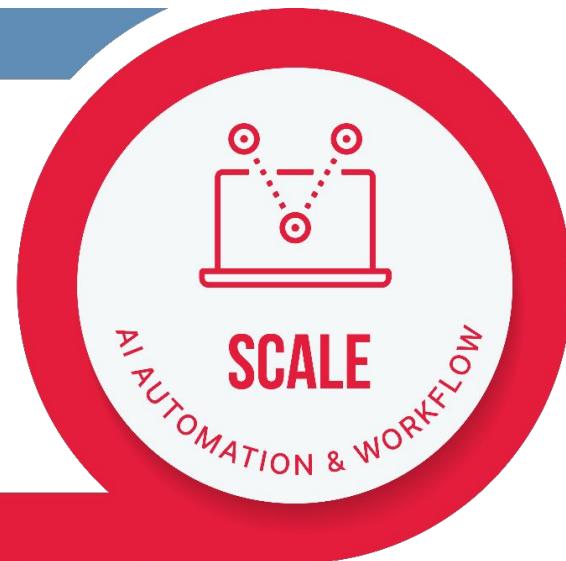




Quarterly Product Release

Oct 2024

Science-based talent intelligence that uses AI and workflow automation to identify quality candidates at speed and scale



3 Core Pillars of the HireVue Product Strategy



Release Highlights



No updates at this time



Major AI-Scored Assessment Capabilities Combining the Best of T2O and HV4

- T2O: New Competency-Based AI Models
- T2O: AI Assessments: Transcriptions & Models
- T2O: Rev.AI 2.0 Transcriptions
- T2O: Manual Competency Rating (MCR)
- T2O: AI-Scored Assessment Responses
- T2O: Evaluating the Candidate Enhancements



Performance Improvements, Usability & Accessibility Enhancements

- T2O: Scheduling Assistant Grid Improvements
- HV4: Open API - Reusability Support



HireVue T20 Product Peek



T2O PLATFORM

As you know, our new platform is here....T2O! Future product release communications will now include updates for T2O 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.



T2O



Quality



T2O – AI Assessments: Transcriptions, Models, and Scoring



| Updates | Why it's Exciting |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>This slide presents the additions and enhancements to our AI-scored Assessments package that are now available.</p> <p>AI-Scored Assessments package (see separate slides in this deck for each of these capabilities):</p> <ul style="list-style-type: none">- Rev.AI 2.0 Transcriptions- New Competency-Based AI Models- Manual Competency Ratings (MCR)- Reviewer Scores- Reviewer Enhancements | <p>Any customer – promoting, new, or existing – will be able to utilize our latest transcription capabilities and build their AI assessments to align with our new 19-competency model.</p> <p>Combining the best AI Scoring tools of both T2O and HV4 enables us to present a unified competency model that will offer better scoring and more options for customers.</p> |

T2O

*These capabilities require IO configuration and/or PS assistance.
Any questions, please contact your account team.*





Manual Competency Ratings (MCR) in T2O

| Updates | Why it's Exciting |
|---------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Enable reviewers to see and evaluate AI-Scored assessment responses based on scored competencies. | <p>The functionality is modeled after HV4 but the competency information displayed to reviewers utilizes new scoring models and new HV competency set only.</p> <p>Combining the best AI Scoring tools of both T2O and HV4 enables us to present a unified competency model that will offer better scoring and more options for customers.</p> |

Former T2O AIS assessment packages will not be enabled with MCR.

T2O

*This new feature is automatically updated but requires HireVue assistance to configure.
Any questions, please contact your account team.*



Reviewer Score – AI-Scored Assessment & MCR Responses



Builder, which helps customers assess candidates against specific competencies, uses a 1-5 reviewer score. MCR uses reviewer score to maintain consistency.

Reviewer Score is used by single and multiple select review types for interview questions.

A screenshot of a software interface titled "Job Summary OVERVIEW". It shows a navigation bar with "Job Summary" and "OVERVIEW" on the left, and a blue button "6 Stage 1 ON-DEMAND - WEB/VIDEO" in the center. Below this, a section titled "6 Stage 1 | ON-DEMAND - WEB/VIDEO" is displayed. On the left, there is a "NARROW BY" sidebar with a "Search for candidate name" input field and a "Status" dropdown menu containing options like "Not Started", "Started", "Canceled", "Expired", and "Submitted". The main content area lists two candidates: "Chandler Bing" and "Joey Tribiani". Each candidate has a checkbox, a "UNABLE TO SCORE" status, and a 5-star rating (4.5 for Chandler, 9.0 for Joey).

| Response | Score |
|------------------------------|-------|
| Does not meet expectations | 1 |
| Partially meets expectations | 2 |
| Meets expectations | 3 |
| Exceeds expectations | 4 |

REVIEW FORMAT ②

Reviewer Instructions

Ineffective Indicators

- Lacks efficiency in completing assigned tasks
- Allows quality to suffer when faced with time restraints
- Struggles to maintain high performance under pressure
- Fails to make needed adjustments to meet goals

Effective Indicators

- Completes assigned tasks in an efficient and accurate manner
- Produces highly quality results even when faced with time restraints
- Maintains high performance under pressure
- Monitors performance and adjusts behaviors accordingly to meet goals

Allow reviewer to add notes

Review Type

Single Select

| Response | Score |
|------------------------------|-------|
| Does not meet expectations | 1 |
| Partially meets expectations | 2 |
| Meets expectations | 3 |
| Exceeds expectations | 4 |
| Response | Score |

T2O This new feature is automatically updated but requires IO configuration. Any questions, please contact your account team.





Reviewer Score Cont.

Customers can now create a Reviewer Score by combining interview questions with their own competencies, MCR questions, and builder questions.

Interview Questions + Builder + MCR questions = Reviewer Score

Optional Question

Competency

Hero for Our Customers

Add Media

Interviewer Review

Reviewer Instructions

B I U |

Allow reviewer to add notes

Review Type

Single Select

Single select options

At least two responses are required.

Response Option* Score

Response Option* Score

Allow reviewer to add notes

Review Type

Single Select

Response

Does not meet expectations

Score

1

Response

Partially meets expectations

Score

2

Response

Meets expectations

Score

3

Response

Exceeds expectations

Score

4

Response

Far exceeds expectations

Score

5

✓ Review is required

T2O

*Reduces comparability to AI assessment score





Reviewer Enhancements

Evaluating the Candidate Enhancements

Before: Previously reviewer score math was unclear to the reviewer.

08/21/2023 2:28 pm Star Rating  

Overall Feedback/Comments

Your Feedback From Questions

3 I love my dog

4 none

You rated this candidate: 9 out of 27

After: New "Show the math" grid clarifies how a reviewer score was generated by competency.

| You scored this candidate 17.5 out of 25 | | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|--------------|---------------|
| Question | Competencies | Your Rating | Score |
| Tell me about the last time you used data to make a business case for an initiative. | Analytical Thinking* | Expert | 5/5* |
| | Communication* | Novice | 1/5* |
| Tell me about a time when you identified a data error in someone else's work. | Problem Solving | Expert | 5/5 |
| | Communication* | Expert | 5/5* |
| Tell me about a time when you faced teams or teammates who were not willing to collaborate. | Analytical Thinking* | Intermediate | 3/5* |
| | Communication* | Expert | 5/5* |
| 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. | Flexibility & Adaptability | Not Rated | 0/5 |
| | Communication* | Intermediate | 3/5* |
| Describe the situation that best demonstrates your ability to manage a project that required complex coordination of resources over different areas | No Competency | | 5/5 |
| | Analytical Thinking Avg* | 4/5* | |
| | Communication Avg* | 3.5/5* | |
| | | | Total 17.5/25 |

T2O

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

*These scores are averaged by competency

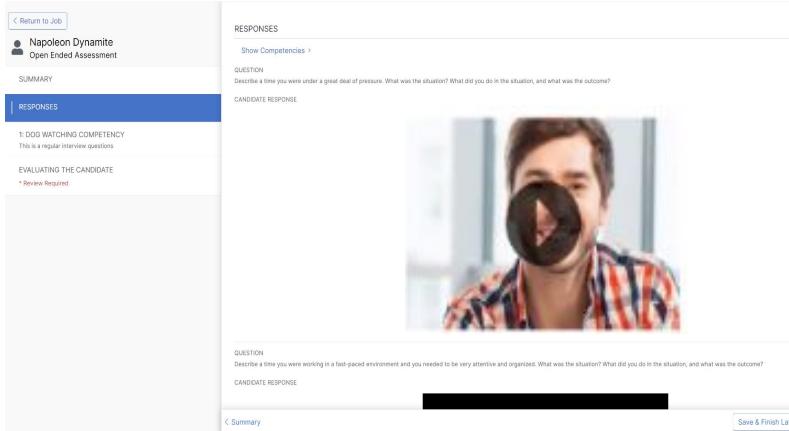




Reviewer Enhancements

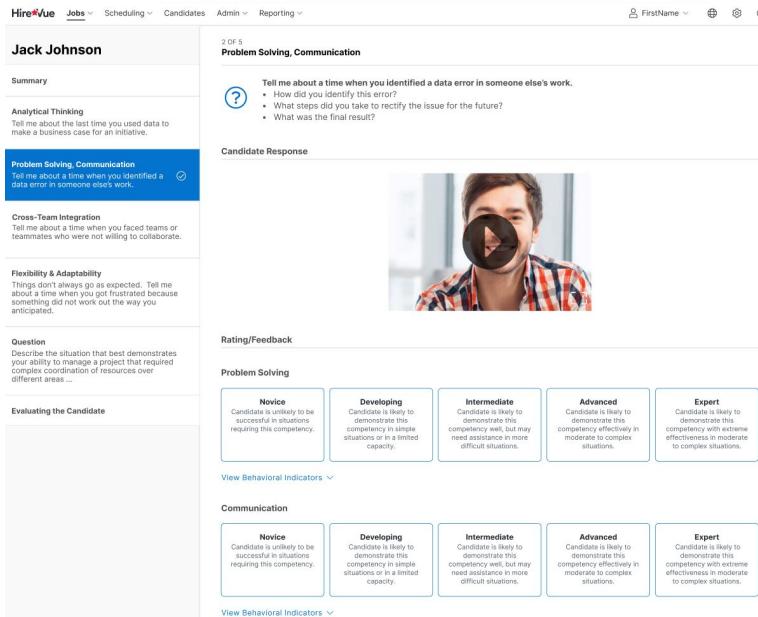
AI-Scored Assessment Responses

Before: Previously, reviewers could see AI-Scored assessment responses but there was no way to provide an associated rating against those responses.



This screenshot shows the previous version of the assessment interface. It includes a 'RESPONSES' tab, a question about pressure, a question about fast-paced environments, and a 'Candidate Response' section. The 'Candidate Response' section contains a video player placeholder with a play button, indicating where AI-scored responses would be displayed.

After: Reviewers can see AI-Scored responses, the associated competency information, and provide a 1 to 5 rating against that competency.



This screenshot shows the updated version of the assessment interface. It includes a 'RESPONSES' tab, a question about pressure, a question about fast-paced environments, and a 'Candidate Response' section. The 'Candidate Response' section now displays a video player placeholder with a play button, competency information (Problem Solving, Communication), and a rating scale from 1 to 5. Below the video player, there are sections for 'Rating/Feedback' and 'Communication' with five levels: Novice, Developing, Intermediate, Advanced, and Expert.

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

T20





T2O – Game-Based Assessments

| Updates | Why it's Exciting |
|-------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Support for game-based assessments on T2O | <p>Game-Based Assessments are a great way to assess cognitive abilities and personality traits. These competencies and traits, together with other job-related competencies, allow us to offer a more comprehensive picture of a candidate's proficiencies, allowing us to better predict their success in a given role.</p> <p>Game-Based Assessments are a new offering on T2O!</p> |

T20 – Game-Based Assessments



Candidate Experience

The image displays three screenshots of the HireVue game-based assessment interface, illustrating the candidate experience.

- Left Screenshot (Games List):** Shows the "HireVue" logo at the top. Below it, a "Games" section indicates "1 of 2". The "Games To Play" section contains two items: "Digitspan" (Numbers memory and recall, ~7 min, Begin button) and "Shapedance" (Shape recognition and spacial awareness, ~7 min, Begin button).
- Middle Screenshot (Game in Progress):** Shows "Level 5" with a game time of "0:11". The "Level Timeout" bar is nearly full. The game interface features geometric shapes (squares, triangles, circles) on a dark background. A "Submit" button is at the bottom.
- Right Screenshot (Completed Games):** Shows the "HireVue" logo at the top. It lists two completed games: "Digitspan" (Numbers memory and recall) and "Shapedance" (Shape recognition and spacial awareness). Both have a "Complete" button next to them. Below these, a "Good Job" message states "Good Job! You've completed all the games for this section." with an illustration of two people high-fiving. A "Next" button is at the bottom.

T20

Reach out to your account team for more information.



Language Skills Assessments

Four Skills Language Assessment

- Writing, Reading, Speaking, Listening
- Configurable to assess one or more skills and can be configured through HireVue as a holistic candidate journey

CEFR Standard Results

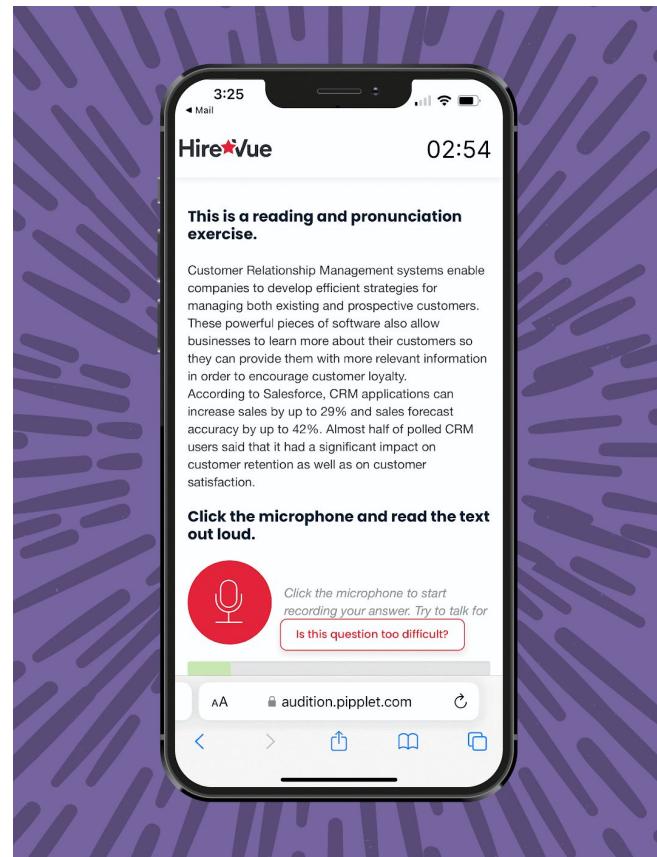
- Industry standard for representing language skill level

Can be contextualized to industry and use case

- Industry specific jargon and terms

Targeting multiple languages

- English, German, Spanish, Italian, French, French Canadian, Dutch, Brazilian Portuguese available at launch
- 4 “versions” of English - American English, UK English, Australian English, Canadian English



Scale



T2O – Scheduling Assistant Grid Improvements



| Updates | Why it's Exciting |
|----------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Platform updates were made to improve load times of data and provide a better UI experience. | <p>Customers, especially high volume customers, will benefit from greatly improved load times.</p> <p>We also expanded the grid's accessibility with better keyboard navigation and visually updated the UI with more intuitive search/sort/filter capabilities, for a better user experience. We will be making a series of ongoing minor UI/experience enhancements that you may notice, please reach out to your account team with any questions.</p> |

There's still time to opt in and experience the new grid as of Q3 public release! If you don't want to opt in early, it's coming in November for all. Reach out to your account team for details.

T2O

This feature is available to any customer to enable, reach out to your account team.



A look at what changed – T20 Scheduling Grid Improvements



Before:

Scheduling Assistant Requests

Outstanding Fulfilled

Cancel Request

| Candidate | Interviewer | Recruiter | Job Title | Stage Typ... | Requested On | Status |
|-------------|----------------|--------------|-------------------|--------------|--------------------|-------------------------|
| Testrf Jay1 | Amrita Bardhan | Jay Stillman | Live Video | Live - Video | 7/9/2024 8:44 PM | Waiting for Intervie... |
| Jay Test | Amrita Bardhan | Jay Stillman | Live Video | Live - Video | 7/9/2024 8:44 PM | Waiting for Intervie... |
| Brand News | Jay Stillman | Jay Stillman | 6 Stages of Truth | In Person | 5/29/2024 10:02 PM | Waiting on Candidate |

1 of 1 items per page

1 - 3 of 3 items

0 Selected Deselect All Select All On Page

After:

Expanded the grid's accessibility with better keyboard navigation and visually updated the UI for a better user experience.

Scheduling Assistant Requests

Requested On: Jun 16, 2024 - Jul 16, 2024 x

Filter ...

| <input type="checkbox"/> | Candidate | ↓ | ↑ | Recruiter | ↓ | ↑ | Interviewer | ↓ | ↑ | Job Title | ↓ | ↑ | Requisition | ↓ | ↑ | Request Status | ↓ | ↑ | Stag |
|--------------------------|---------------------|---|---|-------------------------------|---|---|-------------------------------|---|---|-----------|---|---|-------------|---|---|-----------------------------------|---|---|------|
| <input type="checkbox"/> | Callie Cross | | | ✉ Andrea Warp | | | ✉ Andrea Warp | | | Job C | | | jobC | | | Canceled | | | Live |
| <input type="checkbox"/> | Brian Berington | | | ✉ Andrea Warp | | | ✉ Andrea Warp | | | Job B | | | jobB | | | Canceled | | | Live |
| <input type="checkbox"/> | Alexander Albertson | | | ✉ Andrea Warp | | | ✉ Andrea Warp | | | Job A | | | jobA | | | Waiting on Candidate | | | Live |

1 of 1 items per page 10

HV4 Open API – Reusability Support



| Update | Why it's Exciting |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>We are releasing two new endpoints that allow integrators access to retrieve candidate and results data for <u>original</u> and <u>reused interviews</u>. Both endpoints require an InterviewUse ID to retrieve data about a candidate.</p> | <p>Previously, custom integration customers could not fully leverage Reusability.</p> <ul style="list-style-type: none">• No longer limitations for the custom integration to support reusability allowing customers to adopt the <u>better candidate experience and speed up their time to hire</u>. |

HireVue Home API Documentation API Specification Technical Requirements

Getting Started

[Interview & InterviewUse](#)

The Interview object tracks candidate interviews and their progress. An interview is created by assigning a candidate to a position and includes details such as questions, answers, and evaluator information. Many Interviews can belong to a single Position but one Interview can only belong to one Position.

[InterviewUse \(via Reusability\)](#)

Interviews can be **reused** across multiple positions if the Reusability feature is enabled for your account. When an interview is reused, an InterviewUse object is created linking the existing Interview to a new target Position. All progress will still be tracked on the original Interview object. Reusability can only be used in certain situations. For more details, please see the [Reusability FAQ page](#) in HireVue University.

HV4

This new feature is available to any customer with an API Key. Adjustments to the custom integration will be needed to start using this feature. Any questions please contact your account team.

