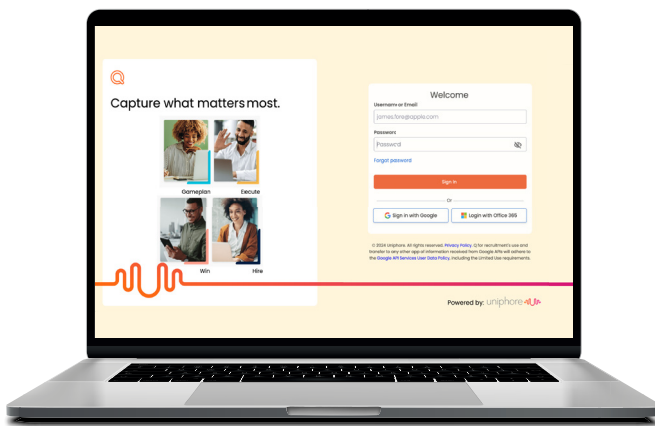


PREPARE, INTERVIEW, AND EVALUATE TALENT MORE EFFECTIVELY.



76% of recruiters consider attracting the right job candidates their biggest challenge.

We're Listening: Glassdoor Surveys Employers on Recruiting Challenges



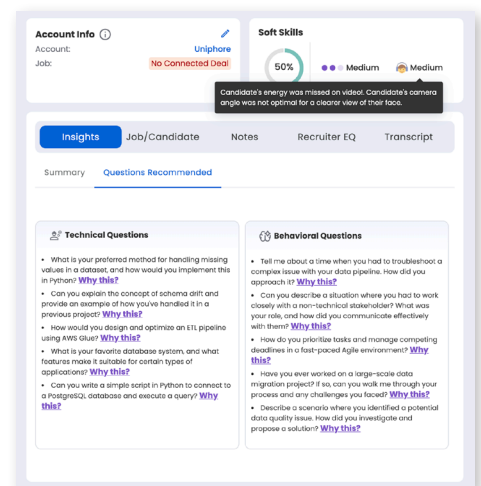
The Talent Acquisition market in North America faces an ongoing talent shortage, which remains a top challenge. Successful firms are focusing on improving their candidate experience through better engagement strategies, tailored communication, and efficient job matching. Firms are also investing heavily in technology to automate repetitive tasks, streamline workflows, and enhance data management.

Insights in Your Market - North America:

- DIGITAL TRANSFORMATION** **3.5x** higher usage of AI recruiting tools by industry leaders vs. laggards.
- CANDIDATE EXPERIENCE** **75%** of job seekers prefer companies offering seamless and engaging digital hiring experiences.
- COMPETITIVE EDGE** **20%** improvement in hire quality and 30% reduction in time-to-hire reported by firms leveraging AI in talent acquisition.

Organizations that want to maintain or improve market share require agility, efficiency, and new AI capabilities to remain competitive in this rapidly evolving landscape. As we navigate the transition toward Digital 4.0, tech leaders must spearhead the shift toward AI-native applications.

In talent acquisition, that means a deliberate focus on enabling core business processes through predictive analytics, conversational intelligence and generative AI. Combined, these technologies can impact core performance metrics such as Cost-to-Hire, Time-to-Hire, Turnover, and Candidate Experience while boosting operational efficiency.



Discover How Q for Recruiting Can Transform Your Hiring Process.

PREPARE



Streamline preparation to a single candidate summary and let Q draft engaging interview questions based on your unique requirements, hiring framework and needs. Unify candidate data sources into a single, searchable view and have Q as your co-pilot ahead of every conversation.

INTERVIEW



Structured Interviews ensure consistent talent assessments and help scale fairer hiring practices. Q captures notes for you while providing real-time guidance around the candidate's profile and prompting any unanswered questions to maintain consistency and enhance the interview experience.

EVALUATE



Accelerate decision-making with improved insights to guide candidate evaluations and improve acceptance rates. Use natural conversation to uncover new insights about candidates and open job postings. Quickly share interviews or relevant clips among decision-makers to accelerate time-to-hire.

Key Capabilities:



Real-Time Guidance

Provide interviewers with AI-driven insights and advice.



Informed Decisions

Use behavioural analytics to predict performance and fit.



Comprehensive Analytics

Analyze voice, tone, body language, and cues.



Enhanced Candidate Experience

Ensure a fair and consistent interview process.



Speed and Scale

Automate tasks to focus on strategy and global scaling.

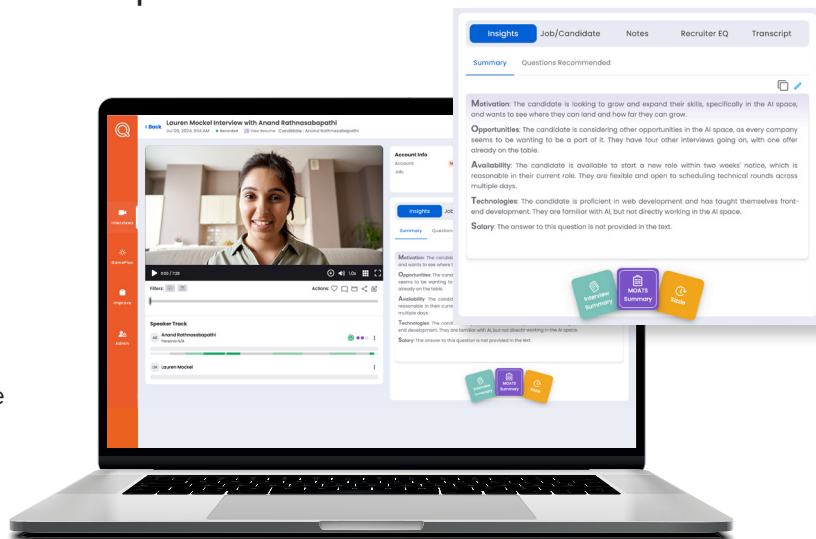


“A prominent staffing agency emphasizes the importance of thorough research in candidate sourcing. They firmly believe that recruiters who invest time in understanding the role and the candidates can provide a more engaging experience, resulting in better outcomes.”

Specialized Use Cases to Impact Your Key Measures.

The Economic Impact of AI on Talent Acquisition

Focusing on high-impact use cases in Talent Acquisition is key when adopting Enterprise AI, as it enables quick, tangible wins that build internal support and momentum. These early successes offer valuable insights to refine AI strategies and ensure smoother implementation across other departments. By selecting scalable use cases that improve data quality, companies can maximize ROI and drive widespread AI adoption, fostering innovation and furthering competitive advantage.



Four Metrics Worth Moving

Reduce Expenses

The average employee hiring cost is \$4,129 (SHRM). AI and automation can cut recruitment costs by up to 30%, saving firms hiring 500 employees \$619,350 annually.



Accelerate Hiring

Filling a vacancy takes 23.8 days on average. AI tools can shorten this by 20%, reducing time-to-hire by 4.76 days per hire and boosting productivity, potentially adding \$2 million in annual revenue.



Lower Turnover

Companies often face turnover rates of around 20%. AI evaluations can reduce this by 5%, resulting in significant savings. For a firm with 500 employees, this could mean saving approximately \$7.5 million annually.



Enhance Candidate Experience

78% of applicants judge a company by their hiring experience (CareerBuilder). Improving this can increase job offer acceptance rates by 10%, adding 100 acceptances and potentially \$10 million in revenue annually.



About Uniphore

Uniphore is the first built-for-scale, AI-native company that infuses AI into every part of the enterprise experience. We deliver the only multimodal AI architecture that combines generative AI, knowledge AI, emotion AI, and workflow automation together as your trusted co-pilot to guide you to deliver the best customer experiences.