



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



T20 – AI Assessments: Transcriptions, Models, and Scoring



Updates	Why it's Exciting
This slide presents the additions and enhancements to our AI-scored Assessments package that are now available. AI-Scored Assessments package (see separate slides in this deck for each of these capabilities): - Rev.AI 2.0 Transcriptions - New Competency-Based AI Models - Manual Competency Ratings (MCR) - Reviewer Scores - Reviewer Enhancements	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. Combining the best AI Scoring tools of both T20 and HV4 enables us to present a unified competency model that will offer better scoring and more options for customers.

T20

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



Manual Competency Ratings (MCR) in T20



Updates	Why it's Exciting
Enable reviewers to see and evaluate AI-Scored assessment responses based on scored competencies.	The functionality is modeled after HV4 but the competency information displayed to reviewers utilizes new scoring models and new HV competency set only. Combining the best AI Scoring tools of both T20 and HV4 enables us to present a unified competency model that will offer better scoring and more options for customers.

Former T20 AIS assessment packages will not be enabled with MCR.

T20

*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.

Job Summary OVERVIEW > 6 Stage 1 ON-DEMAND - WEB/VIDEO

6 Stage 1 | ON-DEMAND - WEB/VIDEO

NARROW BY × Clear

Status

☐ Not Started
☐ Started
☐ Canceled
☐ Expired
☐ Submitted

☐ Chandler Bing
UNABLE TO SCORE
4.5 AVG RATING (2/5) Reviews ★★★★★

☐ Joey Tribiani
UNABLE TO SCORE
9.0 AVG RATING (1/3) Reviews ★★★★★

REVIEW FORMAT ⓘ

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
Response	Score
Partially meets expectations	2
Response	Score
Meets expectations	3
Response	Score
Exceeds expectations	4
Response	Score

T20

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

Interview 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

1

Response Option*

Score

5

REVIEW FORMAT

Reviewer Instructions

Ineffective Indicators

- Lacks efficiency in completing assigned tasks
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Effective Indicators

- Completes assigned tasks in an efficient and accurate manner
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☒ Allow reviewer to add notes

Review Type

Single Select

Response	Score
Does not meet expectations	1
Response	Score
Partially meets expectations	2
Response	Score
Meets expectations	3
Response	Score
Exceeds expectations	4
Response	Score
Far exceeds expectations	5

☒ Review is required

T20

*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.

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			
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

*These scores are averaged by competency

T20

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

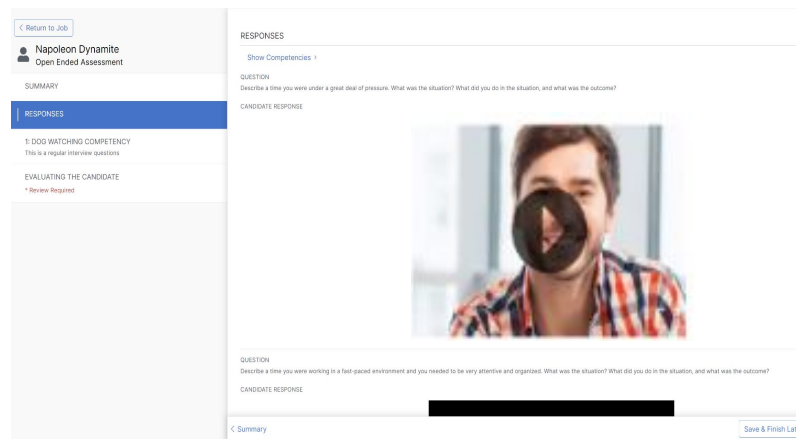


Reviewer Enhancements

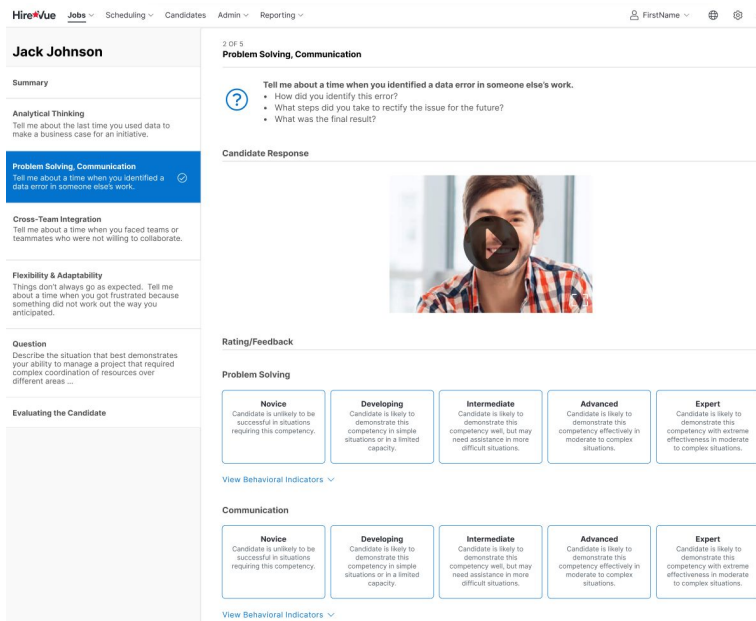
AI-Scored Assessment Responses



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



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



T20

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Any questions, please contact your account team.*



T20 – Game-Based Assessments



Updates	Why it's Exciting
Support for game-based assessments on T20	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. Game-Based Assessments are a new offering on T20!

T20

Reach out to your account team for more information.



T20 – Game-Based Assessments



Candidate Experience

The screenshot displays the HireVue candidate experience interface, which is divided into three main sections:

- Games To Play:** This section lists two games: "Digitspan" (Numbers memory and recall, ~7 min) and "Shapedance" (Shape recognition and spatial awareness, ~7 min). Each game has a "Begin" button.
- Game in Progress:** The middle section shows a game in progress, "Level 5", with a "Level Timeout" bar and a "Submit" button at the bottom. The game interface displays a grid with numbers and shapes.
- Completion Screen:** The right section shows a "Good Job" message, indicating that the candidate has completed all the games for this section. It includes a "Next" button and a small illustration of two people high-fiving.

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

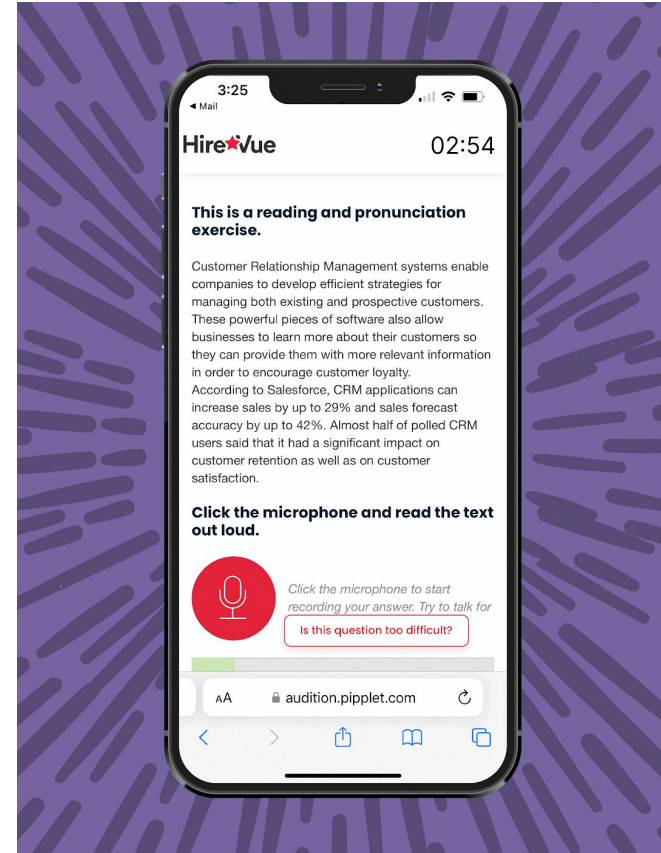
- Industry standard for representing language skill level

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



T20 – 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.	Customers, especially high volume customers, will benefit from greatly improved load times. 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 making a series of ongoing minor UI/experience enhancements that you may notice, please reach out to your account team with any questions.

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.

T20

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 10 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

☐	Candidate	Recruiter	Interviewer	Job Title	Requisition	Request Status	Stag
☐	Callie Cross	✉ Andrea Warp	✉ Andrea Warp	Job C	jobC	Canceled	Live
☐	Brian Berington	✉ Andrea Warp	✉ Andrea Warp	Job B	jobB	Canceled	Live
☐	Alexander Albertson	✉ Andrea Warp	✉ Andrea Warp	Job A	jobA	Waiting on Candidate	Live

1 of 1 1-1 of 3 Items items per page 10

T20



HV4 Open API – Reusability Support



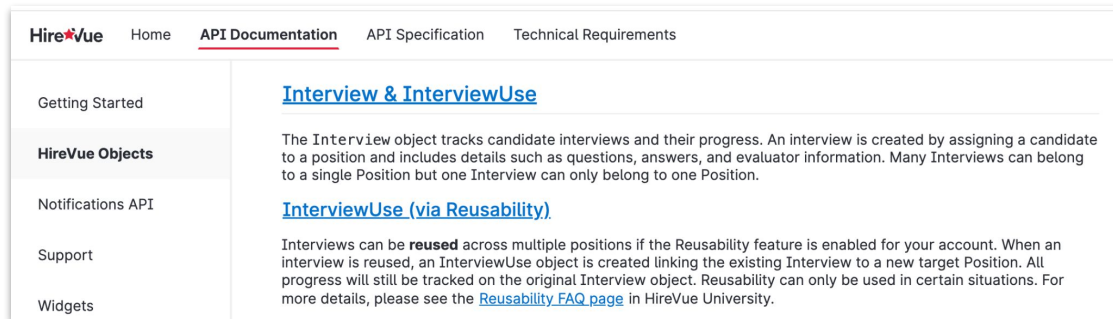
Update

We are releasing two new endpoints that allow integrators access to retrieve candidate and results data for [original and reused interviews](#). Both endpoints require an InterviewUse ID to retrieve data about a candidate.

Why it's Exciting

Previously, custom integration customers could not fully leverage Reusability.

- No longer limitations for the custom integration to support reusability allowing customers to adopt the [better candidate experience and speed up their time to hire](#).



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.

