

Make Faster and Fairer Hiring Decisions at Every Stage

AI-powered pre-screening and candidate scoring directly inside your ATS

Recruiting has always been about finding the right person. But today, that's harder than ever.

- ✓ You're being asked to do more with less.
- ✓ Application volume is up but quality is down.
- ✓ Scarce candidates are slipping to competitors while roles stay open 60+ days.
- ✓ Your company is positioned as AI-first, but hiring doesn't show it.
- ✓ Legal and compliance teams want explainable, auditable AI in hiring.

It's time to stop screening out and start screening in.

AI Screening by VONQ engages every candidate through structured chat and voice screening, surfacing the strongest signal early, whether you're hiring at scale, fighting to win a single specialist, or showing the market that your hiring process matches your AI-first brand. Your team focuses on who to move forward, not just who to reject.

Powering smarter hiring at scale



2.5x

Faster time to fill



60-75 %

Fewer candidate drop-offs



3 Weeks > 2 Hours

Cut candidate processing time



70 %

Reduction on time to hire

How It Works

- ✓ Candidate applies via the existing ATS workflow, nothing changes for them
- ✓ AI Agent engages the candidate with structured, job-relevant questions
- ✓ Responses are evaluated against role-specific criteria derived from the job description
- ✓ Recruiter receives a ranked, summarized shortlist with full reasoning visible
- ✓ Recruiter reviews and decides - the AI supports, never replaces

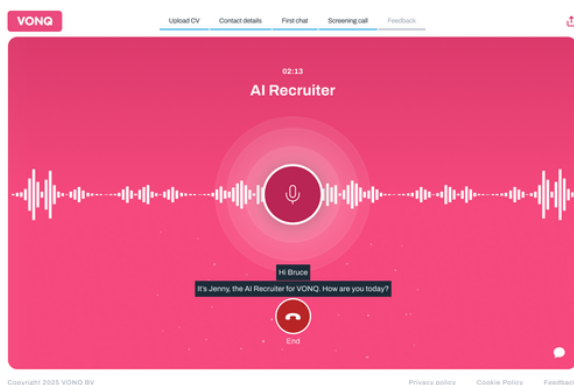
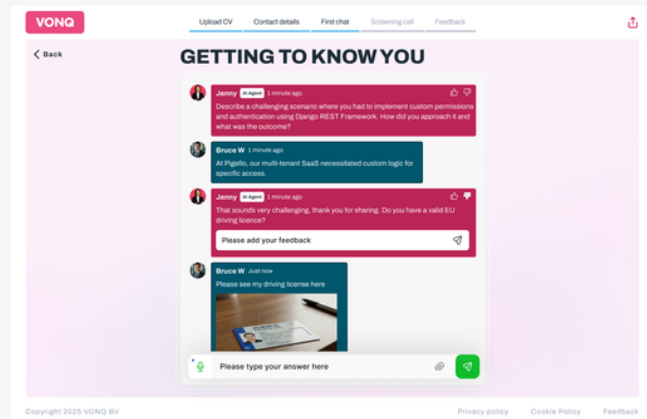
What It Doesn't Do

- ✗ Reject candidates automatically - the AI ranks, humans decide
- ✗ Use personality profiling, biometric signals, or non-verbal analysis
- ✗ Score based on name, address, or any personal identifiers
- ✗ Make hiring decisions or remove candidates from consideration

Surface the right candidates faster.

Application volumes are growing faster than teams can keep up. From the moment a candidate clicks apply, information gaps are filled and questions are answered.

- ✓ Reduces manual review time by 70-90%
- ✓ Improves consistency and reduces bias
- ✓ Evaluates responses against role-specific criteria



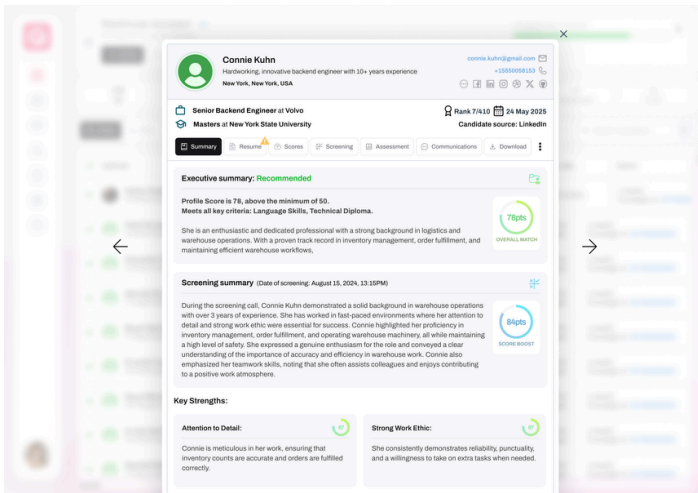
Pre-screening that sets up better interviews.

AI Screening by VONQ handles early-stage screening through chat and voice, giving your team the information they need to evaluate candidates fairly. Rather than replacing the recruiter interview, it complements it, so your team can focus on what requires real human judgment, like assessing culture fit and making confident hiring decisions.

- ✓ Reduces bias and saves recruiters hours
- ✓ 24/7 responsiveness reduces candidate drop off
- ✓ Maintains momentum between application and review
- ✓ Significant lift in candidate satisfaction and NPS

A complete picture of candidates before you engage.

Most recruiters are making decisions based on CVs alone, with no consistent way to compare candidates or explain why one moved forward over another. Every screened candidate comes with a structured Candidate Dossier delivered directly into Lever, giving your team the data they need to evaluate faster and decide with confidence.



- ✓ A structured summary of the candidate
- ✓ Screening insights aligned to role criteria
- ✓ An explainable score highlighting candidate fit
- ✓ A standard profile that can be reviewed in seconds

Keep hiring decisions fair and transparent.

Speed and quality shouldn't come at the cost of fairness. AI Screening by VONQ is independently audited by Warden Assured, a third-party AI governance platform that continuously monitors bias, compliance, and responsible AI behavior across 15 protected categories. To date, 64,000+ candidate evaluations have been completed with zero bias detected.

- ✓ **Transparent** - Full visibility into how candidates are evaluated
- ✓ **Explainable** - Clear reasoning behind every score and recommendation
- ✓ **Compliant** - Built to meet hiring regulations and reduce legal risk
- ✓ **Human-centered** - Designed to empower recruiters, not replace them



What Makes This Different from Every Other Option

Most AI screening tools require a separate vendor evaluation, a new integration, and a compliance review before anyone can say yes. AI Screening by VONQ removes those barriers before they come up. It runs inside the ATS your team already uses, with a live third-party audit built in.

The Usual Concern	Why it disappears with AI Screening by VONQ
<ul style="list-style-type: none"> • New vendor to onboard 	<ul style="list-style-type: none"> • No new vendor - it's inside Lever's ATS
<ul style="list-style-type: none"> • Integration project to run 	<ul style="list-style-type: none"> • Embedded - activation, not implementation
<ul style="list-style-type: none"> • Data security review 	<ul style="list-style-type: none"> • Already inside the existing, approved ATS stack
<ul style="list-style-type: none"> • Compliance documentation 	<ul style="list-style-type: none"> • Third-party audit ongoing, published, and shareable
<ul style="list-style-type: none"> • Legal team approval 	<ul style="list-style-type: none"> • Public Warden AI dashboard designed for this conversation
<ul style="list-style-type: none"> • Recruiter workflow disruption 	<ul style="list-style-type: none"> • Same platform, same tools - AI works inside existing flows
<ul style="list-style-type: none"> • Candidate transparency requirements 	<ul style="list-style-type: none"> • Full disclosure is built into the candidate experience by design

Business Case Snapshot

What You Measure	What Changes
Screening hours per role	→ Hours of manual first-pass review → minutes
Time-to-fill	→ Faster shortlisting drives faster interview progression
Shortlist consistency	→ Criteria-based evaluation removes review variance
Compliance cost	→ Built-in audit - no additional build required



Hire smarter, faster, and fairer.

Better candidate experience

Candidates receive immediate engagement after applying, rather than waiting days or weeks for feedback.

Higher recruiter productivity

Recruiters spend less time reviewing unqualified applicants and more time engaging with engaged, screened candidates.

Reduced manual screening workload

AI-driven screening can reduce manual screening time by 60–80%, allowing recruiters to focus on higher-value activities.

Better hiring decisions

Standardized screening ensures candidates are evaluated consistently against job-specific criteria.

Faster time-to-hire

Automated candidate scoring helps recruiters identify top candidates faster, reducing time-to-hire by 30–50% in high-volume hiring scenarios.

Scalable hiring infrastructure

Hiring teams can process significantly larger applicant volumes without increasing recruiter workload.

Improved candidate insights

Candidates are screened and summarized before recruiters ever get involved, so the first conversation isn't a cold start.

Fairer hiring

By collecting relevant structured information and standardizing evaluations, AI Screening by VONQ helps reduce bias and improve fairness in hiring decisions.

LEVER

VONQ

Employ delivers people-first intelligent hiring solutions that empower companies to overcome their greatest hiring challenges. From startups to Fortune 100 organizations, Employ meets companies where they are, offering tailored solutions that support everything from foundational hiring to advanced talent acquisition strategies. Employ is the only organization to offer companies choice in their hiring technology, providing three unique ATS platforms (JazzHR, Lever, and Jobvite) and AI Companions that work alongside you in your hiring journey. Our intelligent hiring platform is trusted by more than 26,000 customers across multiple industries.