



A single AI & data analytics platform for both companies and candidates covering all talent acquisition, training & management needs.

Business Model: SAAS B2B2C
Pre-Seed Round

The Problem

Companies

- On average companies receive 250 resumes per job opening and it takes 39 days to hire a new talent.
- HR Directors cannot find one provider to discuss all their issues, they can use up to 20 different providers.
- Lack of internal resources for SMEs.
- Lack of technical tests to evaluate candidates.

Talent

- Lack of feedback from recruiters.
- No training program immediately available.
- No skills gap analysis provided.
- Up-skills & Re-skills are a must.



The Solution

Lucioles unique value proposition: A talent marketplace for professional growth and development opportunities to empower employees to own their careers with interview feedback, multiple testing options, and constant training options.

By identifying the skills gap of each talent, Lucioles will offer a series of online training courses and coaching, directly to millions of talents globally.

For employers:

The power of AI and data analytics to identify the right technical and soft skills for job requirements at scale in just a few minutes, saving thousands of hours of talent search. HR leaders will also be able to view real-time insights for career growth.

For candidates:

By identifying the skills gap of each talent, Lucioles will offer a serie of online training courses and coaching directly to millions of talents globally.

For employees:

Develop personalized development plans to learn and grow faster within their organization.

Product Road Map

2022: Talent acquisition
(ATS + AI + PSY)

Delivering fast candidates
shortlist at scale in just a
few minutes, saving for
clients hundreds of hours
of work per vacancy.



2023:
Talent Management

Personalized training for
internal mobility, upskill &
reskill, workforce planning.

Our Solution

Various services in the market are available to the Human Resources Director from sourcing, skill testing, interviewing tools, software to manage and tracking the candidate's process and selection.

Worse, the number of different kinds of roles required by the organization multiplies the problem as sourcing services are specialized by specific functions.

Lucioles covers this need with a catalog of standard corporate training and tailor-made offering, allowing traditional, remote, or on-demand delivery.

The HRD only needs to open the app in his/her browser or mobile device, search for the position required, click on his/her needs (salary range, tests, interviewing mechanisms, ED&I compliance, among others), and that's it.

The HRD might select Talent Sourcing, Matching Services, Testing Options, Screening Options, Backend ATS, or Tailor-Made needs or multiple of them.

Our AI and Machine Learning process, adjusted by our team, evaluate our top talent marketplace with the HRD inquiries and provides the best shortlist for our clients, reducing searching time.

HR Technology for all talent acquisition, training & management needs

The Talent Marketplace counts only with the top talent, but Lucioles farm also develops potential talent adding into the platform.



Lucioles develops and works in alliance with a rich ecosystem in constant evaluation to provide the best-of-breed technology at every step of the recruitment process.



The hiring process with Lucioles' technology represents savings of over 80% in the talent acquisition costs within the standard Startup ecosystem companies.

Lucioles' Talent Market Place counts with a vast database with proven talents with different skill sets, enriched with continuous search and quality verification. The pursuit of candidates started before the HRD inquiry for it, and then response times are faster.

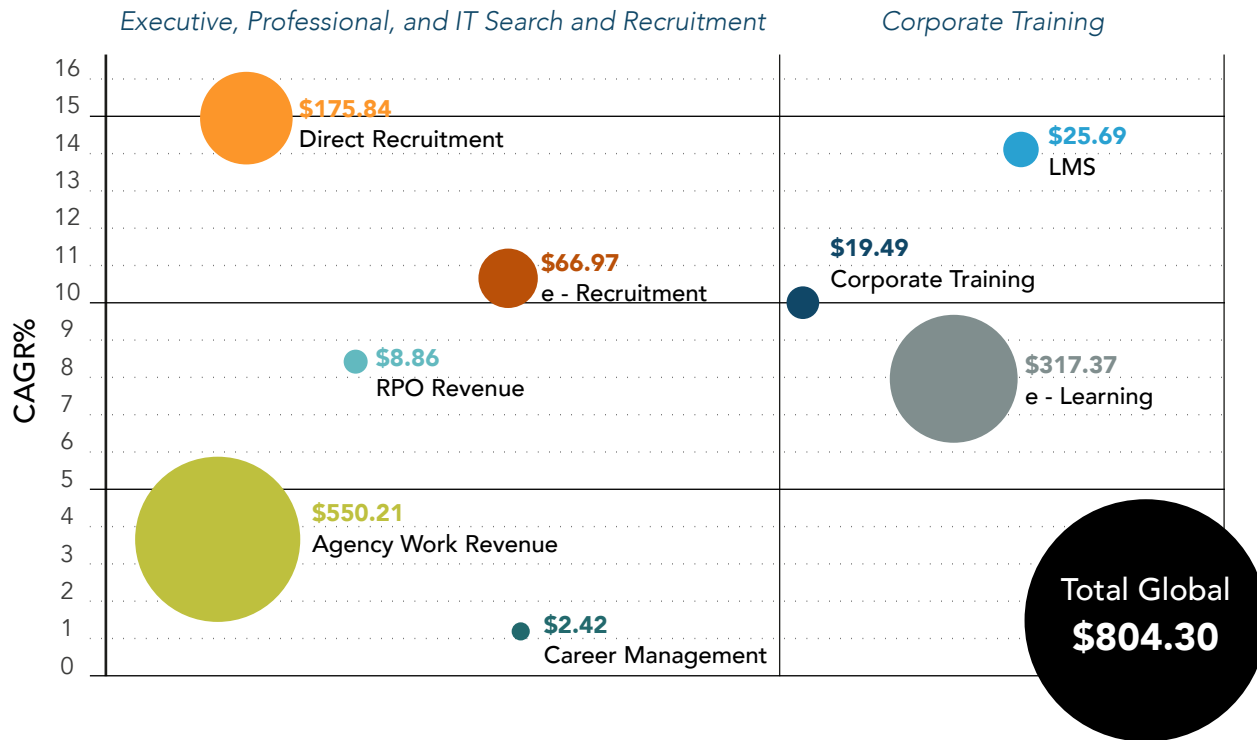
Lucioles is a Software as a Service Platform with a Monthly fee, with a minimum of 3-months service, with access to three different levels of talent marketplace based on the annual salary of the position.

Considering market pricing for one vacancy only, the cost for the HRD of a position with an annual gross salary of 180K USD is around USD 37,500.

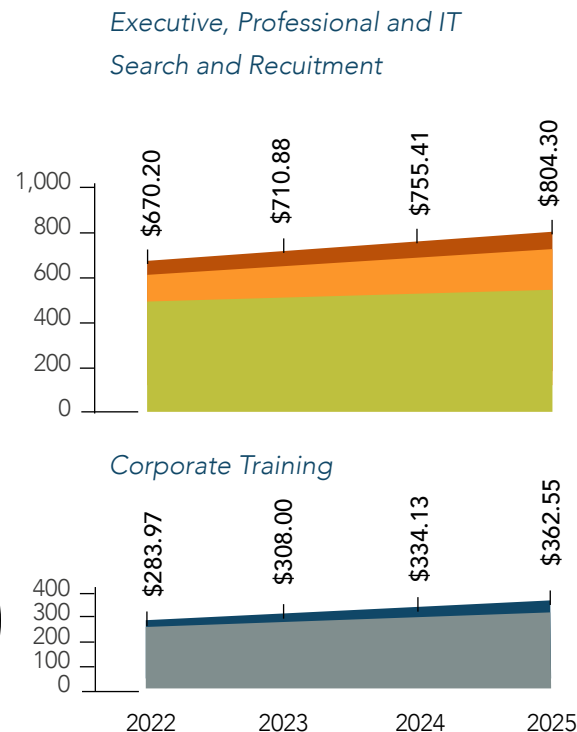
Lucioles monthly pro subscription model with an annual total of USD 2,280 to fill up to 5 vacancies during the year.

Total addressable Market - Worldwide

TAM 2025 (BUSD)



TAM 2022 - 2025 (BUSD)



Sources: World Employment Federation, Economic Report 2020. Markets and Markets, IMS Market. Global Market Insight. 21 WFMJ.

COMPETITIVE MATRIX

Score

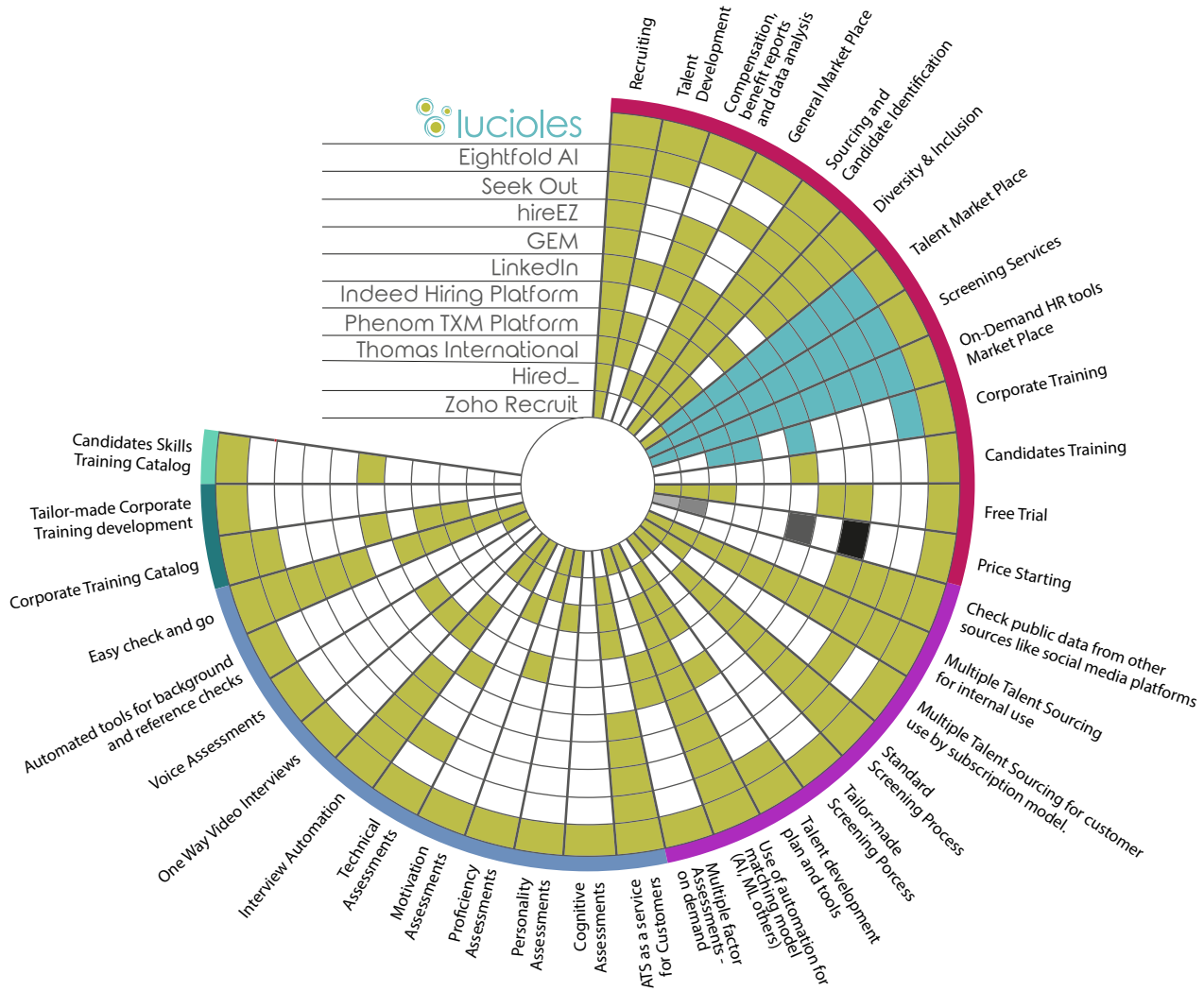
- Yes
- Partial Solution

Offering

- Offering
- Offering - Talent Market
- Offering - On -Demand HR Tools Market Place
- Offering - Corporate Training
- Offering - Candidates Training

Pricing Starting

- \$149 / Month
- \$899.95 / Month
- \$995 / Month + \$9,500 per Hire
- \$30 / Recruiter / Month



Pricing

Starter

Ideal for independent recruiter

\$30 USD

Monthly subscription (billed annually)

Users: 1 User

Free trial period: 3 Days

Monthly subscription
(billed monthly): 39 USD

- Instant access to talent pool 800M+ candidates

Start Now!

Pro

Ideal for small companies

\$190 USD

Monthly subscription (billed annually)

Users: Up to 9

Free trial period: 7 Days

Monthly subscription
(billed monthly): 247 USD

- Instant access to talent pool 800M+ candidates
- Free ATS and integration
- Psychometric testing
- Soft skills testing
- Data & Analytics

Start Now!

Business

Ideal for medium size companies

\$790 USD

Monthly subscription (billed annually)

Users: Up to 49

Free trial period: 14 Days

Monthly subscription
(billed monthly): 1,027 USD

- Instant access to talent pool 800M+ candidates
- Free ATS and integration
- Psychometric testing
- Soft skills testing
- Data & Analytics
- Customized technical testing
- Bias reduction toggle
- Salary bias alert
- Competitive data
- Early access to new features

Start Now!

Enterprise

Ideal for global companies

Custom Plan

Users: From 50

Free trial period: On demand

Monthly subscription
(billed monthly): Custom plan

- Instant access to talent pool 800M+ candidates
- Free ATS and integration
- Psychometric testing
- Soft skills testing
- Data & Analytics
- Customized technical testing
- Bias reduction toggle
- Salary bias alert
- Competitive data
- Early access to new features

Schedule
a Call

Go to Marketing Strategy

Focusing on venture capital backed startups & medium size companies.

Industries

- Fintech & Insurtech
- Healthtech and Healthcare
- Cybersecurity
- E-commerce
- Logistics & Shared Mobility
- PropTech

The Offering



AI & Machine learning talent selection process.



Multiple Interviewing models.



Multiple candidate testing possibilities.

Market

- 2022 Latam & Noth America
- 2023 EMEA
- 2024 Asia



Corporate e-Learning design and platform solution.



Business case design for interviewing process.



Request your access to the demo: investors@lucioles.io

Milestones

Early Accomplishments - 100% bootstrapping

- Reaching break even point after 3 months of operation
- Signed contracts for 2023 for a total value of 460K USD in revenue
- MVP with positive feedback with a clear sales roadmap
- All expenses funded by the founding team (100K USD)
- 2023 Partnership with NPA Worldwide to reach 15,000 HR Professionals

Some of our clients:



First 18 Months - Financial Projections

- Raising 500K USD Pre-Seed
- Achieve 4M USD revenue
- 2,237 net monthly users by end of the period
- Average monthly revenue per client of \$190 USD



FUNDRAISING

Pre-Seed Round

Raising

500K USD

pre-seed

Discount

20%

on next round

Valuation CAP:

5 MUSD

Founders

Vesting Period:

4 YEARS

First 18 Months - Financial Projections

Revenues:

4M
USD

Average monthly
revenue growth
rate:

21%

CAC:

\$370 USD

Average LTV
per customer:

\$1,196 USD

MRR by end
of the period:

\$425,030
USD

Monthly churn:

3.5%

Vision

To be the most trusted global platform for all talent acquisition, training & management needs.

Mission

To change people's life through better training & opportunities.

Values

Quality is everything.
We innovate constantly. Speed & agility are our allies. We own actions & results. We are trustworthy.

Co-Founders

- VP Symantec (IT) & Crossover (AI HR).
- MBA, Thunderbird Global Mgmt. (US).
- 20 years leadership's experience.
- IT consulting expert.
- Speaks English, Spanish & Portuguese.
- Redesigned products and services strategies to achieve 105M USD annual revenue.
- Co-Authoring IT trends books & Guest Speaker at Organization of American States for IT related topics.
- Former Assigned Engineering Professor at ULSA and Infotec & Information Security Committee Vice-President at the Mexican Internet Association.

Rafael Garcia
Co-Founder & CMO



- Director Expedia.
- Built Expedia in Mexico from scratch to 120M USD annual revenue.
- MBA, Open Business School (UK).
- 20 years leadership's experience.
- Talent Acquisition and Corporate training expert.
- HR committee leader of Mexican Association of Technology.
- Multiple awards winner for outstanding achievements.
- Lived in 6 countries, speaks English, Spanish & French.

Wilfried Persevalle
Founder & CEO

Professional Awards earned by founders

Wilfried Persevalle / *Founder & CEO*

June 2004: Hilton
UK & Ireland
"Anthony Harris"
Award nominee
for Outstanding
Achievements.

December 2004:
"Hilton Sales
person of the
year" Award
winner – London
Region.

July 2007:
Kempinski Sales
Award Winner for
best use of
International
Network.

November
2008:
TTG Business
Award Winner –
Park Plaza CH
Best
Development
team in the UK.

December 2013:
Expedia Award
Winner - Best
improved rate and
inventory score in
the Americas.

March 2014:
Expedia Gold
Star Award
Winner &
Expedia
Horizon Award
Winner for
exceptional
performance.

Rafael Garcia / *Co-Founder & CMTO*

Achiever's Club /
Symantec
2003-2013.

SE of the Year /
Symantec
2000, 2002.



Wilfried Persevalle
Founder & CEO

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