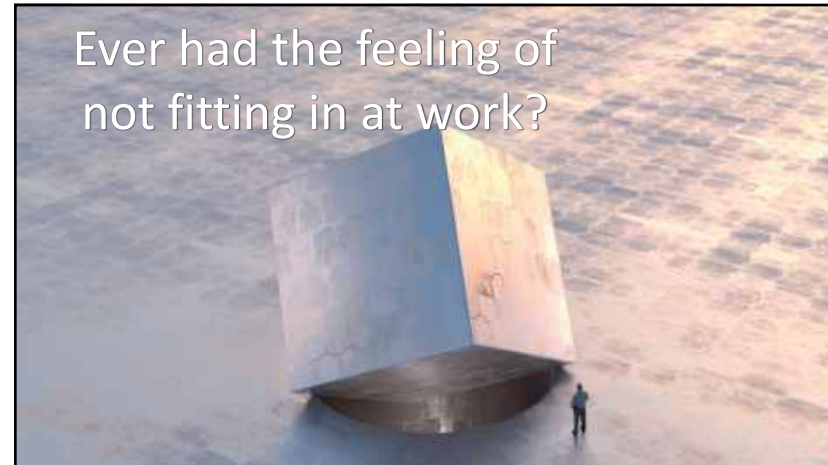


1



2



3



4



Annual recruiting & training costs

€26.7 billion



5

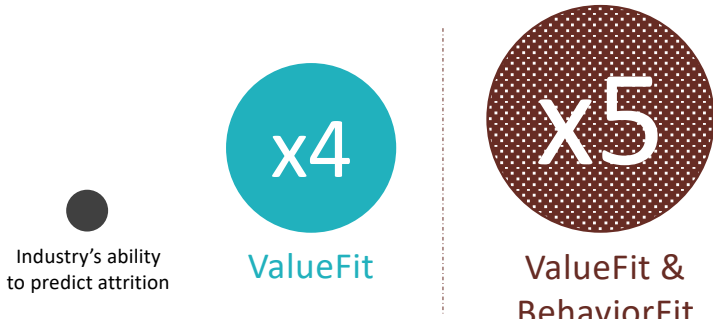
5



HR analytics company
Company culture fitting
New patented models
Using big data

6

Fit on values & behavior leads to lower attrition



Industry's ability to predict attrition







x4
ValueFit

x5
ValueFit & BehaviorFit

7

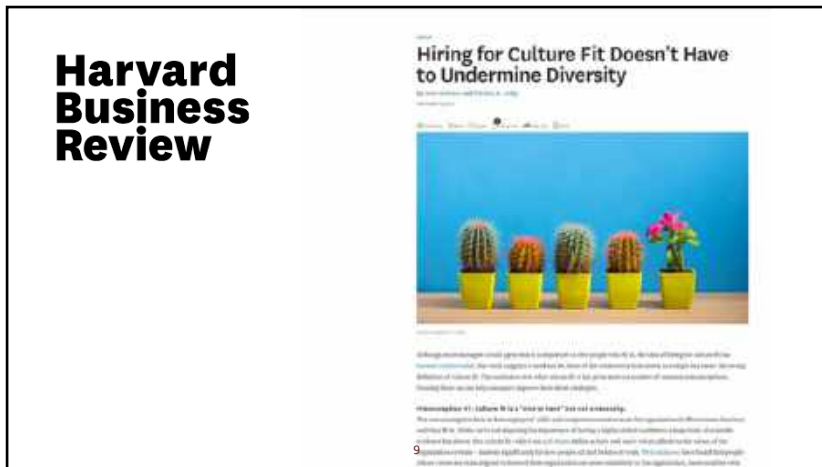
7

Top academics head our R&D

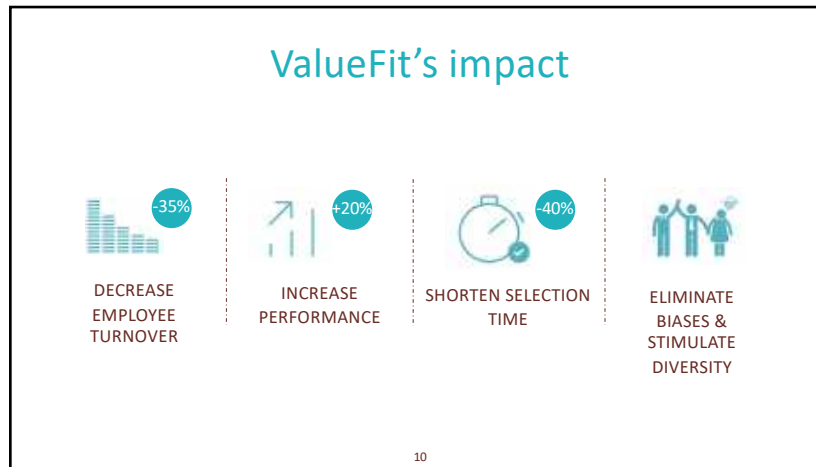
 <p>Arend Van Itterbeek Co-founder & CEO</p>	 <p>Prof. Timothy A. Judge Partner & Head of R&D <small>The Ohio State University</small></p>
 <p>Jurgen Noël Co-founder & COO</p>	 <p>Prof. Joeri Hofmans Partner & Head of R&D <small>VUB</small></p>
 <p>Jeroen De Pelsmaeker Co-founder & CTO</p>	 <p>Sean Masters Business Development (US) Director</p>

8

8



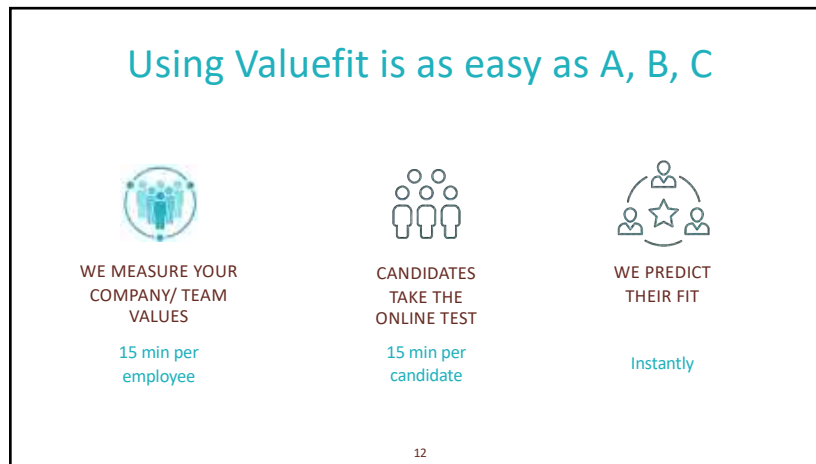
9



10



11



12



13