Pipelines

Processes

Productivity

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Source, Screen, Create & Retarget Talent Pools

Job creation and distribution

- Create job descriptions that work
- Distribute your jobs to job portals and LinkedIn seamlessly
- Import resumes from job portals, LinkedIn
- Manage all applications in one place
- Create and nurture talent pool for current and future

Source active & passive candidates, create amazing talent pool

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

Evaluate- Interview & assessment

- X0PA ROOM for virtual video interviews or written assessments at scale (with anticheat)
- Live interview with MS Teams or Zoom
- Cognitive and textual analytics with AI
- Inclusive hiring features such as CV / view masking etc.

Scale for efficiencies- Automate

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

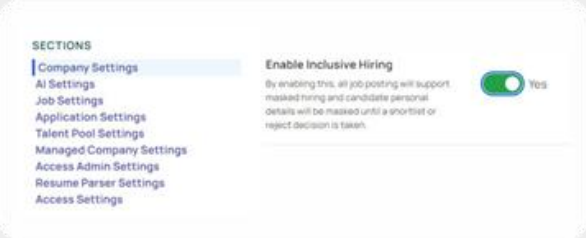
Mitigate Bias in Hiring with verified AI

Make the Art of hiring a Science!

AI VERIFY
AI GOVERNANCE TESTING FRAMEWORK AND GOVERNANCE

01

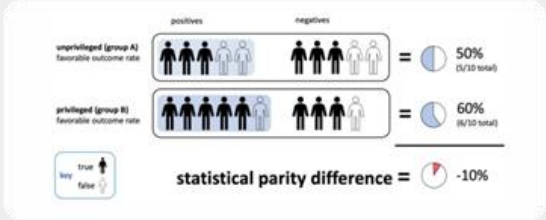
Inclusive Hiring Features



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

02

Model Bias Analysis



Disparate impact analysis using the ⅘ 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)

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Ethical AI

Explainable for the good

"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."

DR IAN MCDONALD
Global Tech Lead - Microsoft

"Our mission at X0PA 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

The most forward-thinking organizations use XOPA AI

The Best Partners With Us

Our co-sell and co-innovate strategic partners

Our product integration partners 2000+

XOPA AI PRODUCTS FEATURES AND BENEFITS

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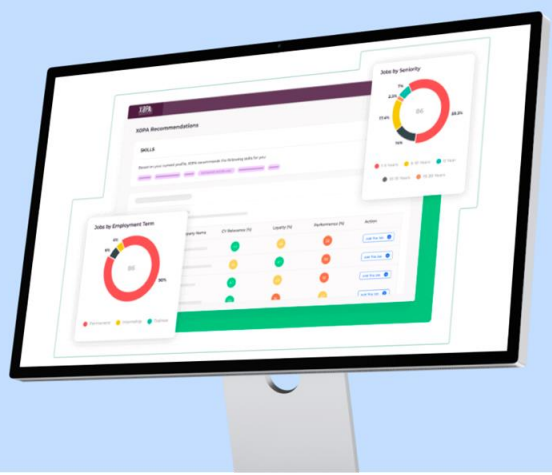
XOPA AI RECRUITER

An Artificial Intelligence (AI) SaaS platform that aims to save significant time and cost of hiring while maintaining objectivity in hiring

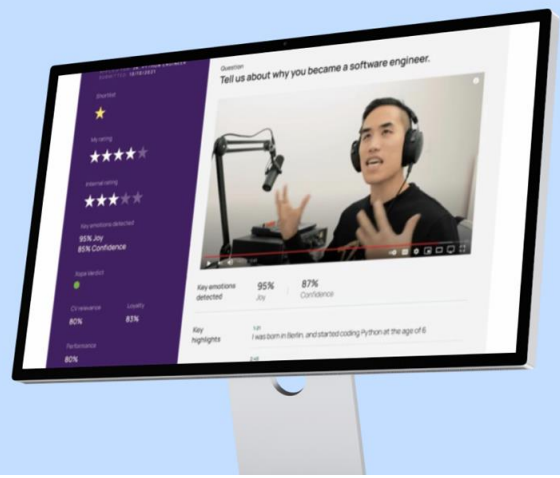
- AI-powered screening
- Automated Interview Scheduling
- Sourcing
- Candidate Re-discovery



XOPA AI ROOM

Enables hiring managers to seamlessly invite and pre-screen candidates for video and text based assessments at scale.

- Video Interviewing
- Assessment Builder
- Candidate Experience & Employer Branding



XOPA AI ACADEMIA

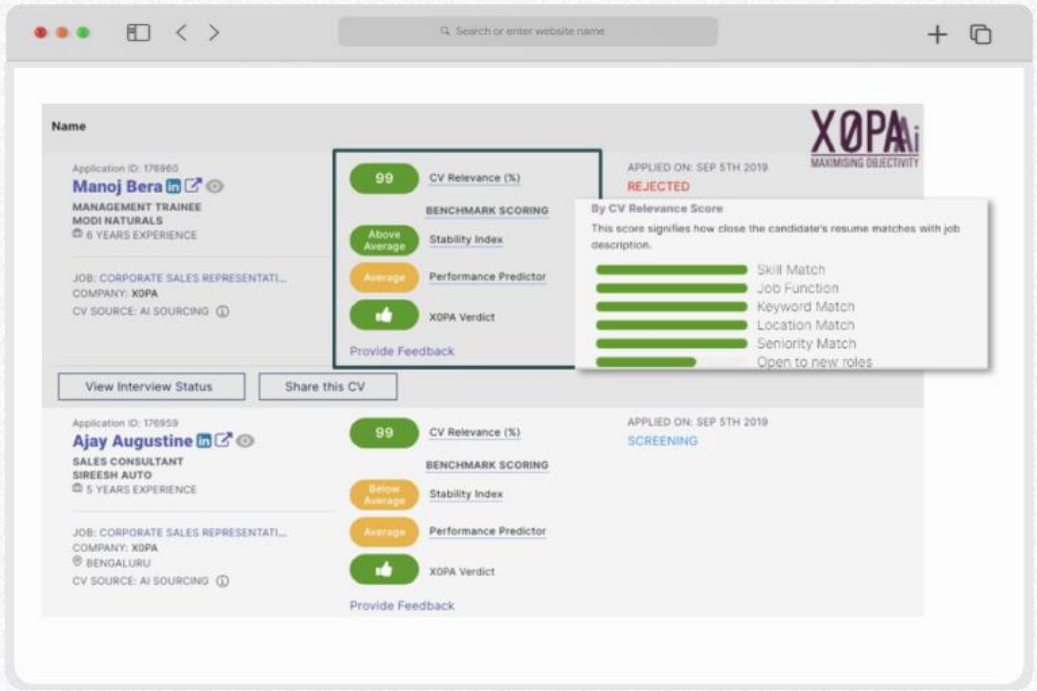
We use AI and ML to score and rank talent. Using a 2-way proprietary matching algorithm, X0PA takes into consideration the students.

- AI-powered two way matching
- Internship and Graduate Hiring
- Optimal allocation of students to jobs

Pre-Screening AI Scoring

X0PA AI Features

- 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).

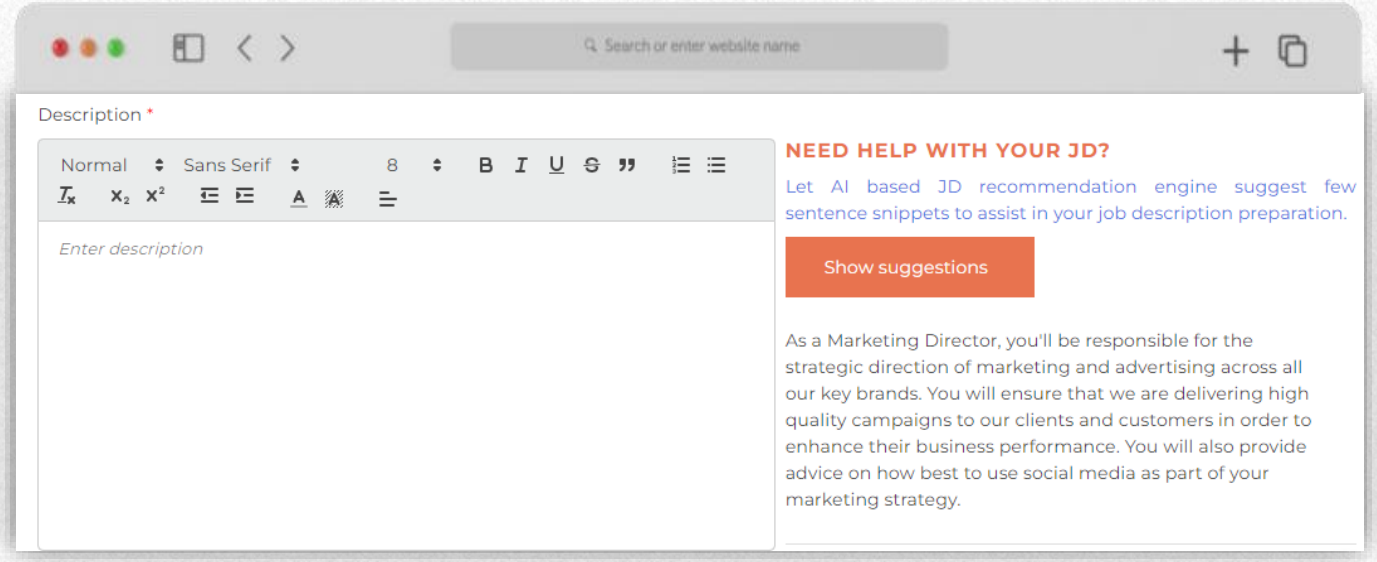


AI based for Job Description

X0PA AI Features

- The AI Job description **allows recruiters to easily write a job description** based on job title and skills required for a position.

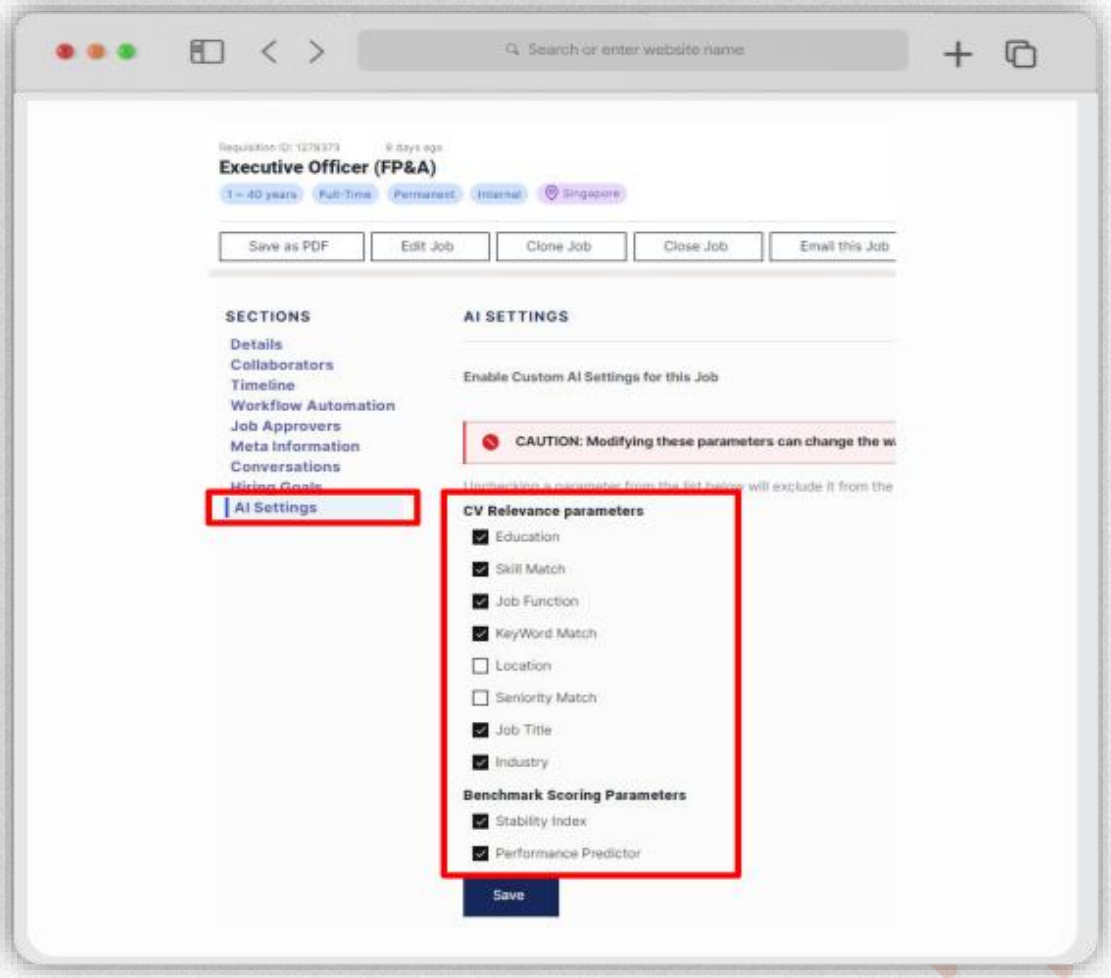
- AI Job Description makes the writing **more neutral** and **minimizes unconscious bias** in job description. It will identify and suggest a more neutral alternative.



Pre-Screening AI Scoring

X0PA AI Features

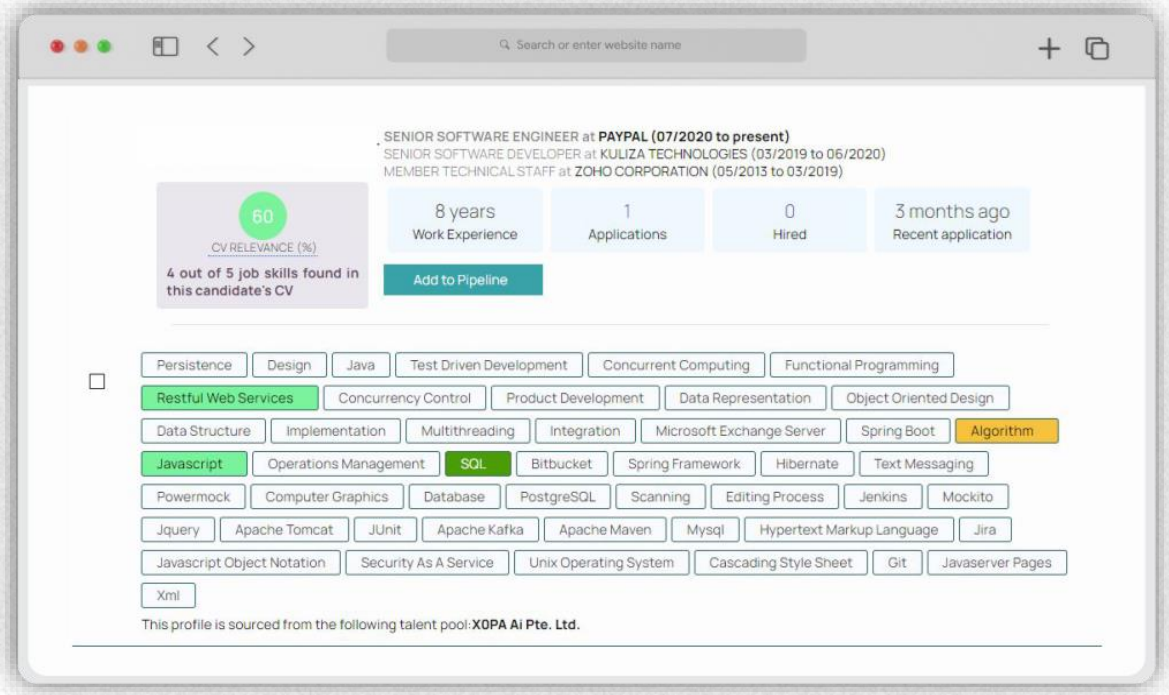
- **In-Built Flexibility:** Recruiters can decide which attributes are used in the AI scoring. This can be set on a company level or down to each individual job.
- **Objective:** Sensitive attributes (e.g. gender, ethnicity) are excluded from model development. Additionally, models are also tested using 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.



Talent Pool Retargeting

X0PA AI Features

- 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 X0PA's skill taxonomy (using NLP) – skills are matched not on keywords but on skill similarity.

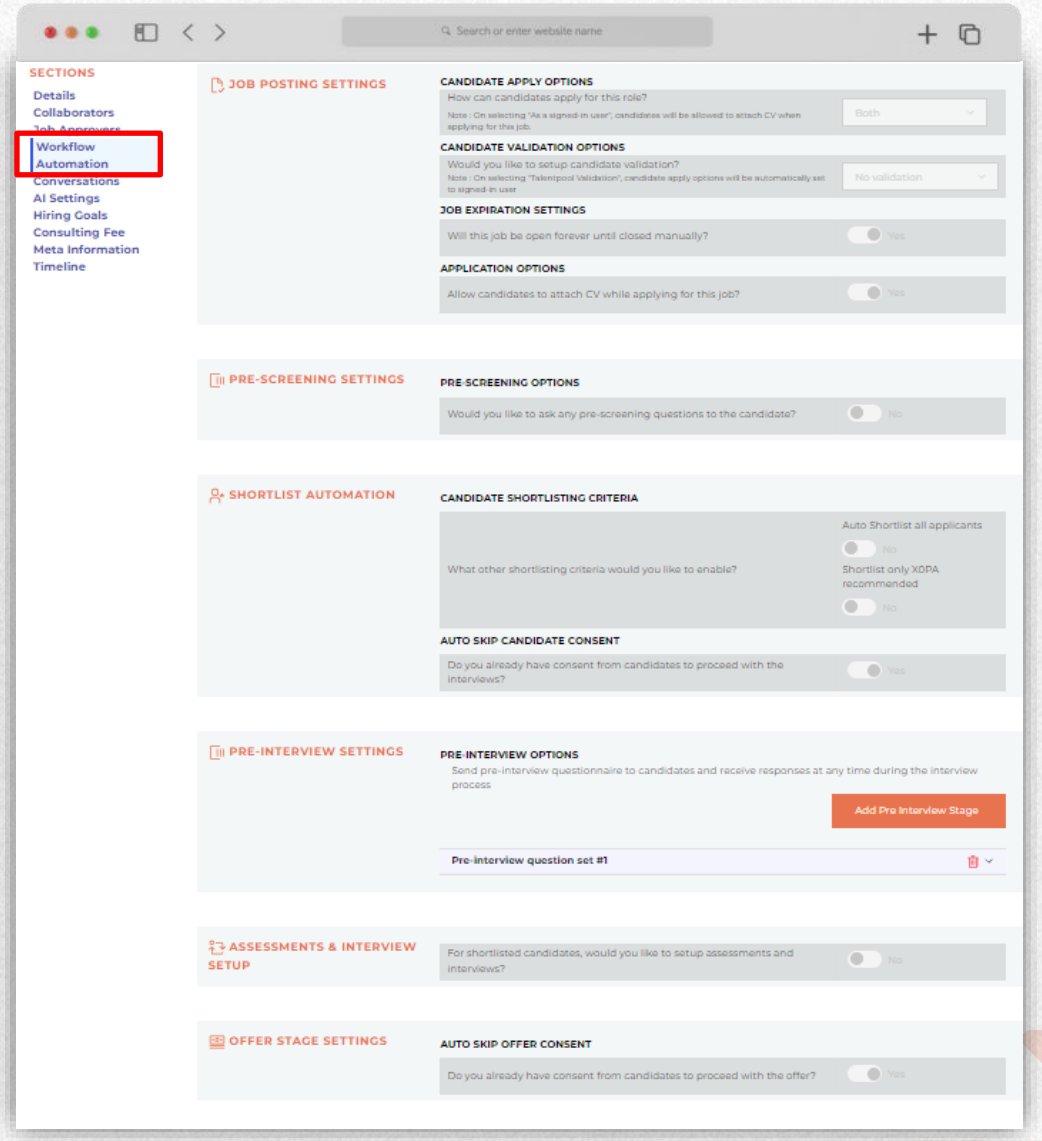


Workflow Automation

X0PA AI Features

- **Hiring automation via Robotic Process Automation (RPA):** AI Recruiter utilizes RPA in its processes. Through this feature, companies can save significant time through eliminating tedious manual tasks in their hiring processes, so that they can focus on the tasks that matter.

- Automation is enabled throughout the platform through various processes including:
  - **Interview workflow** automation
  - Automated **interview scheduler**
  - Automated **candidate emails**
  - Automated **candidate references**
  - **Candidate offer** via the integration with Docusign



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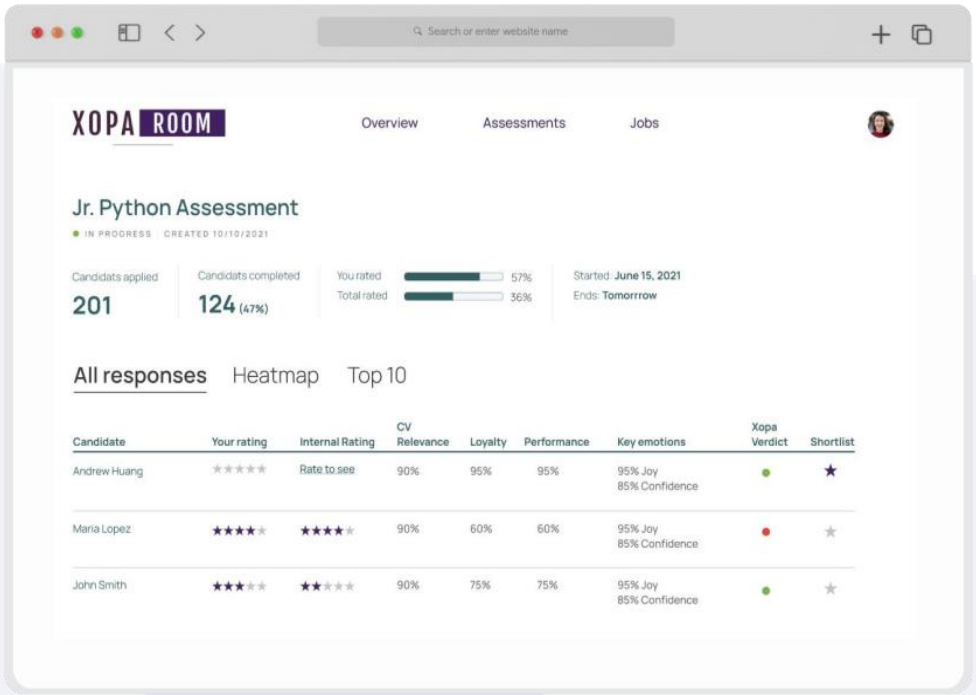
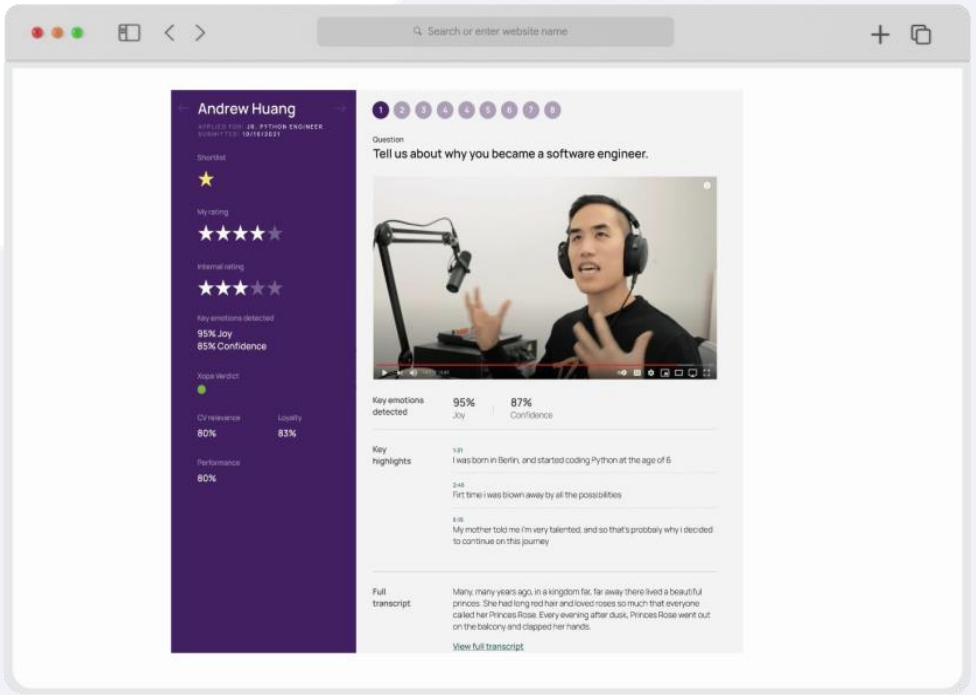
XOPA AI **ROOM**

AI-enabled virtual Interviews, Assessments





X0PA ROOM

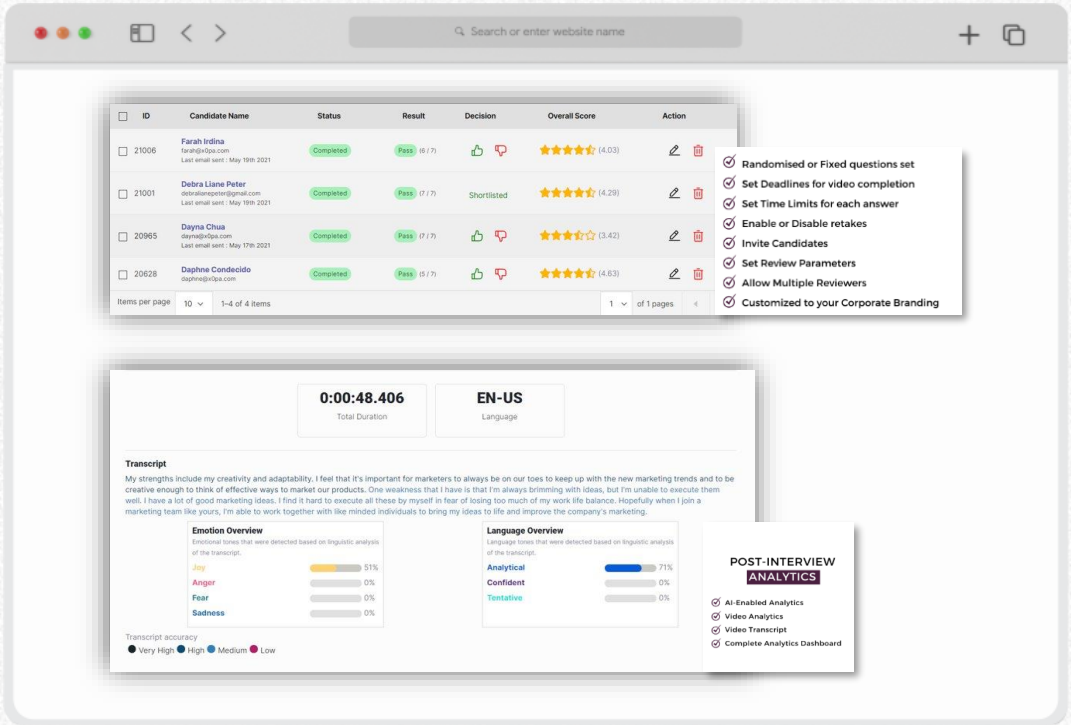
Screen to Scale

AI-enabled content & tone analytics for each candidate.

X0PA 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. An assessment proctoring option is available.

- Transcription
- AI
- Proctoring
- Cognitive Intelligence



	X0PA	Eightfold.AI	Workable	Lever
Established	2017	2016	2012	2012
Headquarter	Singapore	US	US	US
Staff Approximately	55	662	331	325
AI Features				
Predictive Analytics	Yes	Yes	No	No
Predictive Analytics for Stability & performance	Yes	No	No	No
Masking for Inclusion	Yes	Yes	Yes	No
Skills match based on taxonomy	Yes	Yes	No	No
Explainable AI	Yes	No	No	No
AI Verified Status	Yes	No	No	No
AI for inclusive job descriptions	Yes	No	No	No
Patent for Algorithms	Yes	Yes	No	No
Interview Features				
Hybrid Assessments	Yes	No	No	No
Humanoid for Chat & Video Interview	Yes	No	No	No
AI scoring for interview	Yes	No	No	No
Sentimental Analysis	Yes	No	No	No
Sourcing				
LinkedIn native connectivity	Yes	No	No	No
Retargeting talent	Yes	Yes	Yes	No
Automated References	Yes	No	Yes	No
Passive sourcing	Yes	Yes	Yes	No
Academia				
Solution for Academia	Yes	Yes	No	No
Internship Placement	Yes	No	No	No
Two Way Matching	Yes	No	No	No

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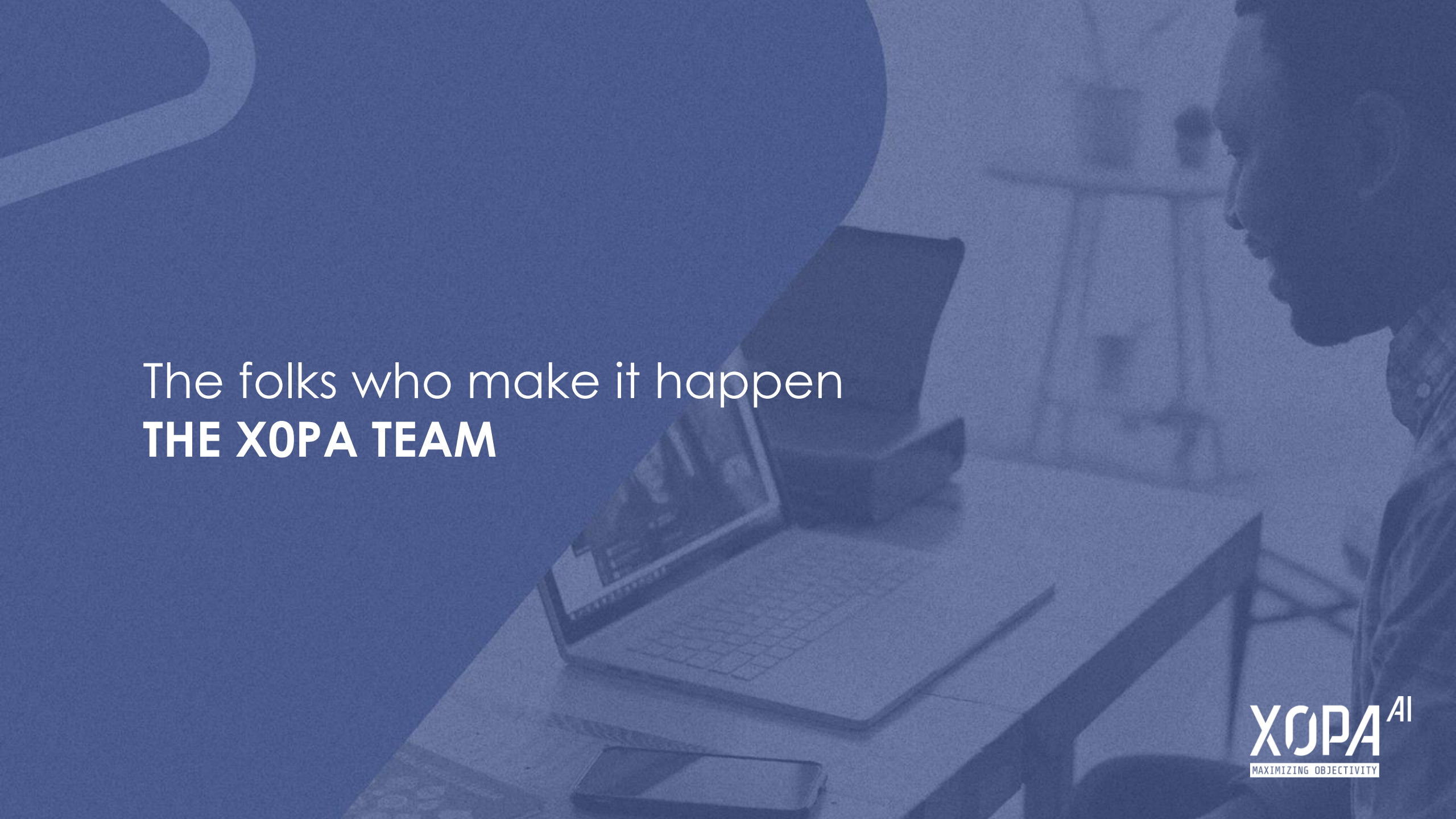

The folks who make it happen

THE XOPA TEAM

XOPA AI

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Founders Team

Nina Alag Suri
Founder and CEO of X0PA AI

Nina is the founder and CEO of X0PA AI. She is a serial entrepreneur and geek at heart! She comes from an Engineering background with a Degree in Electronics and Telecommunication and has been managing and running businesses in the HR space for more than 20 years

Dr. Jussi Keppo
Co-founder

Jussi is the co-founder of X0PA AI and is also a professor at the National University of Singapore (NUS). He teaches risk management and analytics courses and directs analytics executive education programs at NUS. He is also the Research Director of the Institute of Operations Research and Analytics at NUS.

Dr. Satnam Alag
Founding Advisor

Satnam is the founding advisor of X0PA AI and has more than 15 years of experience as Vice President of software engineering of various companies such as Illumina, Upgrademe and NextBio in Santa Clara.

Key Management Team

Sri Harsha Allamraju
CTO

Lee Gang
Head of Data Science

Phalguna Rao
VP Alliances & Channels

Prashanth Sundaram
Country Manager Singapore

Shikha Pakhide
Head of Marketing

June Teo
Finance & Operations

Kim Cygler
Strategy and Investor Relations

Aravind MP
Business Development Director & Rainmaker

Mohid Sayed
UAE Sales Director

Revanth Pula
India Staffing and RPO Sales Manager

Sri Gopal Padhi
India Entreprise Sales Manager

Mary Friday
UK Staffing and RPO Sales Manager

Nogie Irabor
UK Mid market Entreprise Sales Manager

Alex Heady
UK Entreprise Sales Manager

Karina Mier Benitez
Client Success Manager

Bhadra Veera
Lead Engineering Manager

Lead Shareholders and Board

Rajeev Suri
CEO Inmarsat
Former CEO Nokia

Miguel Encarnacion
ISVP, Managing Director

Dion DeLoof
AI8 Ventures
Co-Founder, General Partner

Tan Kaixin
SEEDS Capital, Enterprise Singapore
General Manager

Kevin Yu
XCEL NEXT VENTURES
Founding Partner

Sajit Nair
SASV Investments
Managing Director, Founding Partner

A.I Verify Governance Framework

Figure 1 Initial set of AI ethics principles for MVP

TRANSPARENCY ON USE OF AI AND AI SYSTEMS
So that individual are aware and make informed decisions

1. TRANSPARENCY Appropriate info is provided to individuals impacted by AI system

UNDERSTANDING HOW AI MODEL REACHES DECISION	SAFETY & RESILIENCE OF AI SYSTEMS	FAIRNESS / NO UNINTENDED DISCRIMINATION	MANAGEMENT AND OVERSIGHT OF AI
Ensuring AI operation/results are explainable, accurate and consistent	Ensuring AI system is reliable and will not cause harm	Ensuring that use of AI does not unintentionally discriminate	Ensuring human accountability and control
2. EXPLAINABILITY Understand and interpret what the AI system is doing	**4. SAFETY** AI system safe: Conduct impact / risk assessment; Known risks have been identified/mitigated	**6. FAIRNESS** No unintended bias: AI system makes same decision even if an attribute is changed; Data used to train model is representative	**7. ACCOUNTABILITY** Proper management oversight of AI system development
3. REPEATABILITY / REPRODUCIBILITY AI results consistent: Be able to replicate an AI system's results by owner / 3rd-party	**SECURITY** Cybersecurity of AI systems	**DATA GOVERNANCE** Source and quality of data: Good data governance practices when training AI models	**8. HUMAN AGENCY AND OVERSIGHT** AI system designed in a way that will not decrease human ability to make decisions
	5. ROBUSTNESS AI system can still function despite unexpected inputs		**INCLUSIVE GROWTH, SOCIETAL & ENVIRONMENTAL WELL-BEING** Beneficial outcomes for people and planet

Thank You

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