



StellarEmploy

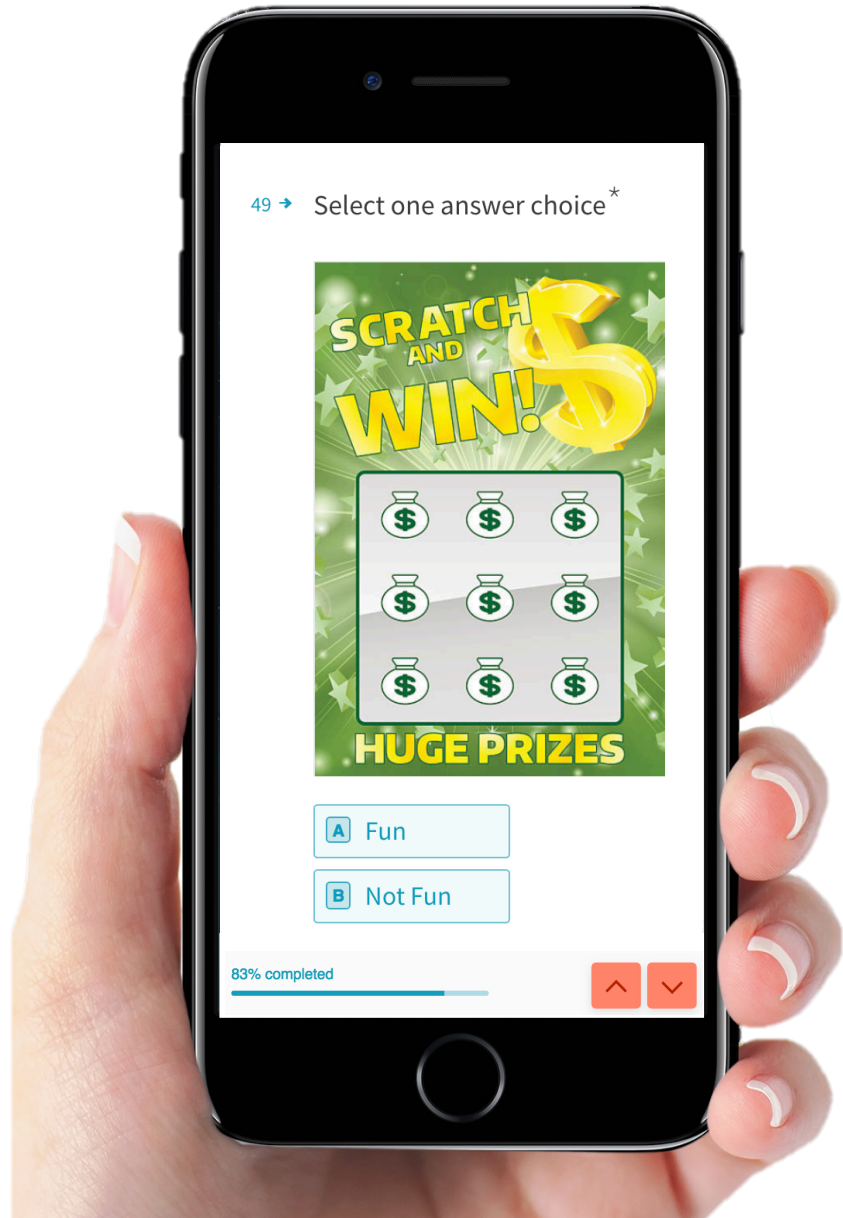
Hire **right**
with insight
at **scale**

Sara Nadel, @sara_at_stellar
CoFounder & Chief Science Officer

Digital innovation for change

*using data to improve job outcomes in the 60M-person
frontline, hourly job market*

Mobile-friendly applicant survey



Emphasize the goal is to *learn about the candidate*

“ Let’s move to questions about you. We want to learn which answers come naturally to you, so please don’t spend much time thinking about each individual question.

We look forward to getting to know you!

Continue

press ENTER

Survey starts with fast, engaging questions

9 → Select one answer choice. *



A Fun

B Not Fun

Low language requirements

18 → The video below is **SILENT**. View the video and respond to the question below.

- a. The customer's mood changes during the conversation with the salesperson. If the customer's mood changes more than once, think of the biggest mood change. Which of the following statements does not seem correct to you? *



Every preference highlights a great employee for some jobs

24 → The way to help my family is by... *

A making sure they have nothing to worry about.

B sharing with them the important moments in life.

C being with them as much as possible.

D supporting them economically.

Achievement-oriented,
prefers competitive jobs
with promotion potential

Worker-bee, prefers jobs
with reliable tasks and
schedules

Work-life balance
motivated, prefers jobs with
flexible schedules

Financially motivated,
prefers higher-wage jobs

Tiered answers buffer applicant misrepresentation

47 → I have achieved something that took years of work. *

A Strongly Agree

Key B Agree

C Somewhat Agree

D Disagree

E Strongly Disagree

Applicants rewarded with immediate personalized information

Thanks for your candid responses, Sara!

We believe knowing your best skills enables you to find great jobs. Here are some things you are good at.

YOUR STRONGEST SKILLS ARE

People Skills

You are good at understanding other people and your own emotions. Look for jobs that involve interacting with customers or coworkers.

Analysis

You are good at calculating numbers and working efficiently. Look for jobs that require working with cash or getting things done quickly.



WHAT YOU LOOK FOR IN A JOB

Achievement

You care about taking advantage of the best opportunities available to you. Look for jobs that recognize great performance and give great employees opportunities to grow.



Continue

Capture the unique DNA of each job

Job Profile



Meal Packer

Skills

Attn. to detail

People skills

Analysis

Preferences

Risk-Taking

Striving

Focus

Conforming

Teamwork

Motivations

Work-life balance

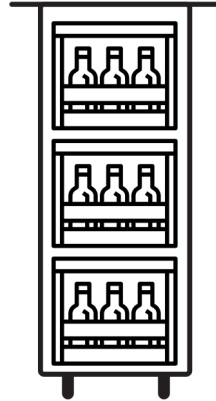
Compensation

Productivity

Achievement

Hire for the right fit

Job Profile
Beverage Assembler



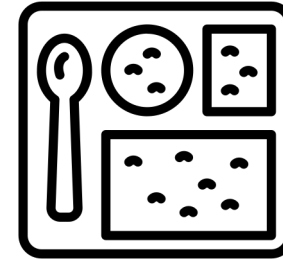
People skills

Analysis

Productivity

Achievement

Job Profile
Meal Packer



People skills

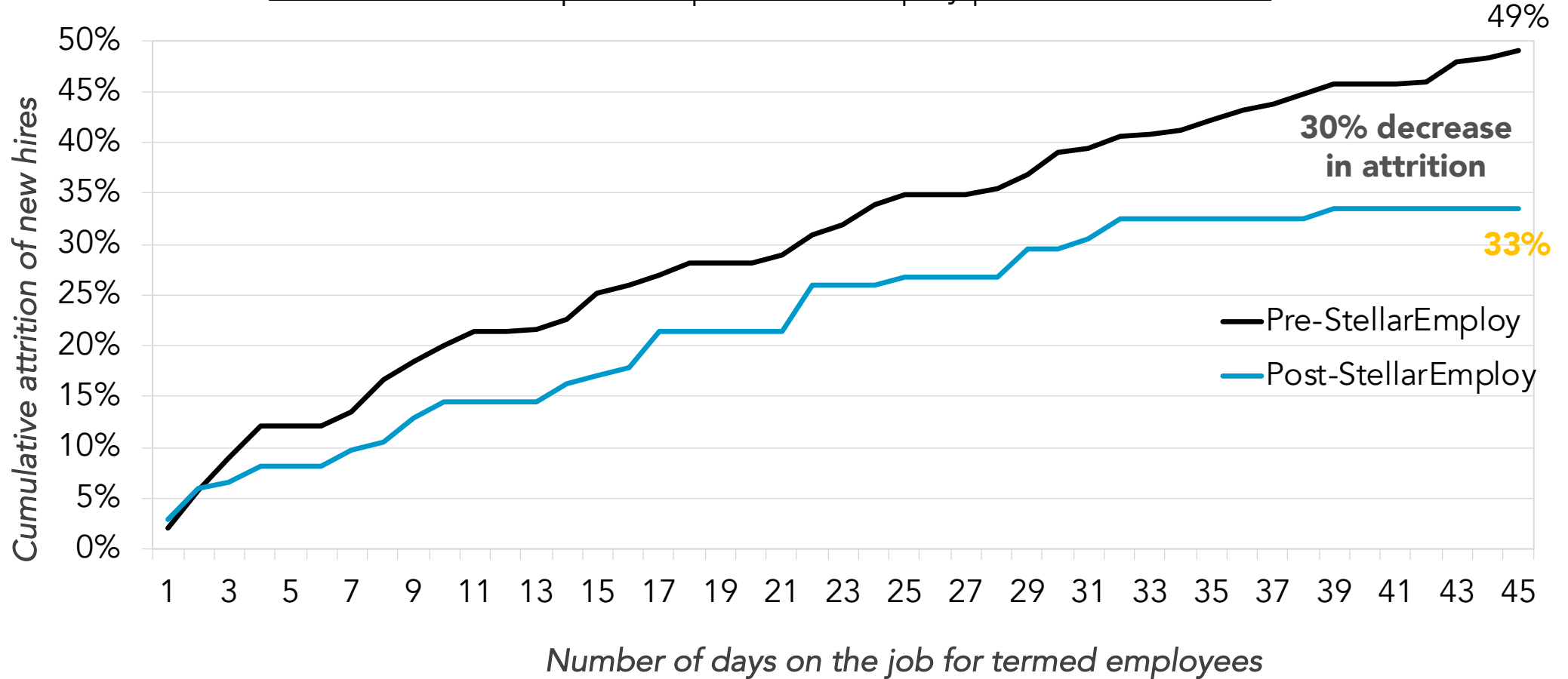
Analysis

Productivity

Achievement

Reduce turnover by 30% in 4 months (call center use case)

Cumulative attrition pre- and post-StellarEmploy pilot at one BPO site



Double hiring capacity with the right integrated digital tool

Schedule

Showing 1 to 10 of 1,226 entries

Rating	Name	Site	Status	Hiring Tags	Comments	Slot
Interview day: 4/2/2019						
Details	Shakeevia Wesley	Bedford Park	Interviewed	WA - recommended		
Interview day: 3/26/2019						
Details	Jalen Mccarley	Bedford Park	Rejected	NCNS-Inv		
Interview day: 3/19/2019						
Details	Cristian Angelo Soto	Bedford Park	New	WA - recommended QA - high recomm SA - high recomm		



New Applicants

50

- Curtis Lee Threatt
40 days ago
SA - high recommended (See all)
- Cristian Angelo Soto
41 days ago
PLL - high recommended (See all)

My Hires

50

- Tracy L. Brown
43 days ago
3rd Shift (See all)

Interviews

- Frank Seals
40 days ago
NCNS-Intv
- Damon Gordon
40 days ago
PLL - recommended (See all)

Curtis Lee Threatt

Bedford Park – Production Associate
Last tag: SA – Highly recommended
Scheduled Interview: 3/19/2019 11:45am-12:00pm
Applied on: 3/13/2019

Skills

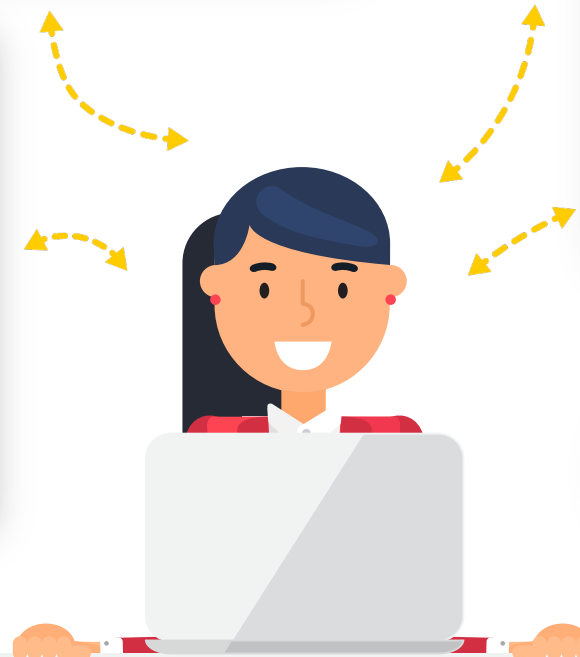
People Skills	☆☆☆☆☆	Good at understanding others...	More
Analysis	☆☆☆☆☆	Good at calculating numbers...	More
Attention to Detail	☆☆☆☆☆	Good at noticing small differences...	More

Preferences

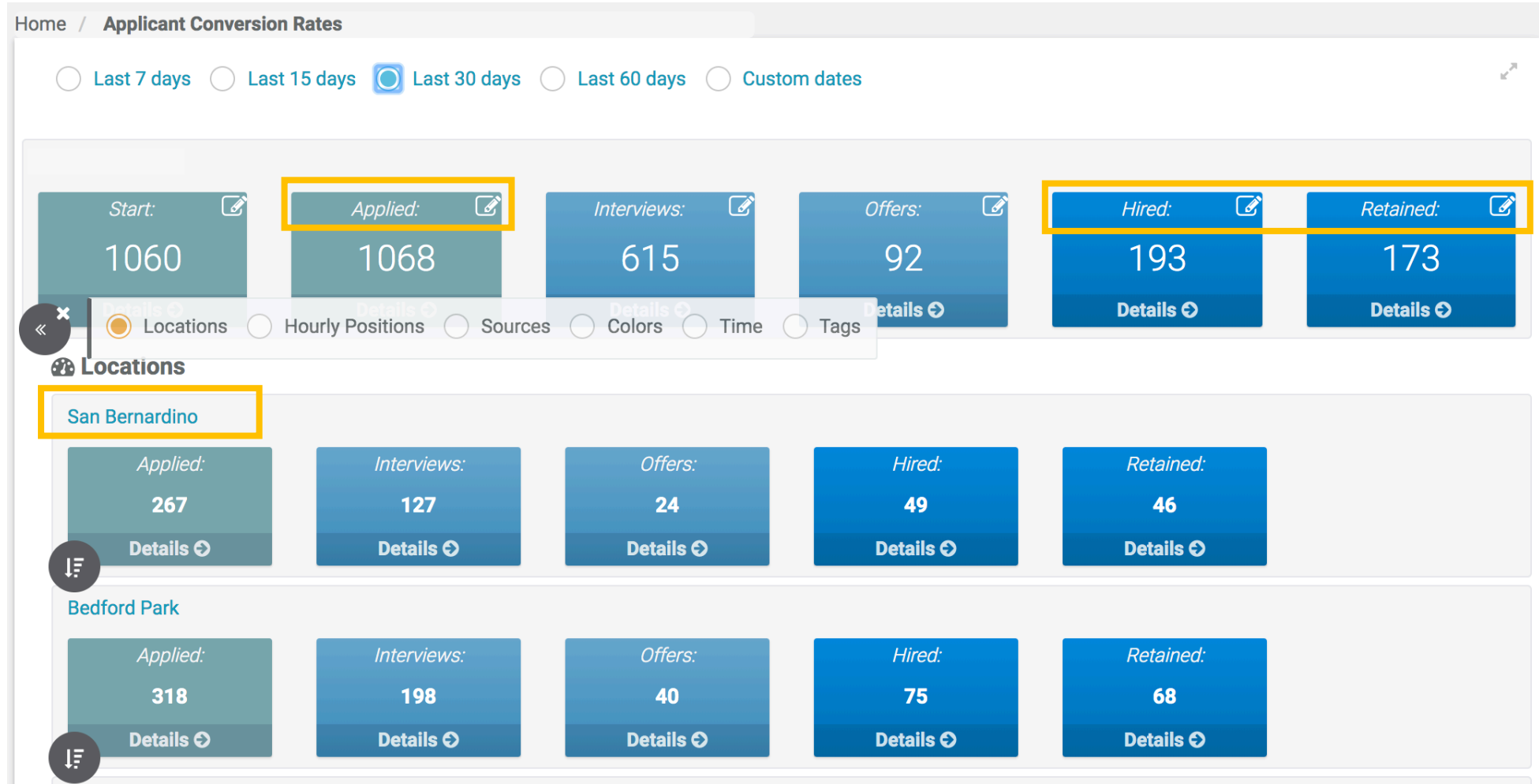
Special Availability

Work Experience

Comments



Funnel view helps Talent Acquisition Team track progress



Hiring board tracks weekly progress and makes it easy to adjust settings

Home / Hiring Board / ☆ Lead Recruiter, Elizabeth

Bedford Park Production Associate

Hiring Summary

Last 15 days

# Target	# Hires	# Retained
39	34	33

87.0% 97.0%

More →

Hiring Settings

Is this position open? ON

Your next interview window:
Tuesday (October 01) 8:00am - 11:00am
[Change my interview setup](#)

More ↓

Double hiring volume while reducing turnover (DC use case)

HR business objectives

- **Scale** up hiring following \$200M Kroger acquisition
- **Identify** promotion ready Associates
- **Decrease** labor costs



HR business outcomes with StellarEmploy

- **1,000+** hourly hires
- **2x** increased recruiter capacity
- **20%** improvement in 30-day attrition
- **20%** decrease in temp headcount

Home Chef is a meal kit delivery service with three fulfillment centers in Chicago IL, San Bernardino CA and Lithonia GA. They were acquired by Kroger in Jun-2018. In Feb-2019 they announced a Home Chef roll-out to 500 stores.



Happy Customer

Jimmy Holloran
Head of Special Projects



HOME CHEF

Home Chef/Kroger

1000+

hourly hires and counting

“The old fashioned way just doesn’t make any sense. How are we possibly going to know who has high focus or analytical ability from a resume? The information’s not there.

The power Stellar brings is deploying AI to do this better than humans can. Recruiters are spending less time with better outcomes. That right there is huge.”

Contact me: sara@stellaremploy.com