



retorio

Where **Science** and **AI**
support **Human Intuition**



WHAT A YEAR

How to hire in 2020 and beyond?



THE PROBLEM

Meet our client Mark

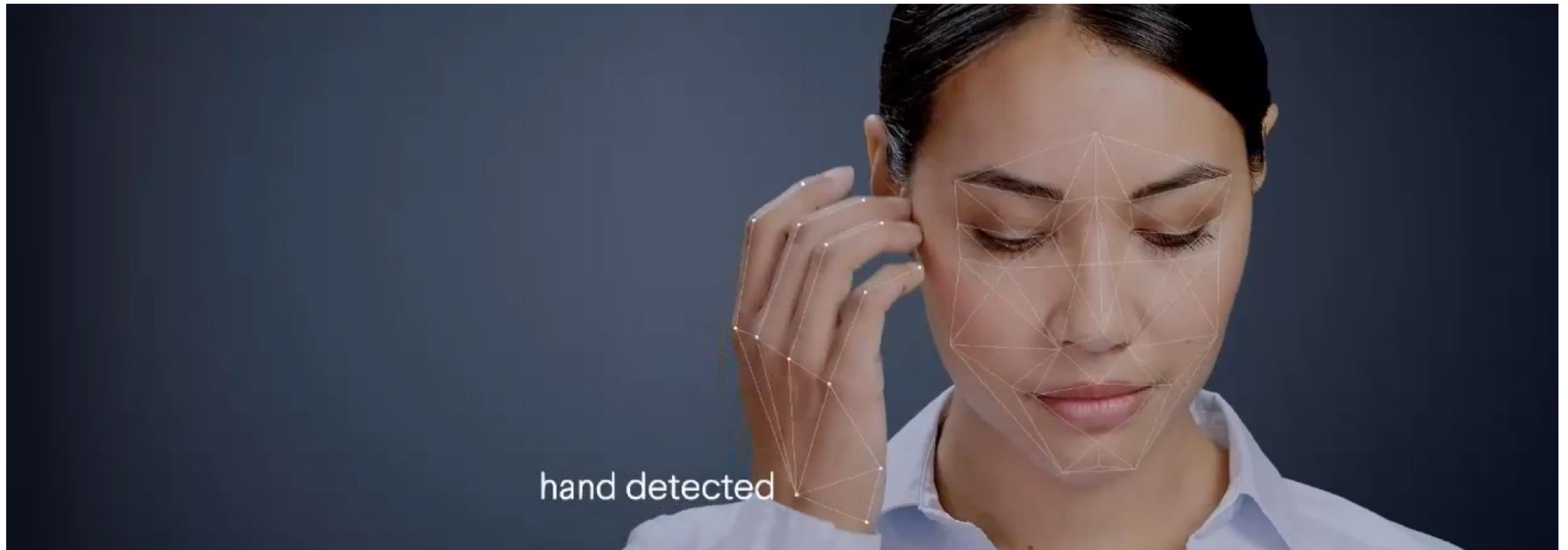
Mark („VP of People“ at Airtame Inc). He looks for exceptional personalities, but...



- **Candidates' personality not visible in CVs**
but interviews are costly and not scalable
- **Speed is key in the war for talents**
but quick hires are risky ($\approx 46.000\text{€}^*$ cost per bad hire)
- **Can his gut-feeling be trusted?**
It might lead to discrimination
- **How to hire remotely in times of Corona?**
No flying, social distancing

MEET RETORIO

Retorio's AI understands human personality



Our AI measures job fit in 3 minutes

Retorio API

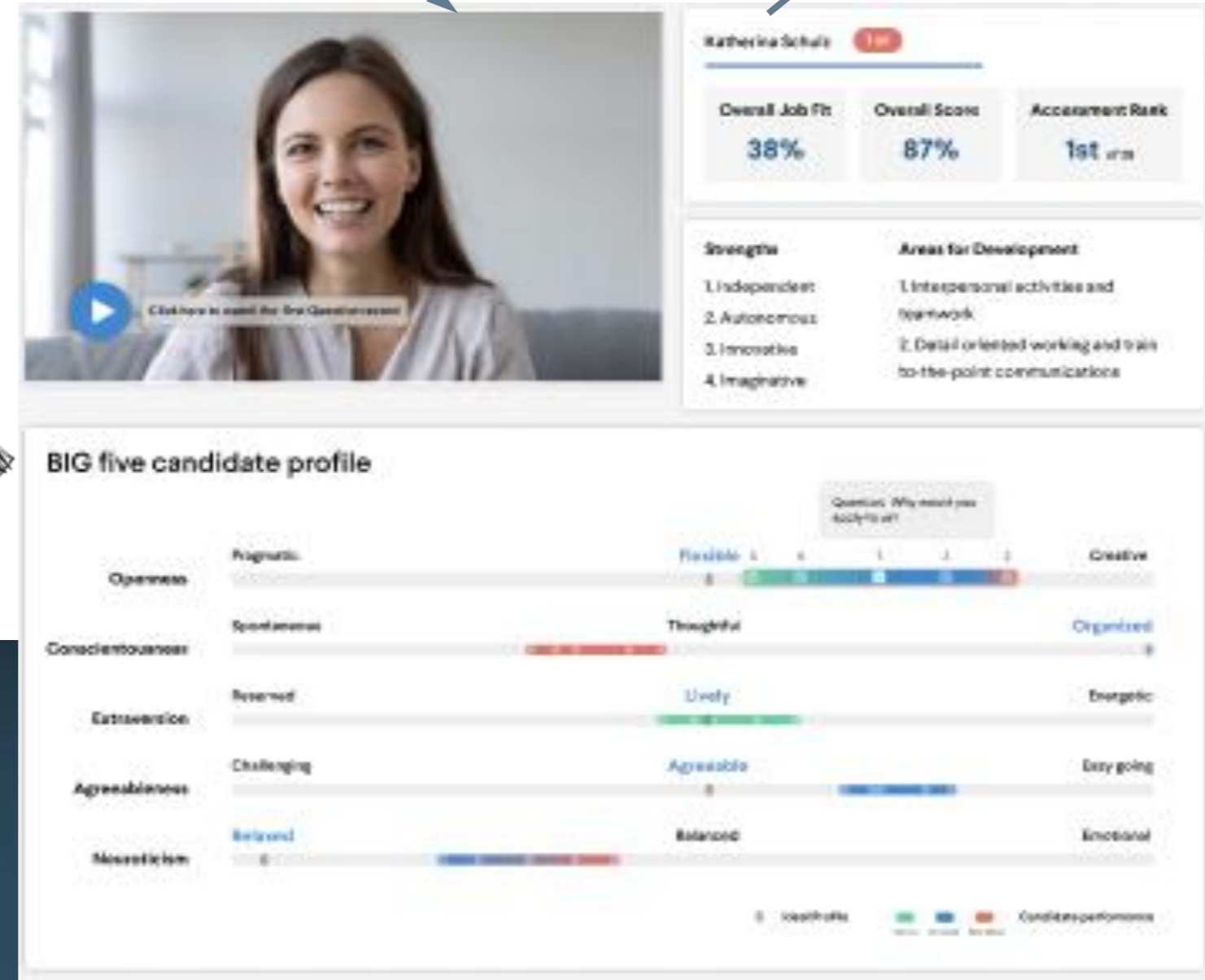
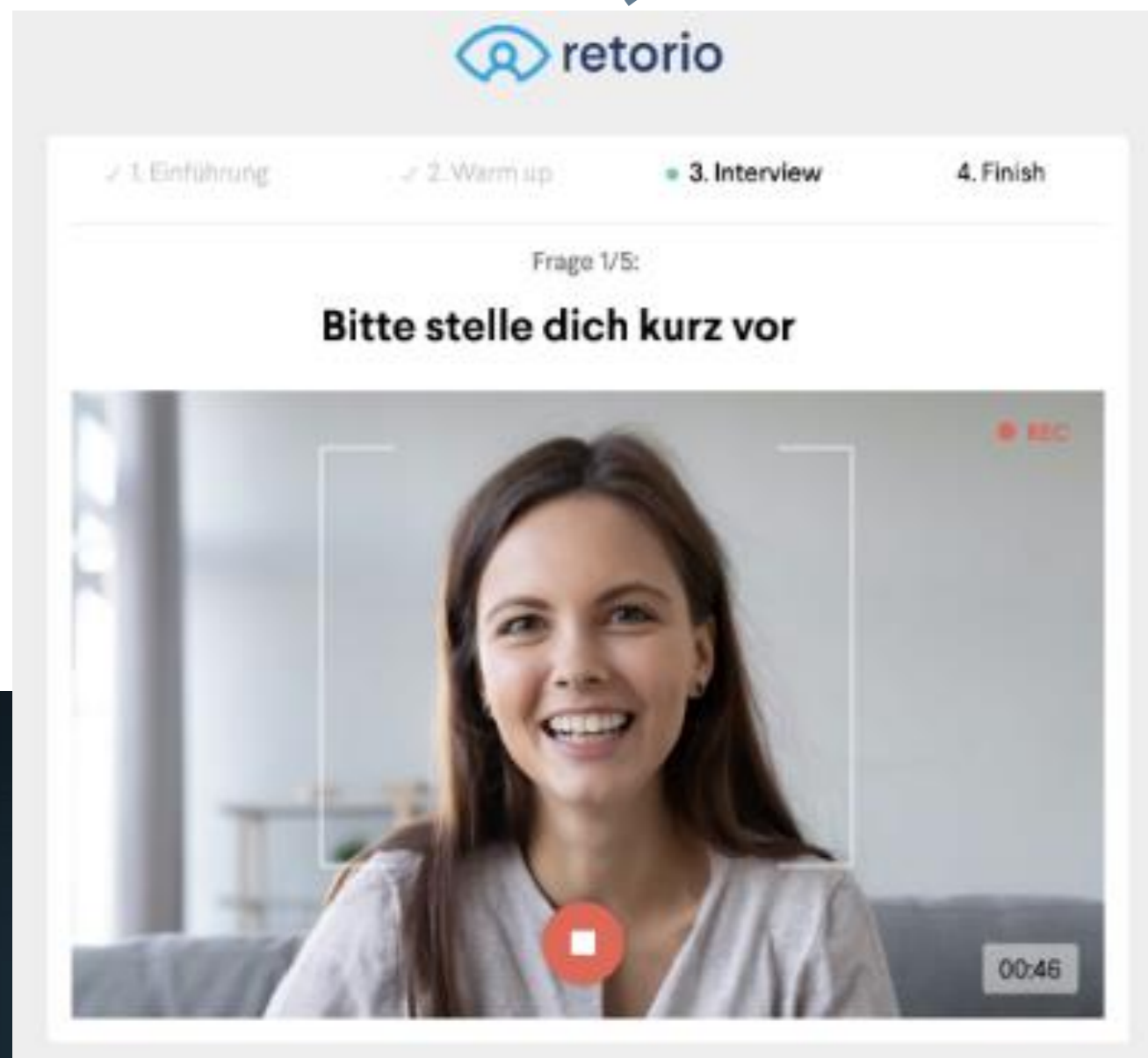
AI Personality Analysis

Based on representative dataset + proprietary prediction model

Client-specific Benchmarking

- Corporate culture
- Soft skill requirements

Retorio Platform



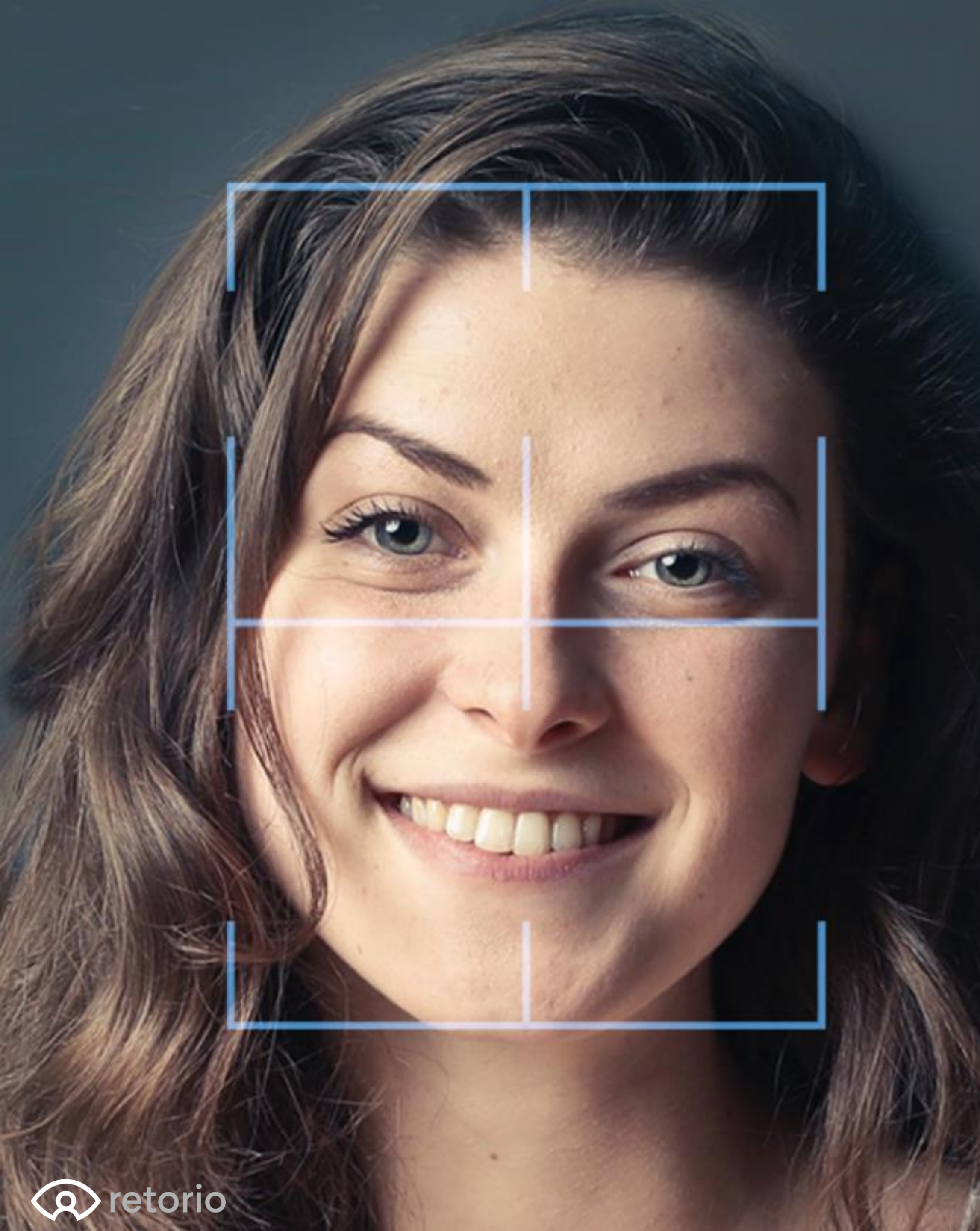
The screenshot shows the job-match indication dashboard for 'Business development' with 20 candidates. It features a table with columns for Name, Big Five Score, Gesamt Score, and Job Fit. A 'Sortiere nach Big Five' button is visible at the top right.

Name	Big Five Score	Gesamt Score	Job Fit
Daniel Müller	4.54/5	87%	38%
John Smith	4.14/5	82%	46%
Elijah Jonas	4.03/5	78%	56%
Kate Wong	3.93/5	72%	67%
Katherina Schulz	3.56/5	70%	45%
Lucas Oaska	3.14/5	70%	87%

1) Collect Video Applications

2) Automated AI-based evaluation

3) Job-match indication



A C C U R A C Y

With 90% prediction accuracy, and growing

Objective behavioral personality prediction through proprietary convolutional neural networks*

*Retorio's AI learns your hiring and performance data. This way, the AI becomes more and more precise in predicting job fit.

This is how our AI output looks

The screenshot displays the Retorio AI screening interface. On the left is a dark sidebar with a 'Position' filter menu containing various job roles like 'All recordings', 'AI Developer', 'Design Professional', 'Inside Sales Representative', 'Junior Consultant', 'Marketing Expert', 'Sales Representative', and 'Key Account Sales'. The main content area is titled '#1 Candidate from Job-Fit AI Screening' with a '2 hours ago' timestamp and a '#2' button with a small video thumbnail. Below this, the candidate's name 'Greenhouse > Mia Jones' is shown, followed by an 'Overall Job Fit 85%' score. Two columns of text list 'Strengths' (Talkative, Extroverted, Efficient, Systematic) and 'Areas for Development' (Pragmatic thinking and routine working, Careful and riskful thinking). A video player shows a woman speaking. Below the video is the 'BIG5 Candidate Profile' section, which consists of five horizontal bars representing personality traits: Openness (Pragmatic to Creative), Conscientiousness (Spontaneous to Organized), Extraversion (Reserved to Energetic), Agreeableness (Challenging to Easy going), and Neuroticism (Relaxed to Emotional). Each bar has a white dot for the 'Candidate' and a black dot for the 'Ideal Profile'. At the bottom, there are two more sections: 'Language Communication' with a bar for 'Engaging Language' at 69%, and 'Visual Communication' with bars for 'Facial Sentiment' and 'Aggressiveness'.

Why Mark loves us



- **We provide instant insights into personality**
- **We reduce time-to-hire with automated pre-interviews**
- **We enable a scalable interviewing process**
- **We analyze candidates free of bias**

TIMELINE

Who we are

2018

Founded as a Spin-Off from the Technical University of Munich



Dr. Christoph Hohenberger, Founder



Dr. Patrick Oehler, Founder

2019

Release - the first AI-supported video-based personality assessment worldwide

First clients already successfully use Retorio



BMW GROUP



OUR VISION

Activate people's best self!

Recruiting is just our first use case. We face enormous potential to become an integrated solution across the whole employee lifecycle

