

Hire★Vue

Quarterly Product Release

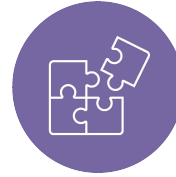
April 2024

Key Strategic Product Themes



Candidate Experience

Excellent experiences that keep candidates excited and involved, improve application completion, and contribute to your brand loyalty



Identifying Potential

Matching candidates to the opportunity where they can be personally successful and deliver the most value for you



Intelligent Automation & Analytics

24/7 pipeline that provides candidates with immediate responses, shortens hiring time, and reduces TA staff tasks so they can focus on human touch



Enterprise Strength

Robust performance, global standards for data security and accessibility, with the configuration tools and reporting you need



Q1 Theme: Candidate Engagement + Identifying Potential



Improved Candidate Engagement to increase completion rates and satisfaction

- T2O: Invites & Reminders adds a configurable same-day reminder for Live interviews to help ensure candidates show up for their interview
- T2O: WhatsApp added to boost global candidate engagement



New Assessments enable customers to build more predictive skills-based hiring processes!

- T2O: Robust AI-scored assessments provide fast, convenient means for predicting candidates' success in a role
- New competency scoring/evaluator options provide greater flexibility
- T2O: Code challenges added to OnDemand video interviews



New analytics and reporting options help customers make their hiring processes more efficient; Removes some burden from our CS teams, helping them focus on relationships!

- Job Pipeline view provides data about all stages of a requisition workflow
- Candidate feedback from post-interview surveys provides easy-to-consume insights



Increase recruiter and hiring manager adoption by reducing friction in the system

- Removed hiring manager manual opt-in to increase adoption and customer ROI



HireVue T20 Product Peek



T20

PLATFORM

As you know our new platform is here....T20! Future product release communications will now include updates for T20 as the focus but may feature updates that need to occur in a legacy platform.

Please check the bottom left corner of each slide to know which platform we are referring to.



T20



Candidate Experience



Invites & Reminders Enhancements



Increase interview step completion rates with improved engagement for global candidates!



Same Day Reminder

- Configure a Same Day Reminder for OnDemand and Live interviews to reduce no shows - *top enhancement request!*



WhatsApp

- A new channel to help you reach global candidates where they are - *ready for customers usage!*

T20

Same Day Reminder feature will be automatically updated for those customers that have Live and/or OnDemand reminders enabled. The WhatsApp feature will require additional setup and require new packaging to access. Any questions please contact your account team.



Intelligent Automation & Analytics



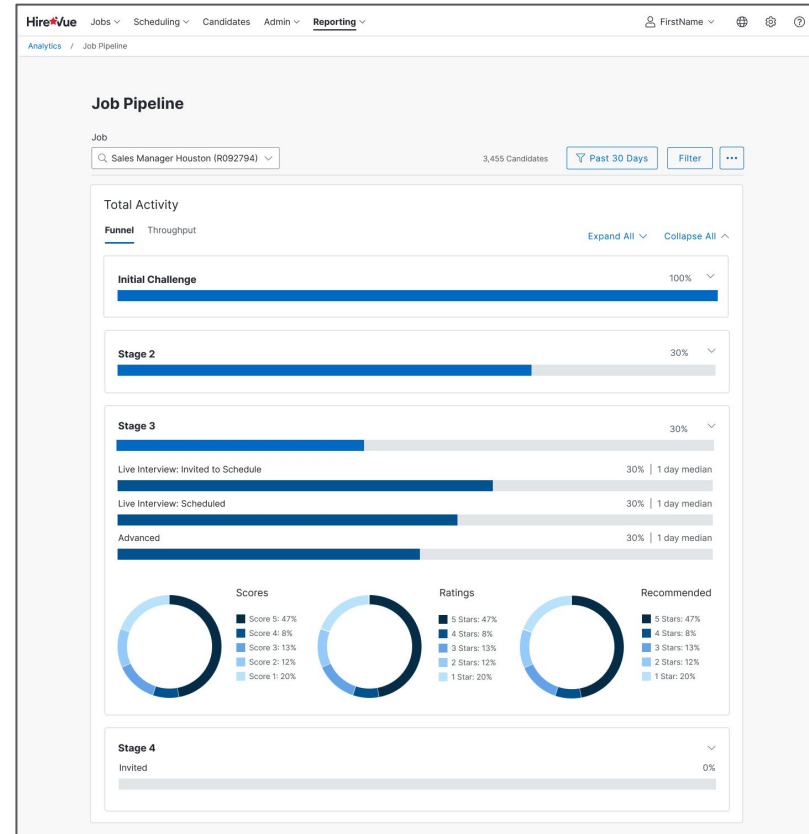
Analytics – Job Pipeline

The new Job Pipeline view includes all stages of a requisition workflow



Admins can now see a complete candidate funnel for every job instead of only per stage of the workflow.

Saving time for the TA teams.



T20

This new feature is automatically updated.

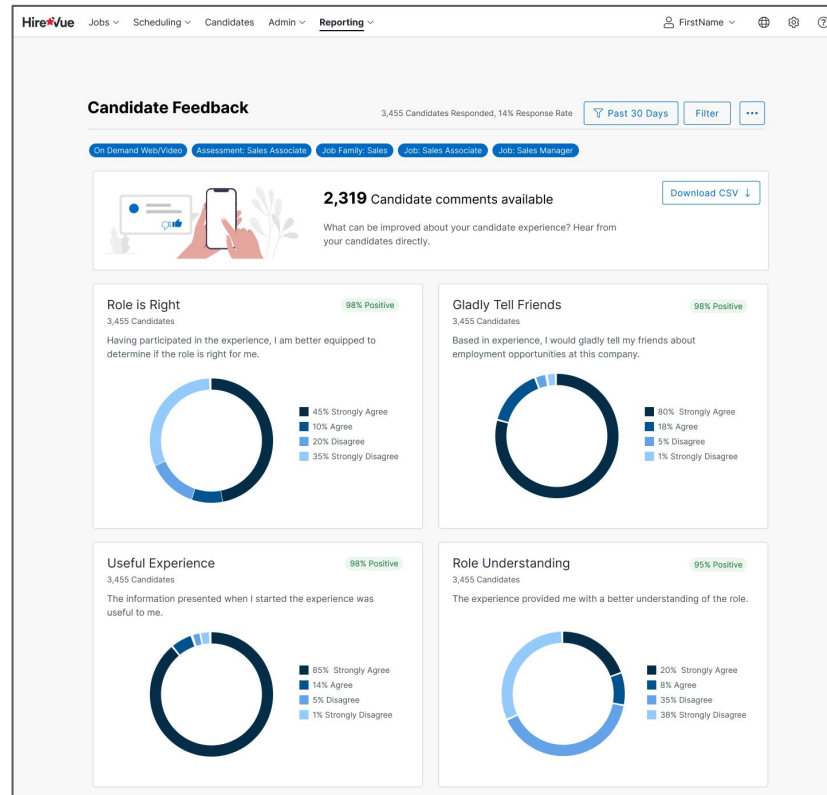


Analytics – Candidate Feedback

In-app candidate feedback from post-interview surveys



Admins can now see feedback from candidates to learn about their experience and read open text feedback to improve hiring practices.



T20

This new feature is automatically updated (May 2 release).



Identifying Potential



Code Challenges for OnDemand Video Interviews

Bringing OnDemand code challenges to T20



- Recruiters can use our library of over 200 code challenges to assess their candidates' ability to break down problems and write working solutions.
- Supports 27 different programming languages and versions.
- Live interviews and database/SQL challenges not yet supported.

The screenshot shows the 'Javascript Developer' interface. On the left, there's a 'Challenge' panel with the title 'Adjacency List' and a description: 'Write a program that builds an adjacency list representation of a simple undirected graph.' Below the description is an 'Input' section with an example adjacency matrix:

```
0 1 1 1 1
1 0 0 1 0
1 0 0 1 1
1 1 1 0 0
1 0 1 0 0
```

 The right side of the interface shows a code editor with a JavaScript solution for the challenge. The code uses a recursive function to traverse the graph and build the adjacency list. At the bottom, there's a 'Test Case Output' section which currently shows 'No results to display. Click "Run Test Cases" above to test your code.'



Code Challenges – more details



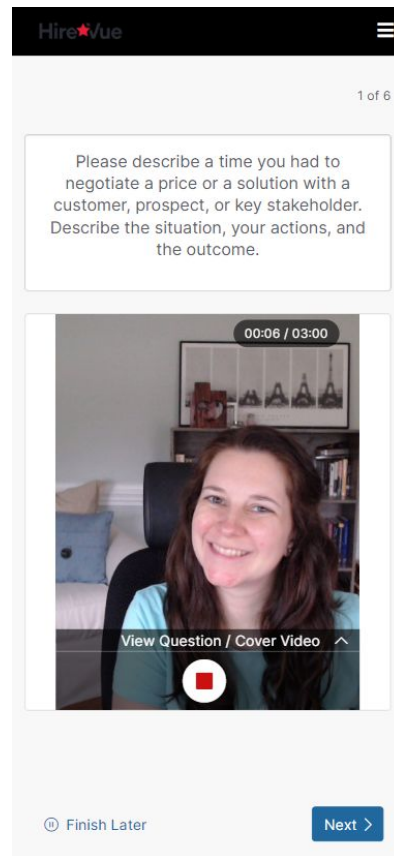
Updates	Why it's Exciting
Custom code challenges	<p>Custom code challenges will be supported, but there will not be a self-service UI available at launch. For any customer that would like to create a custom challenge, please reach out to your account team and we will facilitate importing a custom code challenge into the T2O app.</p> <p>A self-service UI is on our roadmap for later this year.</p>

AI Assessments – Transcriptions & Models



New AI-scored Assessments are coming to T20!

- Available for all Assessment customers
- HireVue can now configure your AI-Scored Assessments with AI models based on HireVue's new 19-competency library



T20

AI-Scored Assessment enhancements will be released off cycle mid-June 2024. This new feature will require configuration prior to usage. Any questions please contact your account team.



Manual Competency Ratings for AI-Scored Assessments



Enable reviewers to watch and evaluate AI-Scored assessment responses based on scored competencies.

- Available for AI-Scored assessments in T2O using our new competency library.
- Customers can compare AI-Scored assessments with client-user rated competency scores.

HireVue Jobs ▾ Scheduling ▾ Candidates Admin ▾ Reporting ▾

2 OF 5
Problem Solving, Communication

Jack Johnson

Summary

Analytical Thinking
Tell me about the last time you used data to make a business case for an initiative.

Problem Solving, Communication
Tell me about a time when you identified a data error in someone else's work.

Cross-Team Integration
Tell me about a time when you faced teams or teammates who were not willing to collaborate.

Flexibility & Adaptability
Things don't always go as expected. Tell me about a time when you got frustrated because something did not work out the way you anticipated.

Question
Describe the situation that best demonstrates your ability to manage a project that required complex coordination of resources over different areas ...

Evaluating the Candidate

Problem Solving, Communication
Tell me about a time when you identified a data error in someone else's work.

- How did you identify this error?
- What steps did you take to rectify the issue for the future?
- What was the final result?

Candidate Response

Rating/Feedback

Problem Solving

Novice Candidate is unlikely to be successful in situations requiring this competency.	Developing Candidate is likely to demonstrate this competency in simple situations or in a limited capacity.	Intermediate Candidate is likely to demonstrate this competency well, but may need assistance in more difficult situations.	Advanced Candidate is likely to demonstrate this competency effectively in moderate to complex situations.	Expert Candidate is likely to demonstrate this competency with extreme effectiveness in moderate to complex situations.
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[View Behavioral Indicators ▾](#)

Communication

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[View Behavioral Indicators ▾](#)

T2O

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Enterprise Strength



Scheduling – Remove Hiring Manager Opt In

Friction free scheduling onboarding for your hiring managers and recruiters



Updates	Why it's Exciting
<p>o365 Admin Oauth calendar synced customers: No action required by interviewers method of adding interviewers (e.g. hiring managers) to scheduled interviews to make scheduling onboarding a breeze.</p> <p>This will be accomplished with two key features: Customer Admin managed user delegation and Default Working Hours. (Each feature availability is different by Integration Type)</p>	<p>Customers that have an o365 calendar can now sync for scheduling interviews. <u>Reducing or removing the number of steps</u> to onboard recruiters and hiring managers will greatly increase adoption.</p> <p>Candidates now have more control by taking advantage of self scheduling, and are more likely to complete steps in the hiring process (instead of being bogged down by the manual phone tag).</p>

A look at what changed – Remove Hiring Manager Opt In



Customers will have the ability to configure **Default Working Hours** by app for new interviewers

Recruiter/HM View

HireVue Home Jobs - Scheduling - Candidates Admin - Qw

Set Work Hours

Work hours are the periods of time each day during which you are available to participate in HireVue interviews. To set your work hours, click and drag your mouse over the days and times that you are available. HireVue displays each available time period as a blue block and only schedules interviews during those times.

Appointments that you make on your corporate calendar override the work hours that you set on this calendar. In other words, HireVue will only schedule interviews with you during work hours that are not in conflict with appointments on your corporate calendar.

Work Hours

Your calendar is shared and syncing automatically. [Stop Sharing >](#)

	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
9am				Available	Available	Available	
10am							
11am							
12pm							
1pm							
2pm							
3pm							
4pm							

SAVE CHANGES

A look at what changed – Remove Hiring Manager Opt In



- A T20 user with User Administration access can delegate (sync) user calendars and remove calendar delegation from users, as necessary

The screenshot shows the 'Users' management page in HireVue. The top navigation bar includes 'Home', 'Jobs', 'Scheduling', 'Candidates', 'Admin', and 'Reporting'. The user 'Karl' is logged in. The left sidebar contains various resource and action links. The main content area displays a table of users with columns for Name, Roles, Email, Phone, City, State, Country, and Calendar Delegated. The 'Calendar Delegated' column has a dropdown menu for each user, with 'Yes' selected for 'user3+foo sandtrout'.

Name	Roles	Email	Phone	City	St...	Country ...	Calendar Delegated
karl3 schurig	Administrator	kschurij		crestview			No
karl4 schurig	Administrator	kschurij		crestview			No
Richa Kumar	Client Administrator, Administrator	rkumarj					No
User3 sandtrout	Client Administrator, Administrator	user3@					No
User3 temp2 Sandtrout	Client Administrator, Administrator	user3+t					No
user3 temp5 sandtrout	Client Administrator, Administrator	user3+t					Yes
user3+foo sandtrout	Client Administrator, Administrator	user3+f					Yes

This screenshot shows the same 'Users' table as above, but with a context menu open over the 'user3+foo sandtrout' row. The menu includes options like 'Delegate Calendar', 'Remove Delegated Calendar', 'Deactivate User', 'View Deactivated', 'Import Users', 'Export All Columns', 'Export Visible Columns', 'Edit Columns', and 'Reset Columns'. The 'Remove Delegated Calendar' option is highlighted.

Name	Roles	Email	Phone	City	St...	Country ...	Calendar Delegated
karl3 schurig	Administrator	ksch		crestview			No
karl4 schurig	Administrator	ksch		crestview			No
Richa Kumar	Client Administrator, Administrator	rkum					No
User3 sandtrout	Client Administrator, Administrator	user:					No
User3 temp2 Sandtrout	Client Administrator, Administrator	user:					No
user3+foo sandtrout	Client Administrator, Administrator	user:					Yes

T20

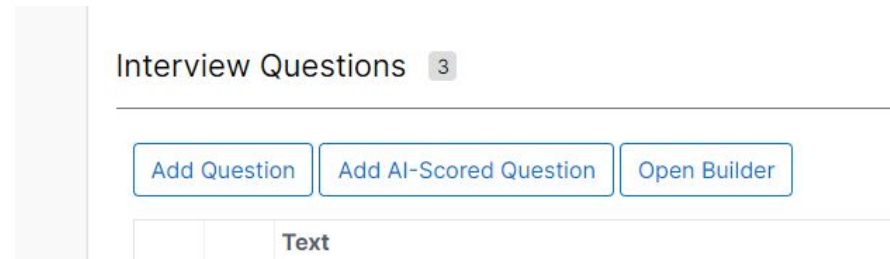


New UI: Add Question Dropdown

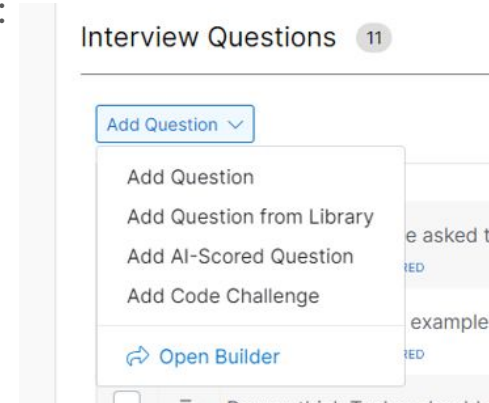


- Previously, T2O's "Add Question" options were horizontally stacked within the Interview Questions collapsible dropdown.
- With the new addition of T2O's Code Challenge Library, we've moved our "Add Question" options into a vertical dropdown for more efficient spacing.

Before:



After:



T2O

This new feature is automatically updated. Any questions please contact your account team.





Admin user controlled question reset

Empower admin users with a self service feature that saves them time

Admin users have been given the DeleteAnswer and ViewUnsubmittedOnDemand permissions.

This self service feature allows them to delete a candidate response from an unsubmitted on-demand interview via the “See Responses” option on the Candidate Details screen and the action menu.

The screenshot displays the HireVue admin interface for a 'Call Center Agent' job. The breadcrumb trail shows: Home > Jobs > Scheduling > Candidates > Admin > Reporting > Jobs > Call Center Agent (CC5464). The candidate 'Gerald Higgins' is selected, and the 'On-Demand Video Screen' step is active. A dropdown menu is open, showing options: 'View Candidate Details', 'See Responses', 'Reset Interview', and 'Advance to Next Stage'. The 'See Responses' option is highlighted. Below the video player, a 'Delete Candidate Response' button is also highlighted. The video player shows a candidate's face and has a 'Play All' button. The interface includes various filters and controls for managing the interview process.

T20

This new feature is automatically enabled for admin users

