SCRUM START
Hires with
SCIKEY®
T-Commerce
Making hiring

80% faster using automation
50% better in quality with ‘MindMatch’*
100% better in experience with next gen features
50% lower on cost due to higher automation

*Patent pending
World’s first automated algorithm that can read human mind-set like an open book and predict their attitude as ‘individuals and as a team’.
Tested on thousands of professionals globally.

**Funded by Finland Government.**

R&D in collaboration with Finnish universities*.

Several research papers underway

* Projects under discussion
What are we facing without MindMatched employees?

67% employees are disengaged year after year resulting in $450 to $550 Billion in productivity losses.  
(Gallup)

80% employees are stressed due to working environment  
(AIS)

40% of manager’s time is spent in resolving employee issues & conflicts.  
(SCIKEY Research)

More than 90% of the start-ups fail and it is the hard truth.  
(Forbes)

More than 70% employees are not MindMatched resulting in lower productivity  
(SciKey Research)
MindMatched Employees are

20% more productive
50% more aligned with team
30% Less attrition
50% more engaged
20% less expensive to the company

*Patent pending*
Traditional hiring process only allows us the top view

Missing completely the underlying **Human only factors** that makes the top action happen and define the ATTITUDE that is more important than the skills.
3 Stage MindMatch – Maximizing the potential of “Human only skills”

1. Job description mindmatch
   - High potential & good contributor
   - 1 to 2 times productive

2. Team mindmatch
   - Great Team player & great manager
   - 2 to 5 times productive

3. Organization’s Mindmatch (Culture)
   - Highest Productivity & leadership traits
   - 3 to 10 times productive

3 Stage MindMatch – Maximizing the potential of “Human only skills”
## Beyond Comparison in experience

<table>
<thead>
<tr>
<th>Features</th>
<th>Traditional Hiring</th>
<th>SciKey T-Commerce</th>
<th>RPO/ Partner Hiring</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single source of resume &amp; hiring platform</td>
<td>✗</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>MindMatch capability</td>
<td>✗</td>
<td>✓</td>
<td>✗</td>
</tr>
<tr>
<td>Do It Yourself (Automated Hiring)</td>
<td>✗</td>
<td>✓</td>
<td>✗</td>
</tr>
<tr>
<td>Enabling recruitment beyond recruiters</td>
<td>✗</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Video, Audio &amp; facial processing features*</td>
<td>✗</td>
<td>✓</td>
<td>✗</td>
</tr>
<tr>
<td>Integrated Technical Testing</td>
<td>✗</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Robotic Interview*</td>
<td>✗</td>
<td>✓</td>
<td>✗</td>
</tr>
<tr>
<td>Fresume (New kind of digital resume)</td>
<td>✗</td>
<td>✓</td>
<td>✗</td>
</tr>
<tr>
<td>High Data Security / GDPR Compliant</td>
<td>✗</td>
<td>✓</td>
<td>✗</td>
</tr>
</tbody>
</table>

* New features in future releases