

WHITE PAPER

Sovren AI Matching with Bimetric Scoring



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What is it?

Sovren AI Matching is the world's most sophisticated, accurate, and configurable recruitment matching engine. Sovren AI Matching works with the Sovren Resume/CV Parser and the Sovren Job Parser to provide advanced matching capabilities in any direction:

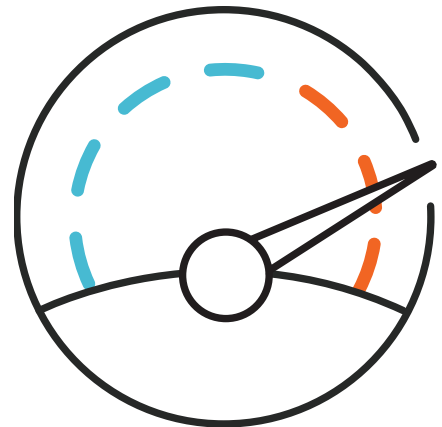
- Find Jobs for Candidates
- Find Candidates for Jobs
- Find Candidates who are similar to another Candidate
- Find Jobs that are similar to another Job

Why?

Because we've modeled our engine
to think exactly like a recruiter,
NOT A MACHINE.

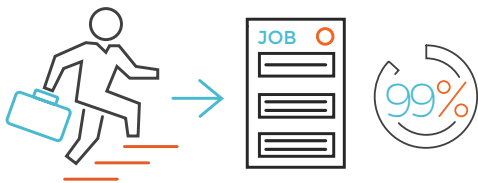
How does it work?

Sovren AI Matching is the world's only matching engine that works EXACTLY like human recruiters work. Sovren AI Matching understands jobs and resumes exactly like humans do, to the same extent that humans do, and then matches and ranks them exactly like humans do—but a billion times faster.



Sovren AI Matching with Bimetric Scoring

Bimetric Scoring



How is it different?

Our AI Matching is the only engine on the market to return results from more than one perspective, via a feature we call Bimetric Scoring. For example, if you want to hire a .NET Programmer with a bachelor's degree and there is a candidate who is a .NET Architect with a Ph.D., you might still be interested in the candidate. However, it is unlikely that the candidate would be very interested in that position since they are very overqualified for it and it would represent a regression in their career.

AI Matching uses Bimetric Scoring to provide two fitness scores, one for each perspective (such as Job to Candidate, and then Candidate to Job) using separate metrics. So, in our example, the candidate

with the PhD degree might be a 100% fit for the job, but the job may be only a 50% fit for the candidate, since the candidate is far overqualified for the job.

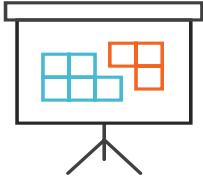
How is it better?

With over 21 years in business, we have the most robust AI Matching engine because we've spent decades perfecting it.

Our engine offers traditional boolean search capabilities plus entirely new, industry-leading features. Our software outperforms the competition at every step—here's why.

You decide
exactly how our
AI Matching
thinks about each
individual transaction.

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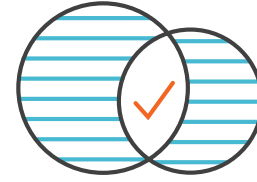
Teachable Matching Criteria

You decide exactly how our AI Matching thinks about each individual transaction. It will find, rank, and sort the best matches according to your criteria. No other engine provides this capability.



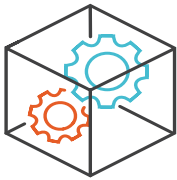
Holistic Profile Matching

You know each candidate is more than a list of keywords and so does our AI Matching. It matches based on a holistic profile, assigning context, time values, and meaning to all the data on a candidates' resume. No other engine provides this capability.



False Match Elimination

Our AI Matching engine rejects over 90% of false matches. Most searching and matching software buries good matches in a flood of bad ones—we surface the best results immediately.



Transparent Match Explanation

An intelligent engine should be able to intelligently explain its results, but none do—until now. Not only does it deliver the best matches, it tells you how and why it produced them and offers tips to improve the results. No other engine provides this capability. Welcome to the future.



Career Path Recognition

Like a recruiter, our engine assigns the highest scores to candidates whose current career path aligns with a job. It recognizes that while a candidate may fit a job's qualifications, they can still be a poor match if their career has deviated from the role. No other engine provides this capability.



No Capacity Limitations

Our engine runs in the cloud and is fully managed by the Sovren team—there are no document limits.

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Self-Repairing Indexes

Experience seamless failover and fault tolerance. Our AI Matching automatically distributes copies of indexes across multiple availability groups, so in the event of a machine failure or data center outage our service self-detects and reinitializes those indexes on a new machine with zero human intervention and zero downtime.



True Absolute Scores

Other engines will report a poor match as “100%” just because it’s the best available. Our engine reports absolute scores, so each match is reported as its true score from 0-100, and isn’t adjusted when filters are applied. We also provide sub-scores on different categories of data, so you can see the reasoning behind the score.



Multi-directional Matching

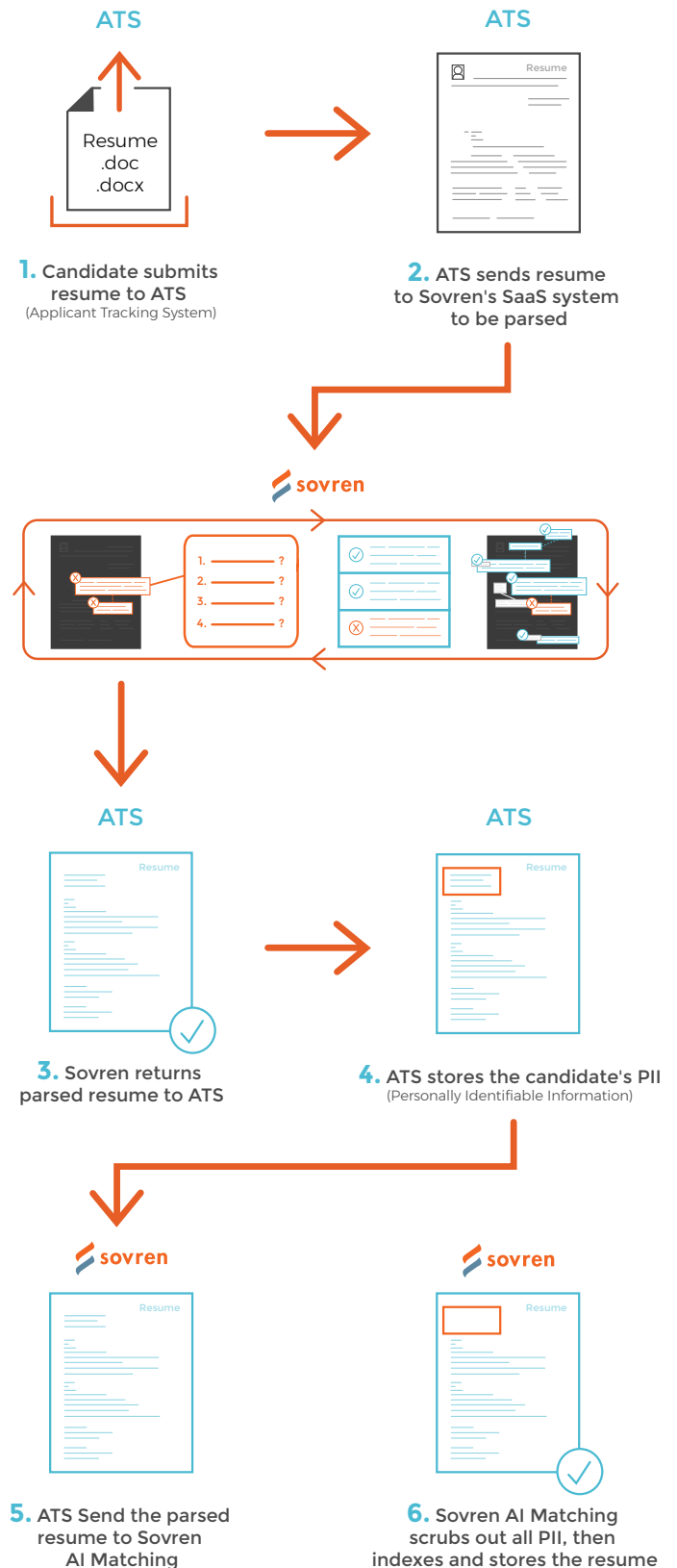
Match in whichever direction you want – match resumes to relevant jobs or to similar candidates. Use jobs to find a candidate or to find similar jobs. The choice is yours.

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How is it deployed?

Sovren AI Matching with Bimetric Scoring is a completely cloud-based SaaS available for use immediately with nothing to install and almost no programming. There are no servers to setup or maintain; scalability is automatic and guaranteed.

Available as a cloud-based RESTful API, it scales both vertically and horizontally with no document capacity limits. Parsed document input is supported in JSON or XML formats. Sovren AI Matching works with the industry-leading Sovren Resume/CV Parser and the Sovren Job Parser to provide advanced searching and matching capabilities between candidates, job descriptions, and any combination thereof.



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**API
integration
within days.**

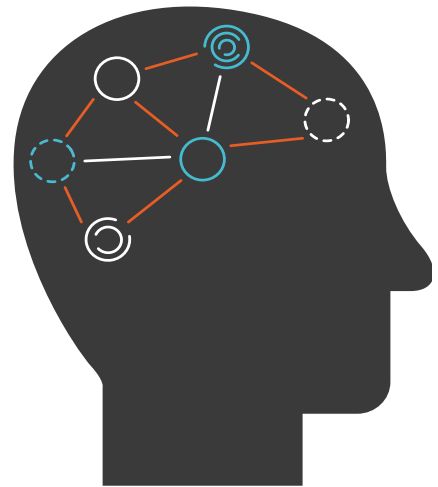
How easy is it to integrate?

Sovren AI Matching is available via a simple API. You have the option of creating your own UI, or using Sovren's UI, which can be integrated easily with your ATS in many cases. Compared to our older, installed Semantic Matching Engine, the new Sovren AI Matching can be integrated in days versus months with no admin or maintenance needed.

Do I have to store data in your cloud to use it?

Yes and no. If you need to be able to use the engine to find the best matches for you, then, yes, you need to store your data in our cloud. Sovren AI Matching allows you to parse and store resumes and jobs in the Sovren cloud, then search and match them on demand at any time. Sovren scrubs all Personally Identifiable Information (PII) out of the parsed document prior to indexing, so that no PII is ever stored on Sovren servers. During indexing you provide a unique id that we attach to the document, so that only you can identify the results that come out of the search and match calls. Once the engine finds the best matches, it scores and ranks them using the Bimetric Scoring feature.

On the other hand, if you don't need our engine to find matches, but rather, you just need some documents scored, then you can use just the Bimetric Scoring feature. To use Bimetric Scoring, you send the (parsed) document to be used to match against, and a collection of 1..100 documents to be scored against that reference document, and the Bimetric Scoring endpoint will score and rank those documents for you.



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How is it priced?

Sovren AI Matching, in which data is stored into the cloud so that you can search and match against it, is priced as follows:

- **All resume and job parsing transactions cost two credits**
- **Geocoding is optional and can use your own Google or Bing account for no upcharge, or use ours for 1/2 credit per document.**
- **All searches and all matches are FREE!**

Bimetric Scoring is charged per use as: 1 credit plus 1/10 credit per document to rank.

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Visit www.sovren.com or call us at +1 713.562.1800 to learn more about Sovren's unrivaled technology.