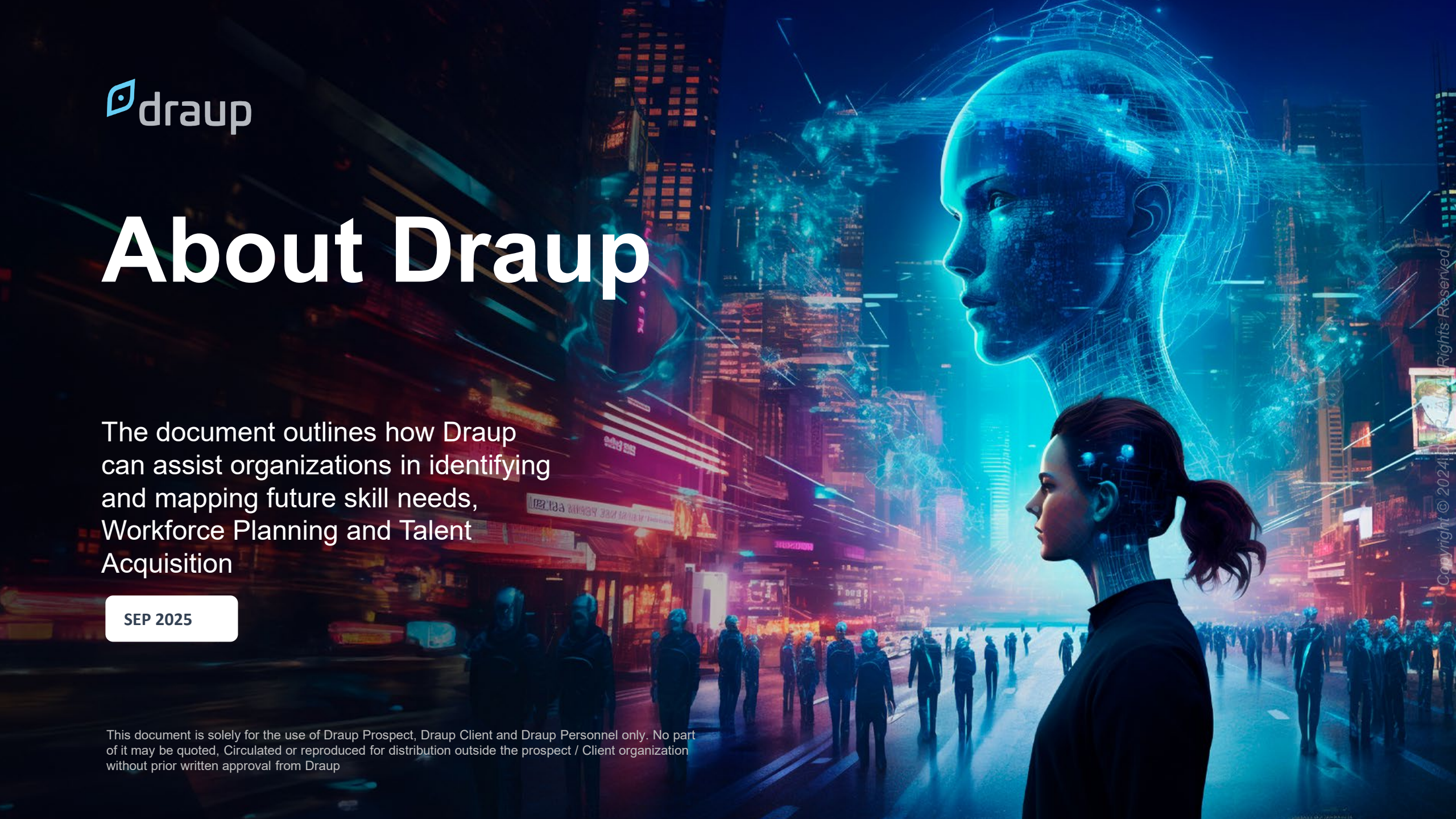

About Draup

The document outlines how Draup can assist organizations in identifying and mapping future skill needs, Workforce Planning and Talent Acquisition

SEP 2025

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Use-cases

Draup intelligence impacts user workflows across the HR-lifecycle serving 260 global customers

Strategic workforce planning

Align talent strategy with robust talent market intelligence

Track Talent Metrics

Monitor trends in talent demand, size across roles and skills to forecast hiring needs.

Analyze Market Compensation

Evaluate median base pay to optimize compensation strategies.

Monitor DEI Trends

Measure your organization's DEI performance relative to industry standards.

Location Selection for Expansion

Pinpoint location hotspots to enhance low cost and high availability talent markets

Talent acquisition

Identify & attract "right" talent effectively

Identify High - Potential Talent

Locate top candidates across industries by leveraging data on skills and experience.

Enhance Candidate Matching

Leverage power of AI & integrated taxonomies for precise candidate-job alignment and talent acquisition.

Forecast Skills Availability

Anticipate skill gaps by analyzing workforce trends and regional talent supply.

Peer benchmarking

Compare & optimize talent strategies against competitors

Benchmark Workforce Metrics

Benchmark against Peer Value Propositions, Talent Flow & Workforce Distribution & Job Architecture

Assess Hiring Competition

Understand competitors' hiring practices to tailor recruitment strategies effectively.

Monitor Peer Business & Hiring Strategies

Track peers business priorities, new ventures, partnerships & hiring trends

Use-cases

Draup intelligence impacts user workflows across the HR-lifecycle serving 260 global customers

University Hiring

Build a future ready workforce with campus insight

Find Fresh Talent

Identify early-career talent based on degrees, majors, and geographic clusters.

Org - Academia Partnerships

Build partnerships with universities to enhance your early-career hiring strategies.

Track Fresh Talent Hotspots

Locate universities with high potential for recruiting early talent.

Predictive skills architecture

define skills strategy for rapidly evolving trends

Optimize Build vs. Buy Decisions

Analyze the cost-benefit of developing internal talent vs. external hiring.

Close Skills Gaps

Implement targeted reskilling initiatives to address evolving business needs.

Reduce Talent Acquisition Costs

Lower recruitment expenses by investing in workforce development and transformation programs.

Draup for Talent is an AI-driven platform for Strategic Workforce Planning, Talent Acquisition, and Skills Architecture, helping enterprises align today's workforce with future business needs.

260+
Enterprise Customers

Texas Based
U.S. incorporated company

200+
Software Engineers, Data Scientists, Math, AI/ML experts, Researchers

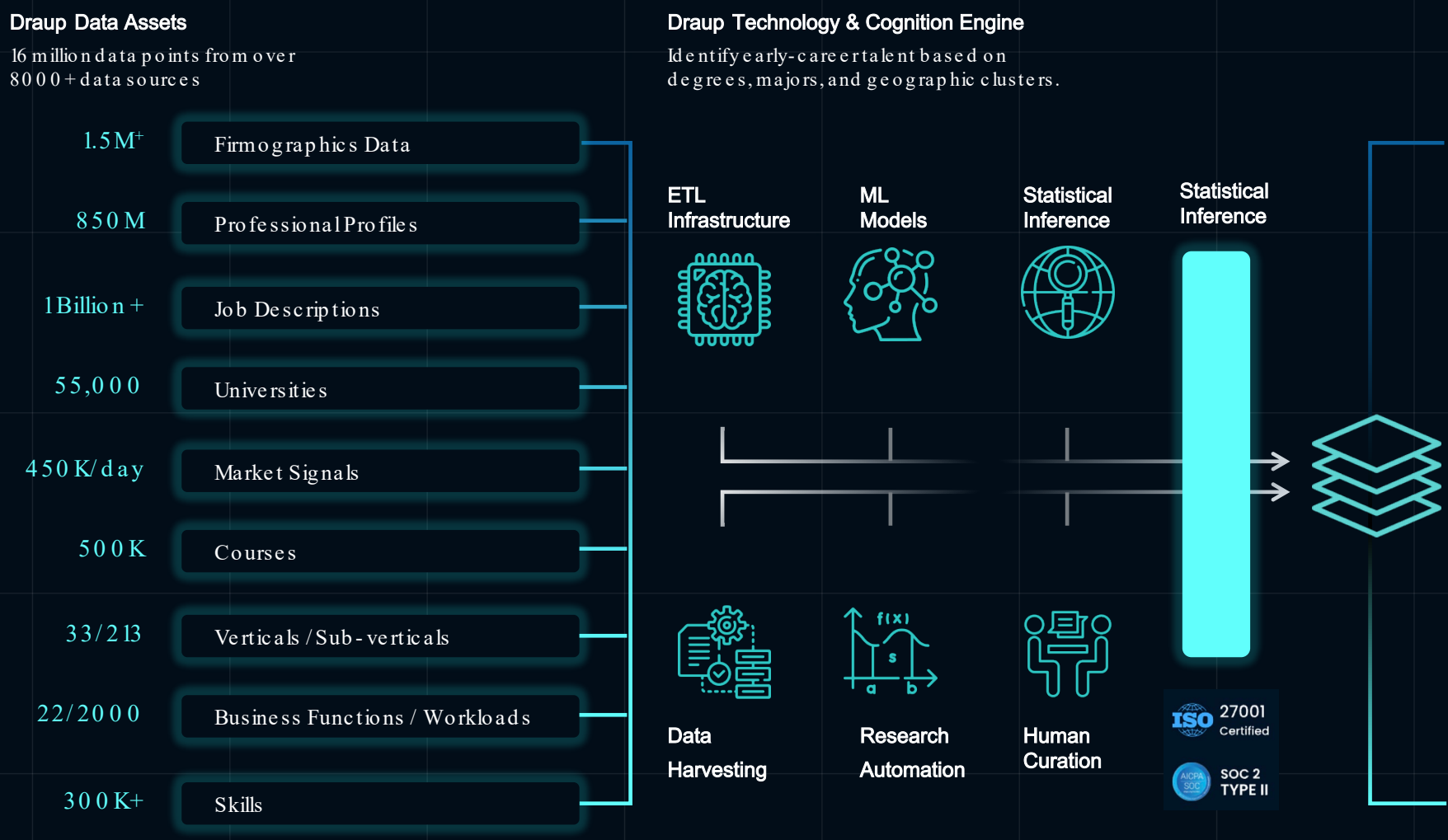
2017
Founded by Vijay & Vamsee (Zinnov, Talent Neuron, Draup)

Draup for Talent
Leverages 18 Million datasets from 8,000 sources

SaaS Platform
Data Exchange
API integration

Series A Funded

Draup provides contextualized and actionable insights leveraging its Generative AI models and ML algorithms, which run over 20+ million data points about companies, decision makers & industry, harvested from over 75,000 data sources



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Workforce Planning

Anticipate evolving workforce trends & build strategic workforce plan for future

Peer Intelligence

Real-time benchmarking and analysis of your peers' talent strategy

Recruitment

Recruit a diverse, skilled workforce faster with data-driven insights

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Empowering Your Talent Journey

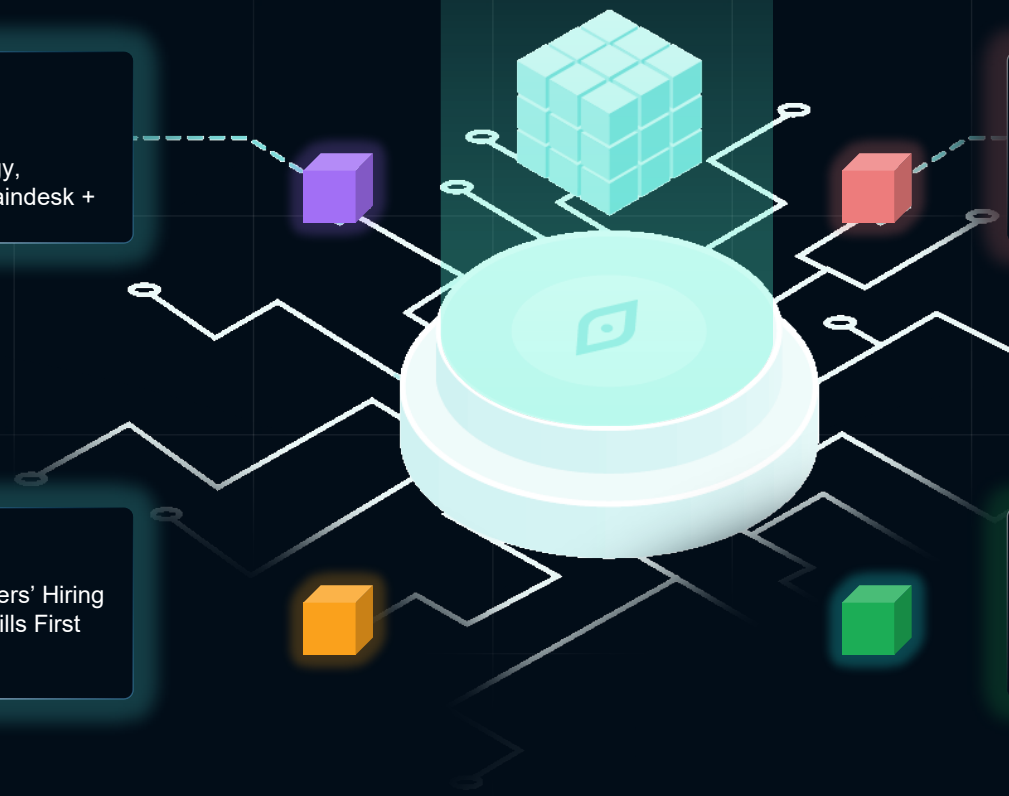
Reskilling

Unlock savings, empower your workforce, & future-proof your business

University Hiring

Build your campus hiring & research partnership initiatives across the globe

How Draup Works



Strategy & Human Curation

Location Selection, Workforce Planning, Peers' talent strategy, Workforce Battelecards , Braindesk +

Skills Transformation

Skills Architecture, Skills Transformation, Skills Evolution, Skills gaps, L&D Deficiencies

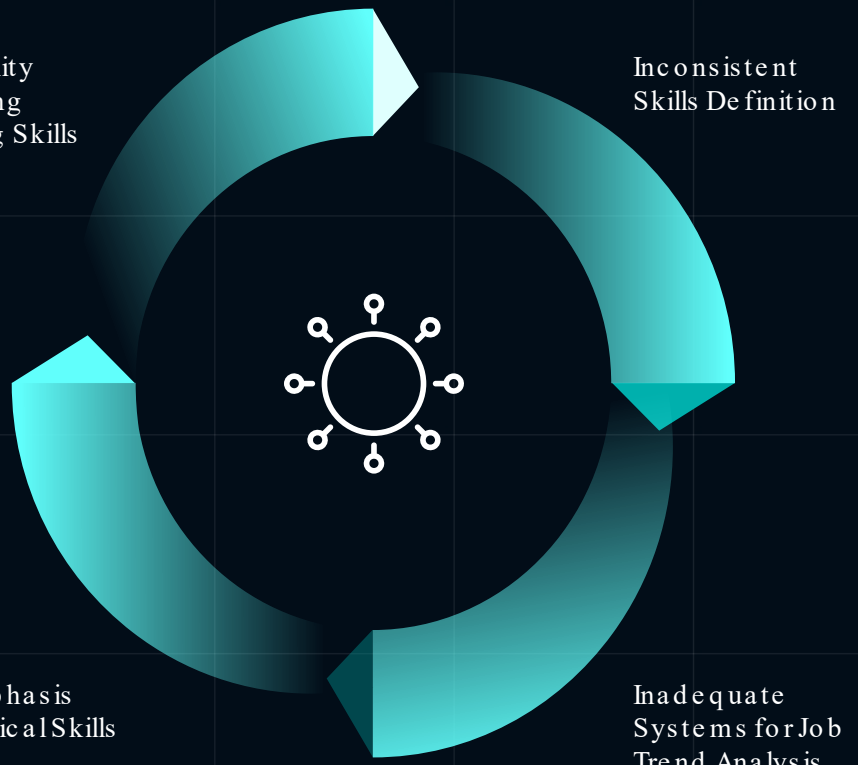
Candidate Sourcing

Ideal JD, Hiring Channels, Peers' Hiring Strategies, Talent Mobility, Skills First Hiring, Candidate Profiles,

Human Expertise

Supported by a team of expert researchers focusing on in -depth analysis and data accuracy

Current Pain Points for Strategic Workforce Planning Professionals



Complexity in Mapping Emerging Skills

Rapid advancements in technologies like Generative AI and robotics create a challenging landscape for HR to identify and map relevant emerging skills.

The lack of established definitions and training programs complicates the process, requiring HR to rely on incomplete or speculative information.

Overemphasis on Technical Skills

Skill mapping often focuses predominantly on technical skills, neglecting frameworks, methodologies, and soft skills.

A comprehensive understanding requires balancing technical competencies with other critical areas, but current practices fall short.

Inadequate Systems for Job Trend Analysis

Organizations struggle with tracking job trends, making it difficult to identify which roles are declining or emerging.

The lack of clear methods to distinguish between human and machine roles leads to inefficiencies and missed opportunities.

Inconsistent Skills Definition

Existing records systems often suffer from ambiguous and inconsistent skill definitions, leading to confusion in workforce management.

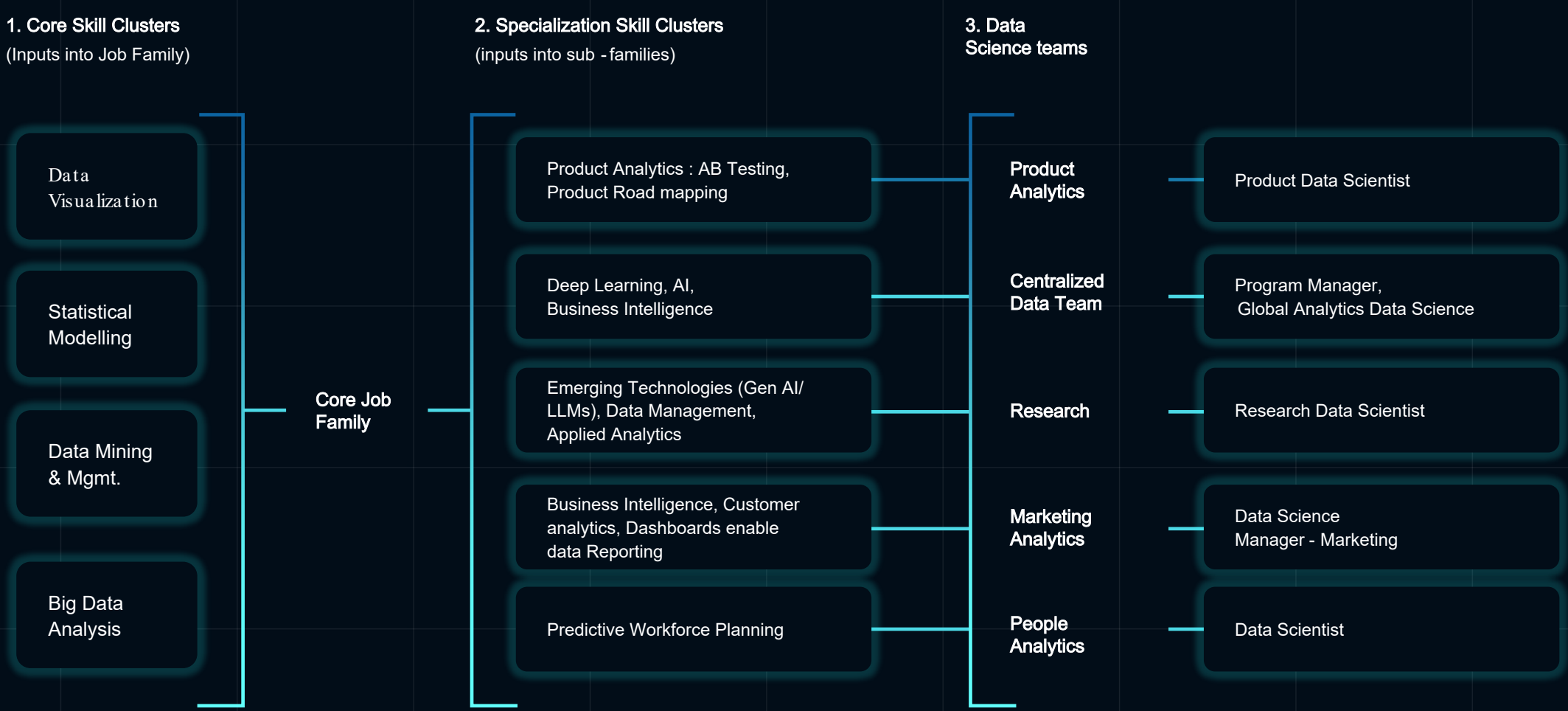
Without standardized skill definitions, accurately assessing and upskilling the workforce becomes challenging.

Difficult to hire skills for Software Engineer: Expertise in database management, API design, responsive design, and cloud platform knowledge is vital for optimizing application performance, ensuring scalability, and improving system reliability while addressing evaluation biases and leveraging modern development and deployment tools

Job Roles	Difficult to Hire Skills	Importance to Job Performance	Potential Biases in Evaluation	Strategies for Evaluation/Assessment	Digital Tech Stack
Backend Developer	Database and Cache Management	Crucial for optimizing application performance and scalability	Bias towards candidates with experience in specific technologies	Hands-on projects, case studies on performance optimization	Memcached, Redis
	API Design	Important for building scalable and maintainable backend services	Preference for candidates from larger organizations with extensive API ecosystems	Evaluation of past API projects, design challenges	Postman, Swagger, OpenAPI
	Microservice architecture	Ensures modular, scalable, and maintainable application architecture	Preference for candidates with microservices experience from prominent companies	Review of microservice design patterns, practical implementation tasks	Docker , Kubernetes , Spring Boot , Kafka
Frontend Developer	Responsive Design	Crucial for ensuring a seamless user experience across devices and platforms	Focus on visual design skills over coding proficiency	Use coding challenges to test practical knowledge	JavaScript frameworks: React, Vue.js
	CSS Preprocessors	Improves efficiency and scalability of CSS code	Bias towards candidates with portfolios showcasing popular or visually appealing projects	Evaluate understanding of design principles and ability to implement them	Webpack, Gulp, SASS/SCSS
	CSS Libraries (Tailwind CSS)	Speeds up development and maintains consistency across projects	Educational bias, favoring candidates with formal degrees over self-taught developers	Conduct code reviews and pair programming sessions	SASS/SCSS, Tailwind CSS
DevOps Engineer	Problem Solving Skills	Critical for troubleshooting and improving system reliability	Overlooking practical problem-solving in favor of theoretical knowledge	Real-time problem-solving exercises, scenario-based questions	JIRA, Confluence, GitHub Actions
	Deep knowledge of cloud platforms like AWS, Azure, GCP	Vital for managing cloud infrastructure and services	Preference for certification over practical experience	Hands-on cloud projects, deployment tasks	AWS CloudFormation, Azure DevOps, Google Cloud SDK
	Ability to automate infrastructure through code like Ansible and Terraform	Essential for ensuring consistent and reliable infrastructure management	Overemphasis on tool-specific knowledge rather than conceptual understanding	Automation scripts, infrastructure-as-code challenges	Ansible, Terraform, Puppet

Note: Above analysis is derived from Draup's ML model that tracks 2M+ news articles, publications and industry reports to help global HR leaders solve their challenges.

Shift to Skillbased Job Architecture can enable

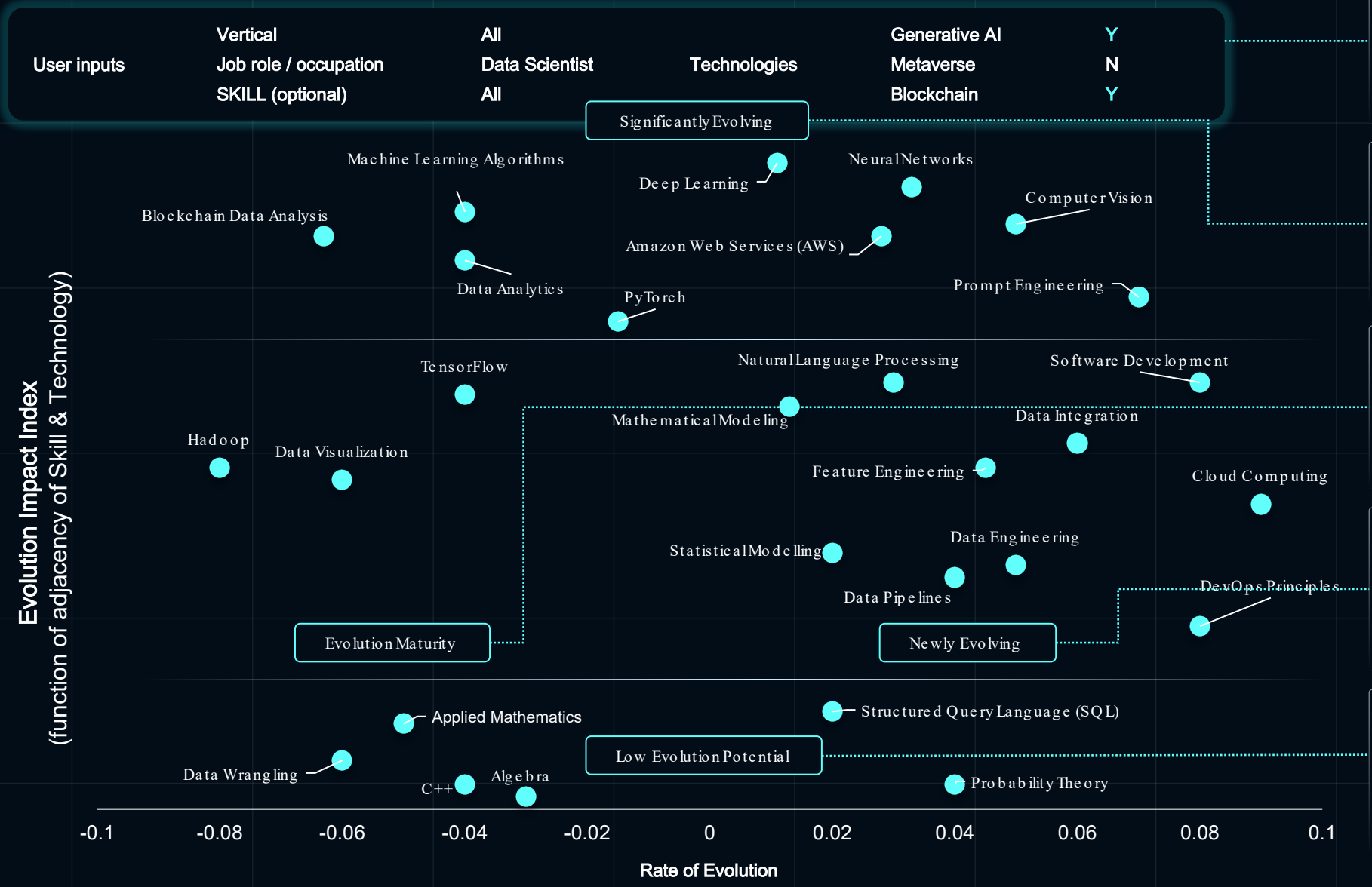


Transition to skill - based job architecture in data science

Source: Draup proprietary talent model.
Note: The above information is derived from publicly available articles, websites, research papers, and industry reports; Ins ight ts have been extracted using Draup's ML model, which analyzes 5Mn+ publications, industry reports, and news articles.

Draup Skill Evolution Simulation:

Draup's Skill Evolution Zones can help understand the combined impact of the Emerging Technologies on the evolution of the skill definitions for a custom ecosystem with Role, Occupation, Skill Cluster and Vertical Filters



Draup allows users to enter their custom inputs across vertical, job role, job occupation and skill to be analysed. Draup further allows understanding the impact of multiple technologies on the evolution of skills

The skills that are rapidly evolving and will see a significant evolution of definition in the short term due to the input technologies. There is a high concurrence of the skill with the technologies in the current job descriptions

These skills have gone through the complete evolution cycle and have likely reached the equilibrium of evolution due to the input technologies. Their definition has evolved due to the technologies in the past but no further evolution is observed.

This skills have recently started evolving and are seeing initial rapid progression, but with limited adoption. These are signs of early evolution of the skill is likely to shift to significantly evolving in the near future

These skills have stayed largely unimpacted in terms of evolution of their definition due to the analysed technologies and are likely to stay in the current state in the near future.

Draup Data Exchange Capability: Draup can exchange the data either via APIs or custom data feeds that can be dropped into a storage location and format of preference

All the datasets on the Draup platform are available for our clients as an API or a custom data feed. Based on your requirements and the volume of data you want to consume, the Draup Engineering team can advise on the optimal structure of data partnership.

A custom data feed with a client-requested dataset at a pre-defined frequency can be created by Draup and pushed to the client systems in any format. Any custom column or transformation can also be performed on the feed based on client requirements. This solution requires lower development effort on the client side.

A metafile containing the schema will be shared describing the data type and description for all the elements (columns) in the feed.

Data Push Process to Data Lake

The process will be scheduled to run at pre-agreed intervals

The file will be pushed in Parquet, Avro, CSV, TSV, JSON, or any other format required by the client

The location of the push can be an SFTP location or shared Azure Blob storage, AWS S3, etc.

Draup IAM user will need to have to write privileges on the storage location

Draup will ensure data security during the push process

An automated email with data statistics will be shared with all relevant stakeholders after every successful push

Draup Data Exchange Capability: Draup can exchange the data either via APIs or custom data feeds that can be dropped into a storage location and format of preference

Feed Types

Incremental Refresh

- An initial file will be provided which contains all the data elements that are valid as of time when the feeds gets published
- An incremental feed will be provided on a regular basis which will give an action type for every record (i.e. newly inserted, updated, deleted, etc.)

Complete Refresh

- Draup will send a complete refresh for all the data elements with each feed
- The file will contain the values in absolute format
- There will be no distinction of data from previous feeds

Feed Refresh Cycle:
Customizable (daily, weekly, bi-weekly, monthly, quarterly)

Limitations/Constrains:

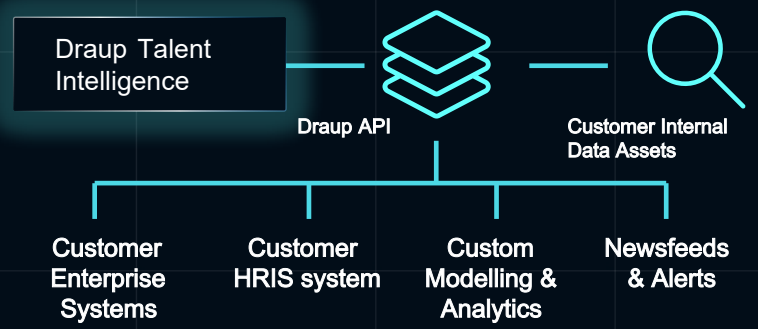
API: Number of calls would be restricted based on fair usage policy

Flat File Shares: No constraints on flat files

Data Integration: Draup can deliver its intelligence to Customers through a direct data integration into the HRIS system or internal data lake or by access to the Draup application through the systems

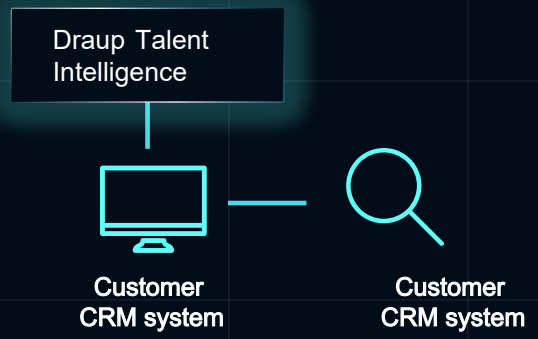
1. API Integration

Integrate Draup data into HRIS Customer Data Warehouse



- Gain flexibility to integrate data from Draup with other third-party sources and internal data assets in the Customer data lake without any third-party dependency
- Capability to integrate data into multiple use cases, including data integration into HRIS, Internal Enterprise systems, custom dashboards, analytics and modeling of data for internal projects, news feeds and alerts, etc.
- Ability to customize datasets and taxonomies suited to the needs and workflows of the end users

Integrate Draup data directly to HRIS system



- Empower commercial teams with comprehensive insights by integrating internal data with the external intelligence from Draup
- Seamless integration without disrupting the workflow of the talent teams
- Ability to integrate with internal data assets through the CRM system
- Ability to customize datasets and taxonomies suited to the needs and workflows of the end users

2. HRIS Integration

Draup App access through Snowflake/Workday/Databricks Integration

- Unified Talent team experience with Draup integration into HRIS
- Integrate rich intelligence into HRIS directly from the Draup App
- Integration and customization support as per requirements

3. ATS Integration

Connect Draup with your Greenhouse ATS, empowering you to effortlessly move candidate information from Draup and transform it into detailed candidate profiles within Greenhouse. These profiles encompass insights such as professional and educational backgrounds.

Draup will be ready with Workday & other HRIS integration in the next few months

Job Roles Taxonomy – AI Engineering and AI Research (1/2): Draup has curated a job role taxonomy by analyzing capabilities across leading companies focused on AI Engineering & Research—highlighting emerging AI roles in Banking and agentic and co-pilot AI roles

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AI ENGINEERING

JOB FAMILY

Relevant Job Roles

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Conversational AI Engineer	AI DevOps Engineer	AI Optimization Specialist	NLP Software Engineer	Camera Software Engineer	Deep Learning Engineer
Generative AI Developer	AI Workflow Orchestrator	AI Framework Developer	NLP Research Engineer, Artificial Intelligence	Image Processing & Computer Vision Algorithms Engineer	Deep Learning Compiler Staff Engineer
AI Copilot Developer	AI Software Tester	AI/HPC Systems Performance Engineer	AI/ML - Data Engineer (NLP/Speech)	ML Engineer - Computer Vision	Deep Learning Engineer for Text-to-Speech
Gen AI Integration Engineer	AI Prompt Engineer	AI Training Optimization and Efficiency Engineer	NLP/LLM Scientist - Applied AI/ML Lead	Data Compression Engineers	Optimization & Deep Learning Engineer
Gen AI Architect	Domain-Specific Copilot Specialist	GPU Specialists	Machine Learning Scientist, NLP	Image and Video Data Specialists	Deep Learning Architect
Generative AI Specialist	AI Creativity Facilitator	AI Copilot Performance Analyst	Natural Language Specialist	Software Engineer, Computer Vision	Principal Data Scientist – Fraud, Deep Learning
Research Engineer, Language - Generative AI	AI Cloud Engineer	Applied AI Strategist	NLP Automation Engineer	Computer Vision Algorithm Expert	
	AI Development & Integration Lead				

Note: The above information is derived from publicly available articles, websites, research papers, official statements published by organizations, and industry reports. Insights have been extracted from Draup's ML model, which analyzes over 5 million publications, industry reports, and news articles on a weekly basis. Note: Draup's database of 850M+ professional profiles and 450M+ JDs were was leveraged to derive job roles and skills taxonomy. The AI job roles are not exhaustive and can be expanded as per the requirement. * Roles gaining traction refers to high-demand AI roles in the Banking sector over the last one year.

Job Roles Taxonomy – AI Engineering and AI Research (2/2): Draup has curated a job role taxonomy by analyzing capabilities across leading companies focused on AI Engineering & Research—highlighting emerging AI roles in Banking and agentic and co-pilot AI roles

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AI RESEARCH

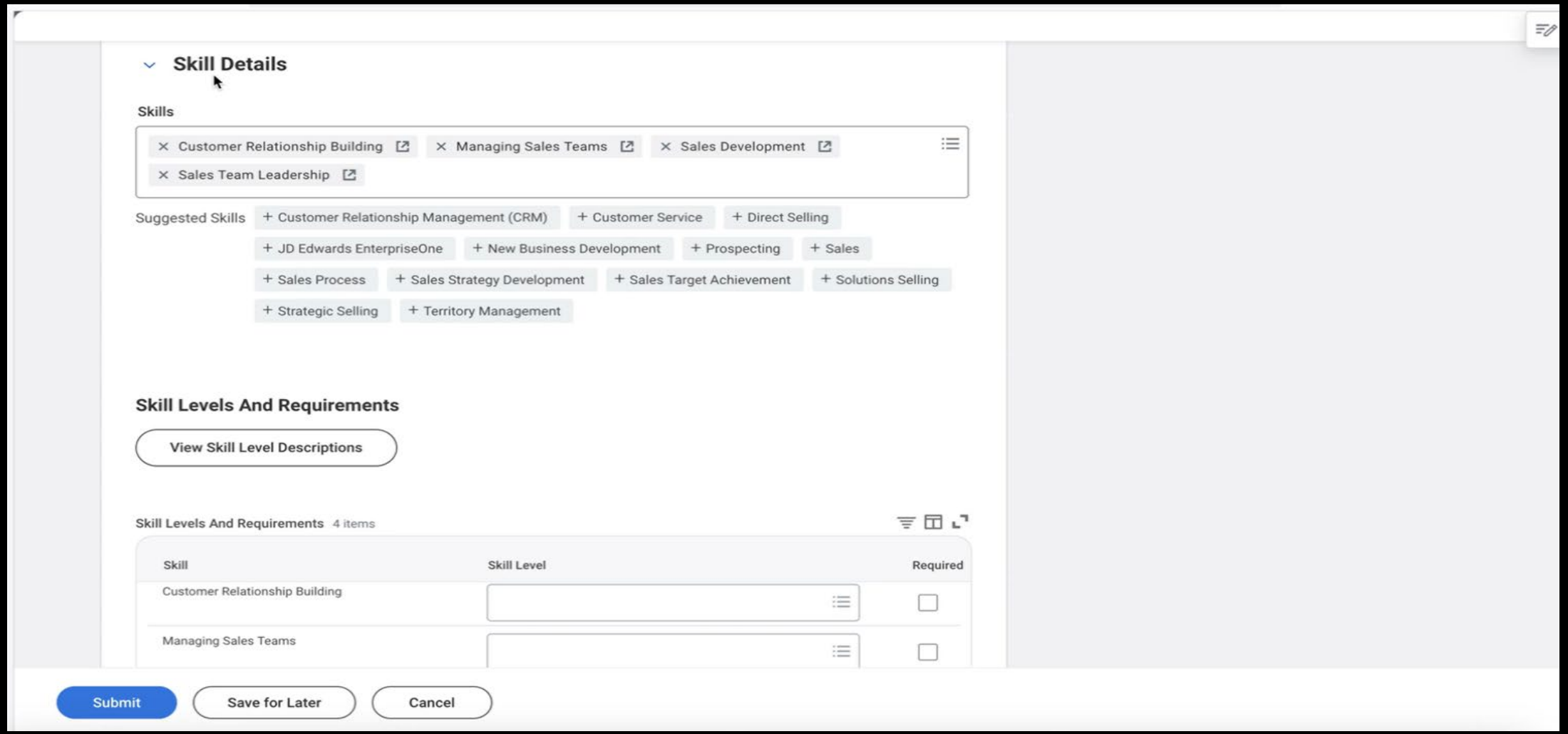
JOB FAMILY

Relevant Job Roles

[illegible]	[illegible]	[illegible]	[illegible]
AI Research Scientist	NLP Research Scientist/Engineer	Applied Data Scientist - Speech	Quantum-AI Integration Specialist
AI Computational Scientist	Deep Learning Research Engineer	AI-Driven Decision-Making Specialist	Quantum Machine Learning Engineer
Responsible AI Content Reviewer	LLM Research Scientist	AI-augmented Decision Analyst	Numerical Modeling Research Scientist, Quantum AI
Collaborative Intelligence Specialist	Explainable AI (XAI) Researcher	AI Copilot Data Curator	Quantum Computing Research Scientist
AI Interpretability Research Scientist	Cognitive AI Specialist	AI Behavioral Data Scientist	
Applied Scientist	Research Scientist - Multimodal AI, Conversational AI	Research Scientist, Deep Learning Data	
Research Scientist, Developmental AI			
Fundamental Research Scientist - Generative AI			

Note: The above information is derived from publicly available articles, websites, research papers, official statements published by organizations, and industry reports. Insights have been extracted from Draup's ML model, which analyzes over 5 million publications, industry reports, and news articles on a weekly basis. Note: Draup's database of 850M+ professional profiles and 450M+ JDs were was leveraged to derive job roles and skills taxonomy. The AI job roles are not exhaustive and can be expanded as per the requirement. * Roles gaining traction refers to high-demand AI roles in the Banking sector over the last one year.

Draup Sample Integration with Workday Instance



Draup Sample Integration with Workday Instance