

# RECRUITING AGENT

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:

3.5x

### DIGITAL TRANSFORMATION

Higher usage of AI recruiting tools by industry leaders vs. laggards

75%

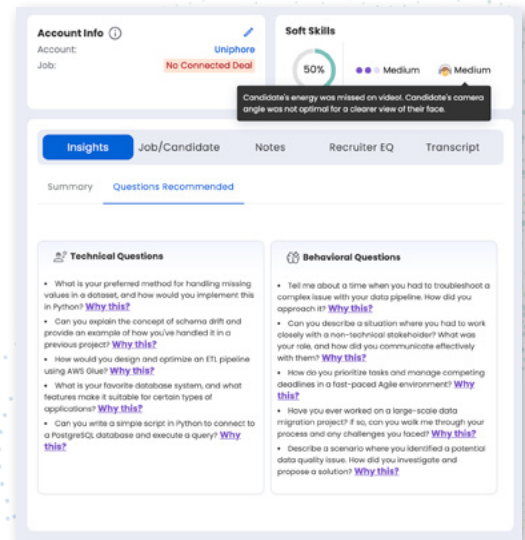
### CANDIDATE EXPERIENCE

of job seekers prefer companies offering seamless and engaging digital hiring experiences.

20%

### COMPETITIVE EDGE

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 Recruiting Agent Can Transform Your Hiring Process.

### UNIPHORE RECRUITING AGENT

## PREPARE

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

### UNIPHORE RECRUITING AGENT

## INTERVIEW

Structured Interviews ensure consistent talent assessments and help scale fairer hiring practices. Recruiting Agent 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.

### UNIPHORE RECRUITING AGENT

## 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

<b>Real-Time Guidance</b>	Provide interviewers with AI-driven insights and advice.
<b>Informed Decisions</b>	Use behavioural analytics to predict performance and fit.
<b>Comprehensive Analytics</b>	Analyze voice, tone, body language, and cues.
<b>Enhanced Candidate Experience</b>	Ensure a fair and consistent interview process.
<b>Speed and Scale</b>	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.”



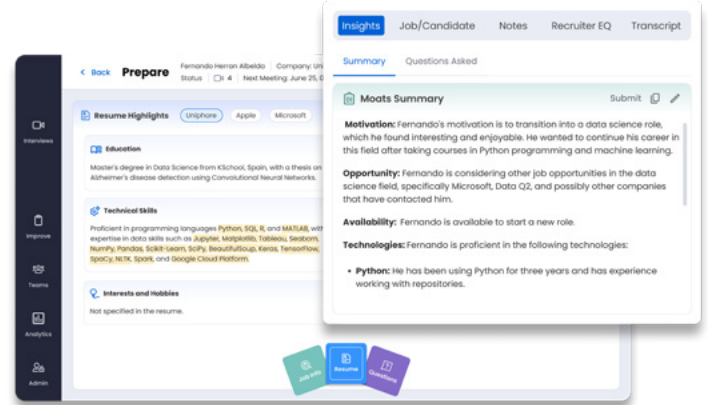
## Specialized Use Cases to Impact Your Key Measures.

The Economic Impact of AI on Talent Acquisition



### Focusing on high-impact use cases in Talent Acquisition is key when adopting Enterprise AI.

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 a leading AI-native company with decades of proven success. Engineered for scalability and tailored for enterprise needs, we drive AI transformation that delivers real business impact across multiple industries and the largest global deployments. Our Zero Data AI Cloud is built on a multimodal AI and data platform and is at the heart of this transformation, enabling businesses to swiftly deploy AI across the enterprise. With our Zero-Data AI Cloud, organizations can harness their data and create scalable, domain-specific AI models to democratize enterprise knowledge—all while ensuring security, sovereignty, and rapid value delivery. Today, Uniphore's technology empowers over 750,000 end-users across 1,600 enterprises in 20 countries.