

Subject: Re: BrightMove Engage - Submittal AI Beta Now Available in Your Account
Date: Wednesday, June 18, 2025 at 1:34:43 PM Eastern Daylight Time
From: Jimmy Hurff
To: Simon Evans, Ania Rokosz, Aaron Bartels, Pete Hannigan, Richey, Tracy, Matt Corbett, Scanlin, Erika, duy.le@egnow.com
CC: David T. Webb, Dan Davenport
Attachments: image001.png, image002.png, image003.png, image006.png, image007.png, image004.png, image005.png, image013.png, image014.png, image010.png, image011.png, image012.png, image009.png, image015.png, image016.png, image017.png, image018.png, image019.png, image020.png, image008.png

Dear CAB,

It's been a few weeks since our last update, but I want to ensure you this train keeps on rolling. We'll be showcasing some of the new Engage UI in the coming weeks.

We're excited to announce the release of Version 1.3 of our Submittal AI candidate scoring system, incorporating valuable feedback from your recent testing sessions. This change to submittal AI was released earlier today. This upgrade introduces several key enhancements designed to provide more nuanced and context-aware candidate evaluations. This is not a comprehensive release of all suggested features (we have those in backlog and are working through them incrementally) – this release specifically focuses on the Submittal AI scoring model.

Key Improvements in Version 1.3:

1. Job Stability Assessment

- New evaluation criteria for analyzing employment history patterns
- Identifies concerning job-hopping behaviors while recognizing legitimate career progression
- Differentiates between entry-level career development and problematic short-term employment

2. White Collar vs. Blue Collar Job Differentiation

- Tailored evaluation criteria based on job type
- White collar roles: Enhanced focus on advanced education and transferable leadership experience
- Blue collar roles: Emphasis on certifications, trade expertise, and industry-specific experience

3. Compensation Alignment Analysis

- Evaluates candidate compensation history to assess role acceptance likelihood
- Considers total compensation packages (salary, bonuses, benefits)

- Aligns compensation expectations with experience levels and industry standards

High-Level Benefits:

- **More Accurate Candidate Matching:** Better alignment between candidate qualifications and job requirements
- **Reduced Hiring Risk:** Improved identification of candidates likely to accept and succeed in roles
- **Context-Aware Evaluation:** Scoring that adapts to different job types and experience levels
- **Enhanced Decision Support:** More comprehensive insights for hiring decisions

Potential Issues to Monitor:

1. **Data Availability:** Some candidates may have limited compensation history or incomplete employment records
2. **Industry Variations:** Compensation standards and job stability expectations vary significantly across industries
3. **Entry-Level Candidates:** May have limited work history for stability assessment

Next Steps: Please test Version 1.3 with your current candidate pools and provide feedback on:

- Accuracy of job stability assessments
- Relevance of white collar/blue collar differentiation for your roles
- Effectiveness of compensation alignment analysis
- Any edge cases or scenarios that need refinement

We did NOT change any of the weighting attributes of the 6 scoring categories. We simply refined the contextual guidelines within the categories.

We appreciate your continued partnership in refining this system. Your feedback has been instrumental in making these improvements, and we look forward to hearing about your experience with Version 1.3.

Thank you.



Jimmy Hurff

Co-Founder & Head of Customer Success

O: 305-602-8998

320 High Tide Dr., Suite 201
Saint Augustine Beach, FL 32080



From: Jimmy Hurff <jimmy@brightmove.com>

Date: Thursday, May 8, 2025 at 11:41 AM

To: Simon Evans <simon@atorchard.com>, Ania Rokosz <ania@licketysplitfl.com>, Aaron Bartels <aaron@chasmpartners.com>, Pete Hannigan <pete.hannigan@hueman.com>, Richey, Tracy <Tracy.Richey@egnow.com>, Matt Corbett <mcorbett@ZRGPartners.com>, Scanlin, Erika <Erika@egnow.com>, duy.le@egnow.com <duy.le@egnow.com>

Cc: David T. Webb <david.webb@brightmove.com>, Dan Davenport <dan.davenport@kurbople.com>

Subject: Re: BrightMove Engage - Submittal AI Beta Now Available in Your Account

Hey CAB Team.

I wanted to do a quick check-in with this group to see if there is any feedback you'd care to share in this group on the positives and negatives you've observed with the Submittal AI.

- How have you found the accuracy of the scoring model?
 - Do you have any examples of the submittal scoring being right on?
 - Did you experience any false positives (candidates who scored high, that should not have)?
 - Did you experience any false negatives (candidates who should have scored higher than they did)?
 - Other scoring anomalies?
- Do you have any insights to share related to time savings or new slowdowns?
- Would it be helpful to have Submittal AI fire automatically when a candidate is first submitted?

- Would it be helpful to be able to “re-run” Submittal AI?

Any other feedback you’d like to share with the group would be welcome.

Thanks for the feedback and input into our emerging AI features.



Jimmy Hurff

Co-Founder & Head of Customer Success

O: 305-602-8998

320 High Tide Dr., Suite 201
Saint Augustine Beach, FL 32080



From: Jimmy Hurff <jimmy@brightmove.com>

Date: Wednesday, April 30, 2025 at 1:38 PM

To: Simon Evans <simon@atorchard.com>, Ania Rokosz <ania@licketysplitfl.com>, Aaron Bartels <aaron@chasmpartners.com>, Pete Hannigan <pete.hannigan@hueman.com>, Richey, Tracy <Tracy.Richey@egnow.com>, Matt Corbett <mcorbett@ZRGPartners.com>, Scanlin, Erika <Erika@egnow.com>, duy.le@egnow.com <duy.le@egnow.com>

Cc: David T. Webb <david.webb@brightmove.com>, Dan Davenport <dan.davenport@kurbople.com>

Subject: BrightMove Engage - Submittal AI Beta Now Available in Your Account

Dear CAB Member,

I'm excited to announce that based on your valuable feedback from our recent CAB survey, we've deployed the beta version of Submittal AI directly to your BrightMove account. You can enable this feature by assigning the “*Access Artificial Intelligence (AI)*” permission in your security settings. This feature represents our first concrete step toward addressing one of your highest-priority pain points: streamlining the candidate screening process while maintaining human oversight.

Submittal AI: Now Available

Submittal AI is an agentic AI assistant that helps automate application screening, allowing your recruiters to focus their time on high-value activities rather than manual resume review. The system evaluates candidates against job requirements using a sophisticated “RAG” (red/amber/green) scoring model that produces clear, actionable results:

- **Advance** (green, 85-100 points): Strong match to job requirements
- **Consider** (amber, 70-84 points): Potential match with some gaps
- **Decline** (red, 0-69 points): Not a good match for current opening

Scoring Model Overview

As detailed in the documentation we've shared, Submittal AI evaluates candidates across multiple dimensions:

- Job Duties (35%): Alignment with required responsibilities
- Technical Skills (25%): Match to required technical capabilities
- Soft Skills (15%): Evidence of necessary interpersonal abilities
- Related Activities (10%): Relevant projects and extracurricular work
- Professional Associations (5%): Industry involvement
- Location (10%): Proximity or remote work capability

The system is designed for accuracy and fairness, with quality metrics including False Positive Rate (<5% target), False Negative Rate (<3% target), and Consistency Rate (>95% target).

Getting Started

We've created a brief tutorial video showing how to use Submittal AI in your daily workflow. Please take a few minutes to watch it here:

<https://share.vidyard.com/watch/aHPJfwdbpD17WVvUqfTZPt>

Your Feedback Matters

As a CAB member, your experience with this beta feature is invaluable. We specifically designed Submittal AI based on your survey responses highlighting the need for more efficient candidate screening while maintaining quality. This represents just the first step in our roadmap of AI-powered recruiting tools.

Please use Submittal AI in your actual workflow and share your observations, including:

- Accuracy of recommendations
- Time saved in the screening process
- User experience and interface feedback
- Ideas for improvement

You can provide feedback directly by replying to this email.

Thank you for your continued partnership in building BrightMove Engage. Your expertise and real-world testing will help us refine this technology to deliver maximum value to your recruiting teams.

Best regards,

Jimmy



Jimmy Hurff
Co-Founder & Head of Customer Success
O: 305-602-8998

320 High Tide Dr., Suite 201
Saint Augustine Beach, FL 32080



HRO Baker's Dozen
Customer Satisfaction Ratings
TALENT MANAGEMENT TECH
2020 Winner