

Diversity Equity & Inclusion

“Your Strategic Advantage”



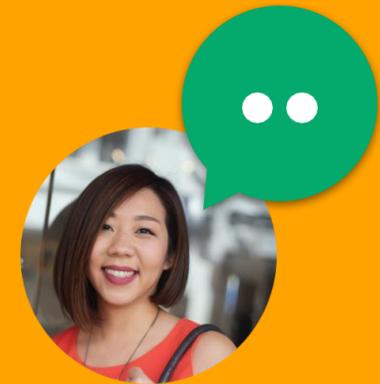
FOURTHWAVE

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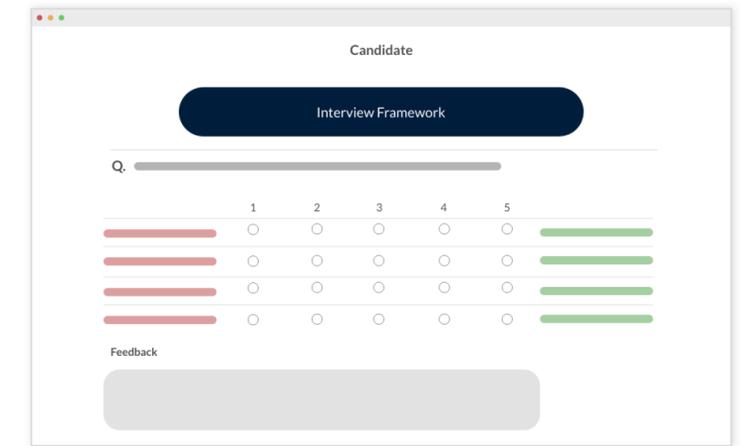
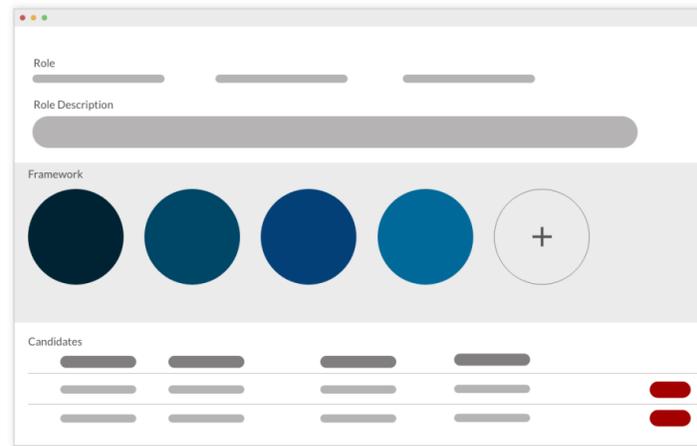
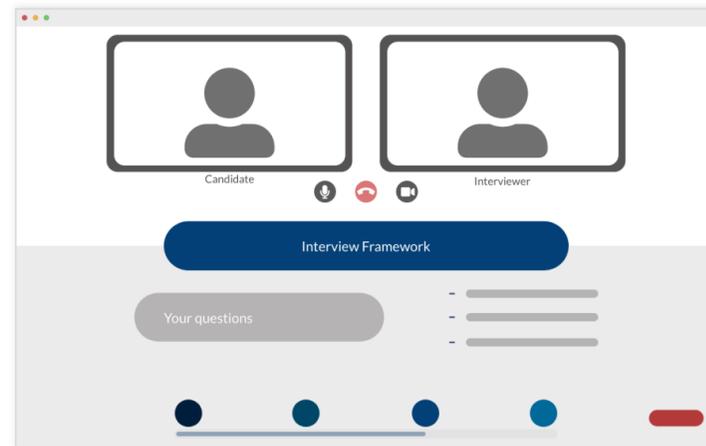
Diversity is no longer a checkbox exercise.

It leads to greater productivity, creativity and higher-than-average financial returns for companies.



The next generation of interview software

Voice-led interview software that focuses on fair and inclusive hiring practices so that companies can build teams that represent the communities that they serve



Evidence-based decisions

More informed decisions based on voice, not video

Level playing field

Consistent and structured interviews, delivered remotely

Collaborative

Anonymous and collaborative scoring to reduce bias

Harnessing data to reduce bias

Interview performance insights that identify **where bias has occurred** and **highlight areas for improvement**.

Broken down per question, question area, campaign, role, company and interviewers



Interview performance

Average scores

Average progression threshold

Average time spent per question



Demographic Tracking

Average scores by demographic

Proportion progressed by demographic

Average time spent per question by demographic



Insight & Recommendations

Improve or debias frameworks and materials

Analyse acceptance criteria

Further training of interviewers

Information is used to see stats about groups, not individuals. This information is never shared with any other parties and is not used for any other purpose.

Why use Fourth Wave?

Consistent

Consistency across interviews and interviewers to create a level playing field

A centralised system for running and scoring all interviews

Fair

Structured approach with best practice interviews to create fair interviews

Analysis of interview performance to highlight bias and drive continuous improvement

Collaborative

Anonymous collaboration between multiple interviewers for scoring

Better use of evidence from interviews to inform hiring decisions

Time-saving

Streamlining interviews, saving time and facilitating more focus on candidates and hiring decisions

Integrates with ATS and third party providers

How it works

Our interview software helps companies make better hiring decisions using a **best practice, evidenced-based** approach and focusing on **automating key parts of the interview process**.

There always needs to be a human interviewer involved in the hiring process, our software is designed to **help interviewers, not replace them**.

Our **easy to use, intuitive cloud software product** can be used for any volume and type of interview campaign, helping to create the best recruitment process suited to all hiring needs.

Setup

Repeatable and scalable setup
Integrated with third party vendors
Automated processes



Run

Consistent delivery
Structured interviews
More focus on candidates



Evaluate

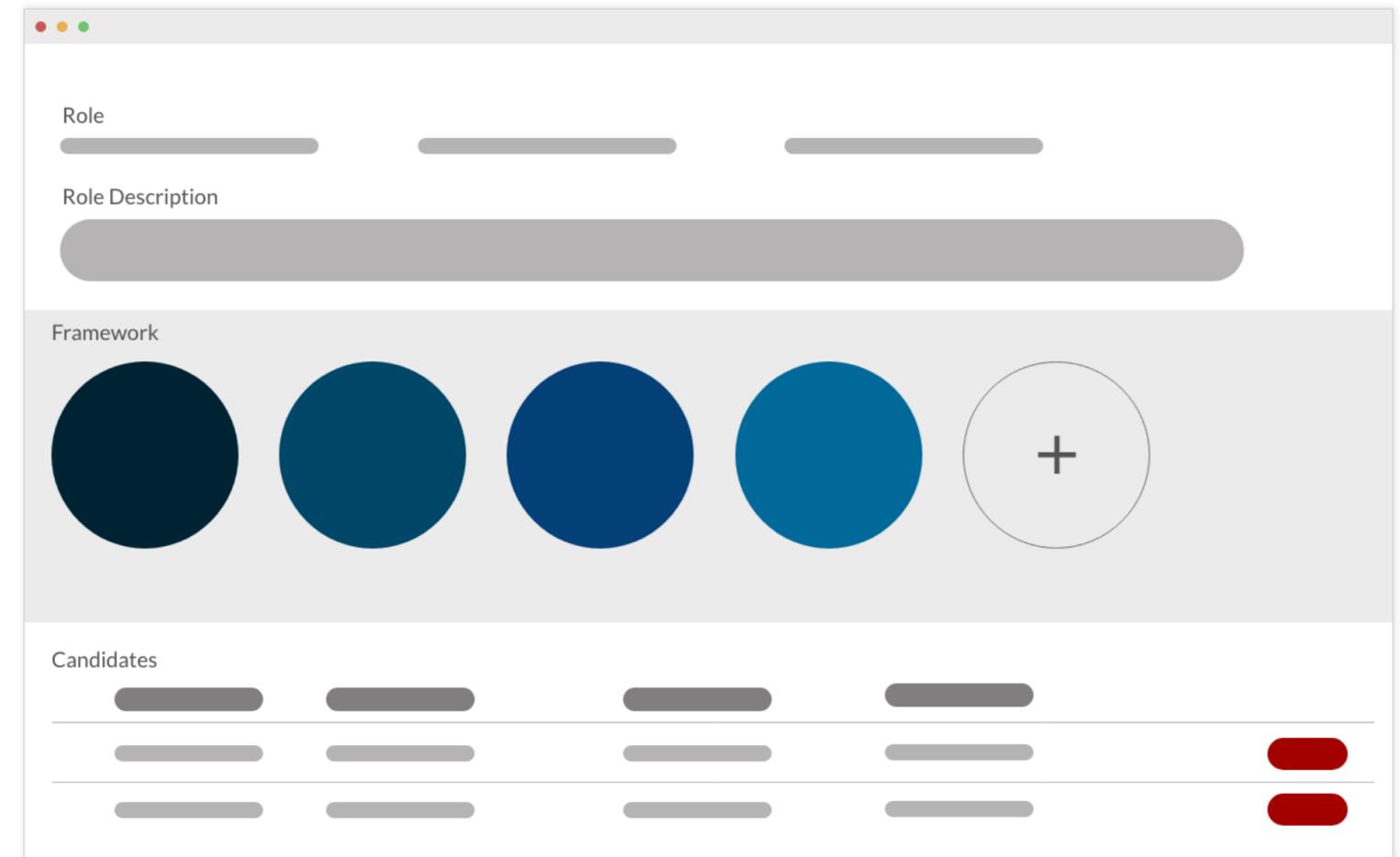
Collaborative approach
Evidence-based
Detailed and efficient

Dynamic Interview Frameworks

Our **dynamic interview framework** streamlines interview creation and allows tailoring of interviews to specific roles.

Detailed **question banks** with linked **probing questions** ensure a consistent and best practice approach.

Companies can use our introductory interview framework or input their own. We support all styles whether it is **competency, behavior, strengths, values...**

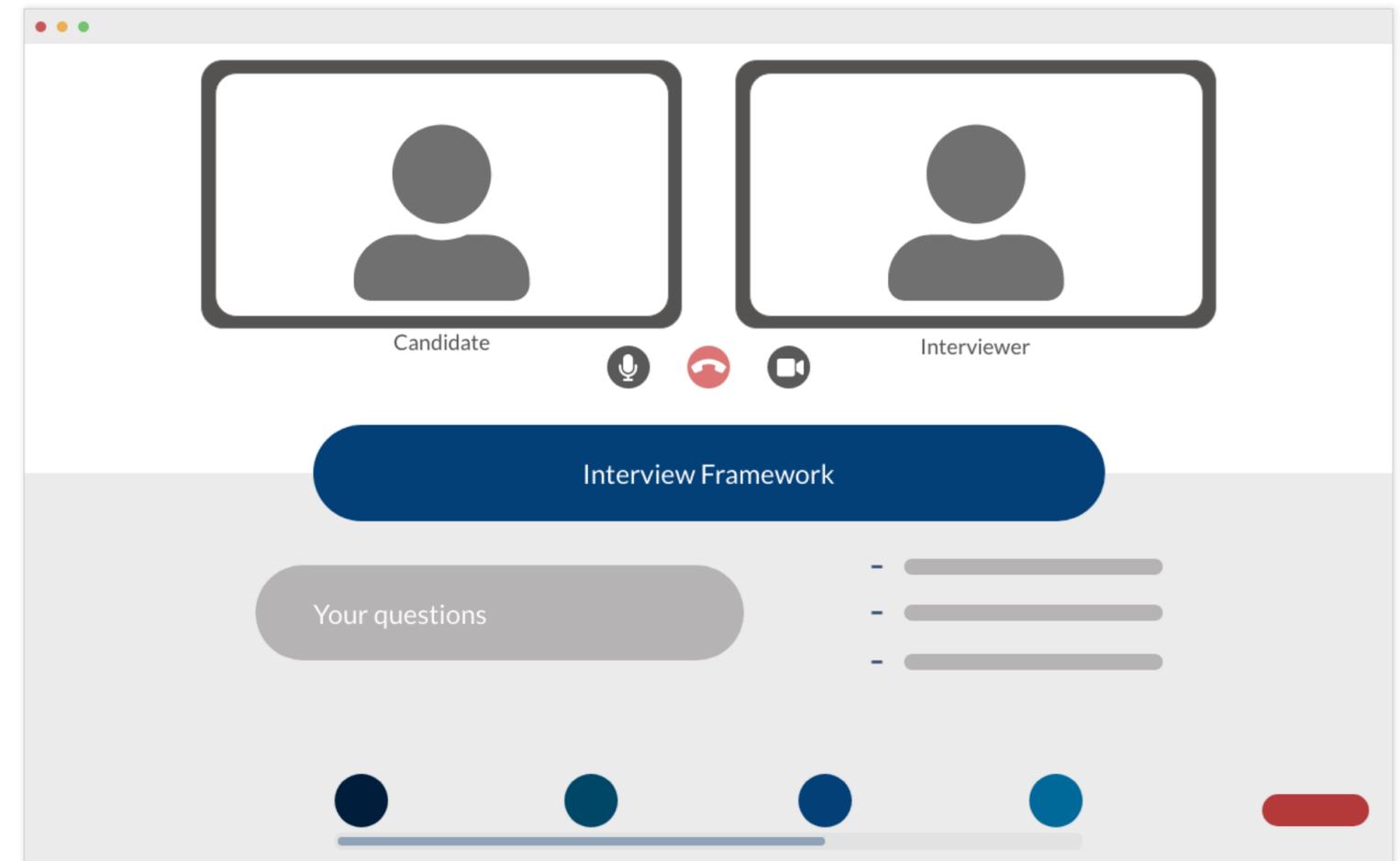


Digital Interview Delivery

Capture interview data securely using **audio recording and transcription** which allows for more engaging conversations and time saving with no more note taking.

Take the stress out of delivering **remote interview campaigns**. See the candidate when delivering interviews but score them on the evidence (audio and text).

Conduct **collaborative panel interviews** with multiple interviewers.



Detailed Scoring and Feedback

Detailed **scoring indicators** ensure an accurate, best practice approach.

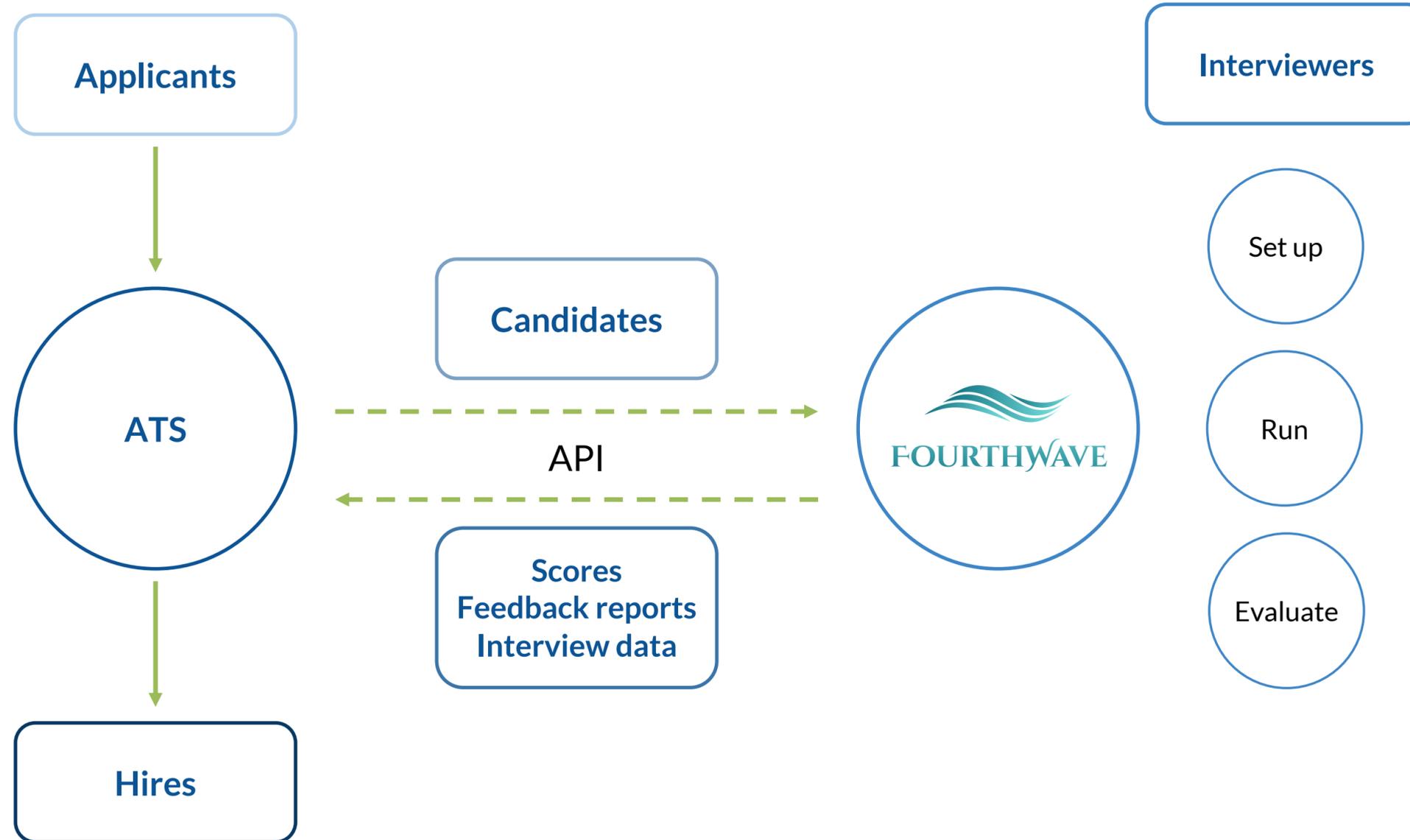
Auto-generated feedback encourages quality developmental feedback and saves interviewers time.

Ensure fairness and reduce bias with **anonymous scoring** when multiple interviewers score a candidate.

The screenshot shows a web interface for evaluating a candidate. At the top, it says "Candidate". Below that is a dark blue button labeled "Interview Framework". Underneath is a question "Q." followed by a horizontal bar. Below the question is a 5-point scale with radio buttons labeled 1, 2, 3, 4, and 5. To the left of the scale are four red progress bars, and to the right are four green progress bars. Below the scale is a "Feedback" section with a large, empty, rounded rectangular box.

Integrated or standalone

Integrate with your ATS for a seamless candidate journey or use our interview software as a **standalone tool**.



Link all parts of the interview process whether it is early stage **phone interviews, remote video interviews** or in-depth **in-person interviews**.

Pricing based on volumes of interviews

Entry

\$100k+
per year

Perfect for small teams
looking to scale

1,000-10,000 hires per year

Growth

\$750k+
per year

More flexibility and
capacity for higher volume

10,000-80,000 hires per year

Enterprise

\$3m+
per year

Ideal for high volume
hiring campaigns

80,000+ hires per year

Interview readiness assessment

Fourth Wave offers an assessment of your interviewing process with recommendations on how to optimize the use of interview software

Initial analysis

Hiring strategy and maturity

Interview process

Materials

Existing technology

Recommendations

Dynamic interview frameworks

Interview style, number of rounds and number of interviewers

Questions, scoring criteria and feedback

Optimizing technology with Fourth Wave

Implementation



How Fourth Wave is being used

Less biased decisions



Panel interviews with multiple interviewers reduces bias and minimizes the risk of interviewers picking personal choices for the role.

We helped a healthcare provider with a collaborative approach to hiring with a new level of flexibility and freedom. Scores were collated from panel interviewers and others that could retroactively view the interview.

Saving time hiring apprentices



Setting up and running interviews is time consuming. Interviews should be about spending time with the applicants, not dealing with administration.

We helped an apprentice recruiter to automate parts of their process and captured interview data to provide more information to make fully-informed decisions.

Instilling consistency



Providing a structured and consistent experience creates a level playing field for candidates.

We helped a cloud provider to instil consistency across their interviewers and interviews so that they could compare candidates more fairly.

Digitizing hiring in healthcare



It is challenging to keep interviews fair, structured and consistent when hiring remotely.

We helped one of the biggest healthcare providers move all of their interviews remote, while retaining the human element and candidate engagement.

We want to help you make better and less biased hiring decisions

We have dedicated teams who look after Customer Support and are **available 24/7** to ensure that our customers needs are met. We offer **phone, live chat and email support** for any issues.

We also offer **video guides, interactive walkthroughs and product tours** during onboarding to ensure interviewers and users are confident and comfortable with our interview software before starting their first interview campaign.

**Get in touch
for a demo**



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