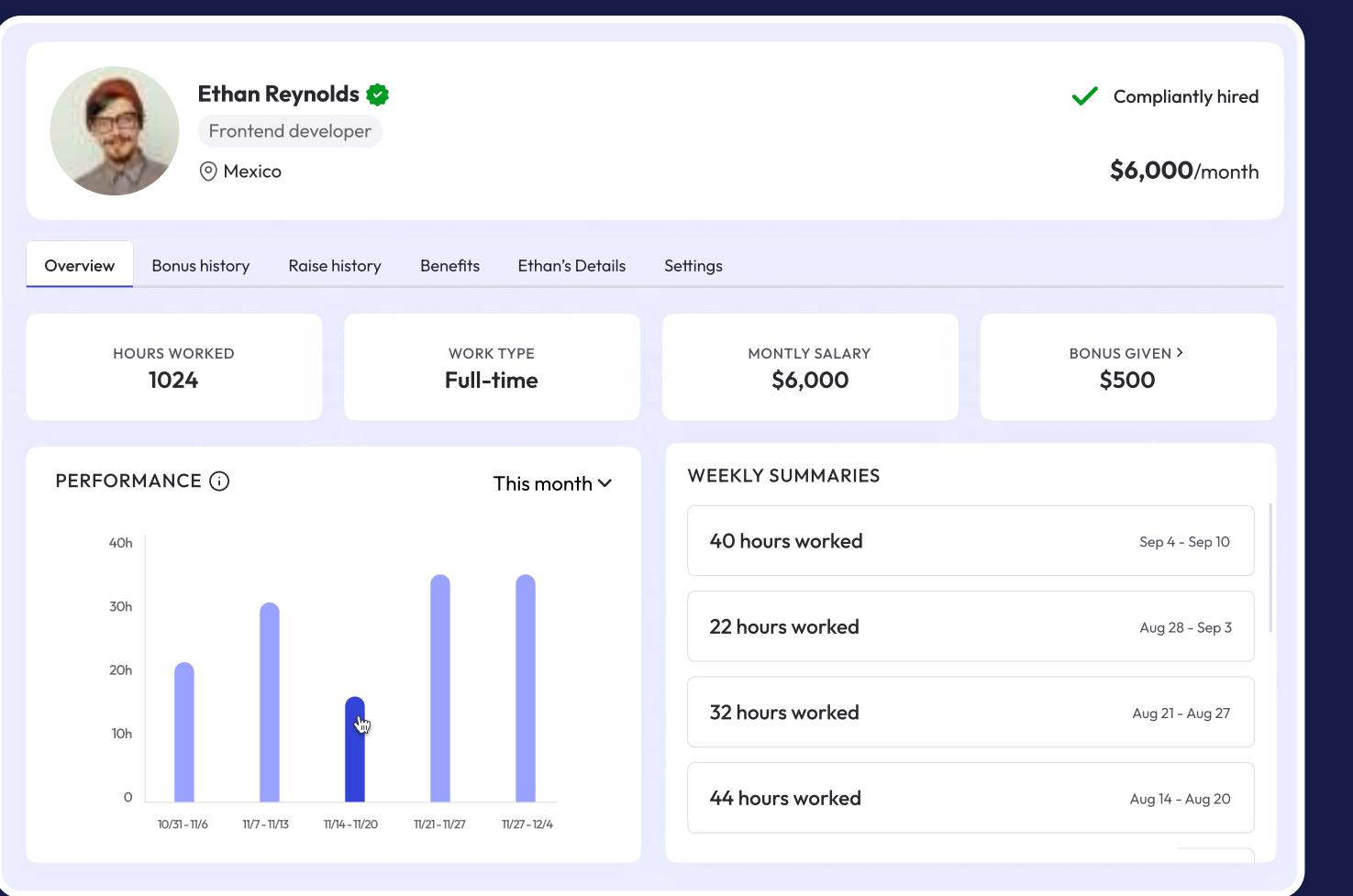


This section of the interface shows a detailed candidate profile for Ethan Reynolds. It includes his report ID (22313), name, role (Frontend Developer), email (ethan.reynolds@gmail.com), phone number (+919876543210), and language (English). The profile also indicates he is a Compliantly hired Frontend developer based in Mexico, earning \$6,000/month. Below this is a "RESULTS SUMMARY" section with skill levels: React: Senior, Javascript: Junior, Html: Mid-level, Soft Skills: Average, and Coding Exercise: Senior. Under the "React" section, it notes he was tested as mid-level and provides a detailed technical analysis. At the bottom, there's an "AUDIO OF ANSWERS" section with a question about unit testing in React and a "View Transcript" link.



# micro1.

AI recruitment engine  
to hire deeply vetted  
engineers fast

Watch a demo



## About Ali Ansari, founder of micro1

- 23 years old, moved from Iran at 10 years old 
- 2 startups prior to micro1, 1 small acquisition
- Studied computer science & math at UC Berkeley 

# Hiring top engineering talent globally is hard



Engineers shouldn't waste many hours interviewing unqualified candidates



International employment laws and payroll are a headache to deal with

# micro1 solves this



AI vetting engine to interview candidates async



Platform to hire vetted engineers with compliance & payroll handled

# Invite candidates to an AI interview

Invite engineers

2/3

Please define the skills

Choose existing test      Define new skill set

JavaScript	Senior
React Native	Mid-level
Enter skill #3	Level of difficulty

+ Add another skill (up to 2 more)

Ask the same questions to all candidates for this test i

Add custom questions i

Q1: Enter question here

+ Add another question

Save as a new test      Previous      Next

Invitation log X

3/3

Invite manually      Upload CSV

Enter the name & email address of the candidates

John	john@gmail.com
Cristina	cristina45@gmail.com
Full name	Email address

+ Add another candidate

Define interview language

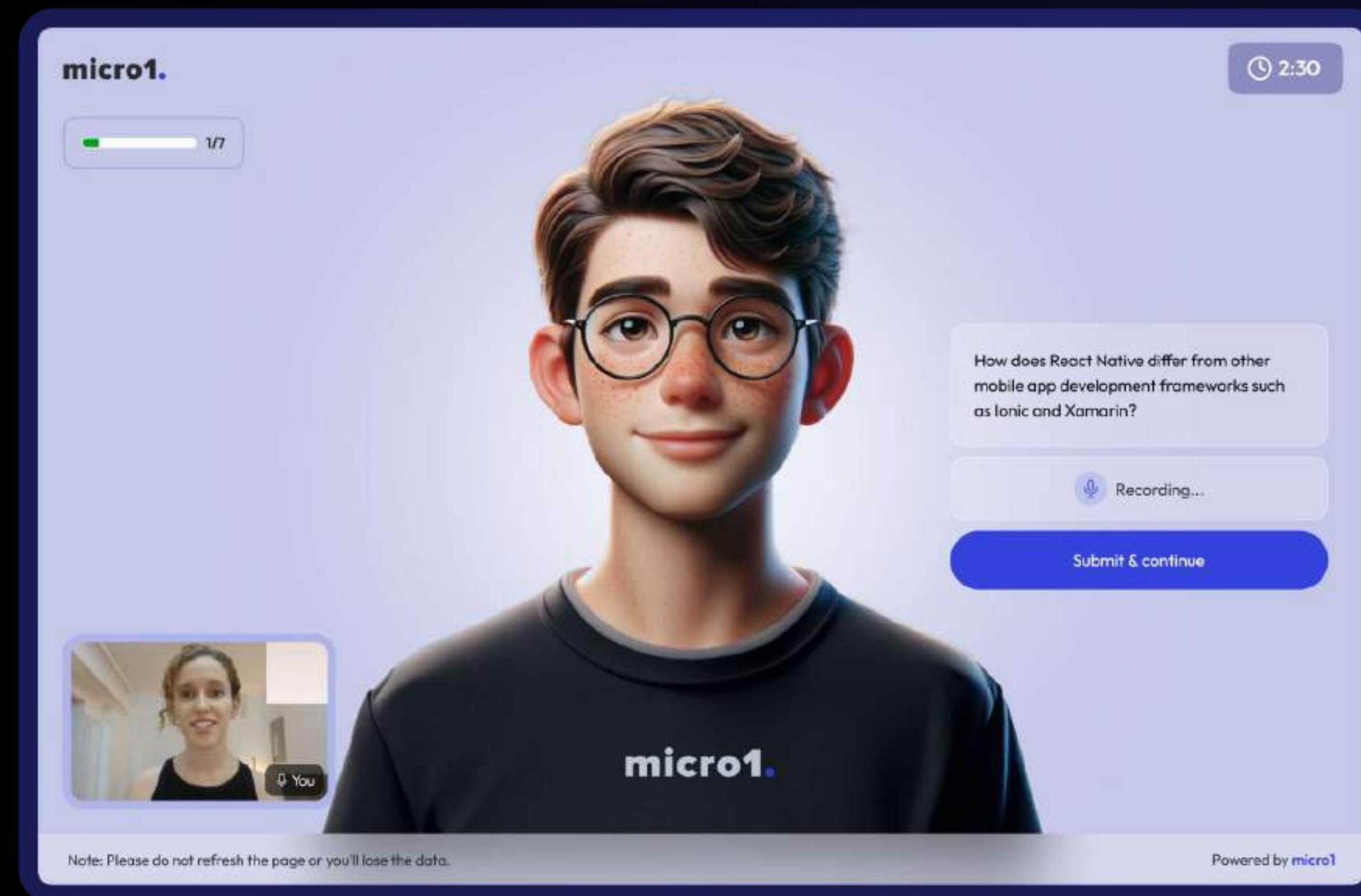
Choose language: English v     Let candidate choose

Add coding exercise i

Proctoring i

Copy link instead      Send invite

# Candidates goes through the AI interview



The coding exercise interface has a progress bar at the top showing 7/7. The language is set to JavaScript (Node.js 12.14.0). A timer shows 15:00. On the left, a "Coding exercise" section details a text editor simulation task with commands like APPEND, DELETE, MOVE, and INSERT. An example shows input: ["APPEND Hello", "MOVE 3", "DELETE", "INSERT X", "APPEND World!"] resulting in output: "HelloXo World!". An explanation follows the steps. On the right, a code editor window shows the implementation of the text editor logic in JavaScript. At the bottom, there are "Run" and "Submit" buttons.

```
function textEditor(commands) {
    let text = "" // initial empty text.
    let cursor = 0 // Cursor starts at the beginning of the text.

    commands.forEach(command => {
        const [action, argument] = command.split(" ", 2);

        switch (action) {
            case "APPEND":
                // Append text at the end of the current text and move the cursor by the end text -> argument;
                cursor = text.length; // Move cursor to the end
                break;
            case "DELETE":
                // Delete character before the cursor if there is any text
                if (cursor > 0) {
                    text = text.substring(0, cursor - 1) + text.substring(cursor);
                    cursor -= 1; // Move cursor past one character
                }
                break;
            case "MOVE":
                // move cursor to the specified position
                cursor = Math.min(argument, 10, text.length);
                break;
            case "INSERT":
                // Insert text at the cursor's position
                text = text.substring(0, cursor) + argument + text.substring(cursor);
                cursor += argument.length; // Move cursor to the end of the inserted text
                break;
            default:
                console.log("Unknown command");
        }
    });

    return text;
}

const commands = ["APPEND Hello", "MOVE 3", "DELETE", "INSERT X", "APPEND World!"];
console.log(textEditor(commands));
```

# Analyze the AI report, interview & hire the best ones

## Coding exercise

Code written in: Java Script

**AI Assessment:** The candidate displayed an excellent understanding of the Dynamic Programming approach needed to solve this problem. The code is well-organized and easy to understand. They handled the edge case for an empty array correctly. The time complexity is  $O(n^2)$ , which is the optimal for this problem. In terms of coding standard, the variable and function names are self-descriptive which is good. However, the candidate could improve slightly by implementing more input validation and exception handling.

Rating by AI: Senior

```
1 const calculateLongestSequenceLength = (arr) => {
2     if (arr.length == 0) {
3         return 0;
4     }
5     let n = arr.length;
6     let dp = new Array(n).fill(1);
7     let max = 1;
8     for (let i = 1; i < n; i++) {
9         for (let j = 0; j < i; j++) {
10            if (arr[i] > arr[j]) {
11                dp[i] = Math.max(dp[i], dp[j] + 1);
12            }
13        }
14        max = Math.max(max, dp[i]);
15    }
16    return max;
17 };
18 console.log(calculateLongestSequenceLength([-2, -1, -3, 0, 1, 2, 3]));
```

## React

Tested as: Senior

**AI Assessment:** The candidate exhibits a broad understanding of React optimization including Redux, context API, React query, and memorization concepts such as useMemo and useCallback. The explanation about unit testing and snapshot testing in React was well expressed, covering user-level testing, dom coverage, and the importance of snapshot testing; however, some parts of responses were unclear and lacked proper structure. Despite the occasionally muddled presentation, the candidate demonstrated noteworthy technical knowledge.

Rating by AI: Senior

Audio of answer 0:00

## Soft skills

**AI Assessment:** The candidate displays excellent communication skills revealing clarity of thought and organized idea presentation. They effectively illustrated how they leveraged their communication skills to create a positive group dynamic. The candidate uses work-specific vocabulary appropriately, indicating a good understanding of their career field.

Rating by AI: Excellent

Audio of answer 0:00

92%

Trust score

The proctoring ML algorithm is based on video data, tab movements, and an AI-classifier

# AI interviews conducted with micro1

QoQ gpt-vetting interviews



Total gpt-vetting interviews: **20,754**

# Human technical interview pass rate



# 85% reduction in recruitment cost with gpt-vetting

Human recruiters alone

\$40

per interview



Human recruiters + gpt-vetting

\$6

per interview

# **Our current go to market**

Use our own AI vetting engine to build a talent pool of vetted  
engineers that companies can hire directly from

We create a bunch of free resources for the engineering community, such as:

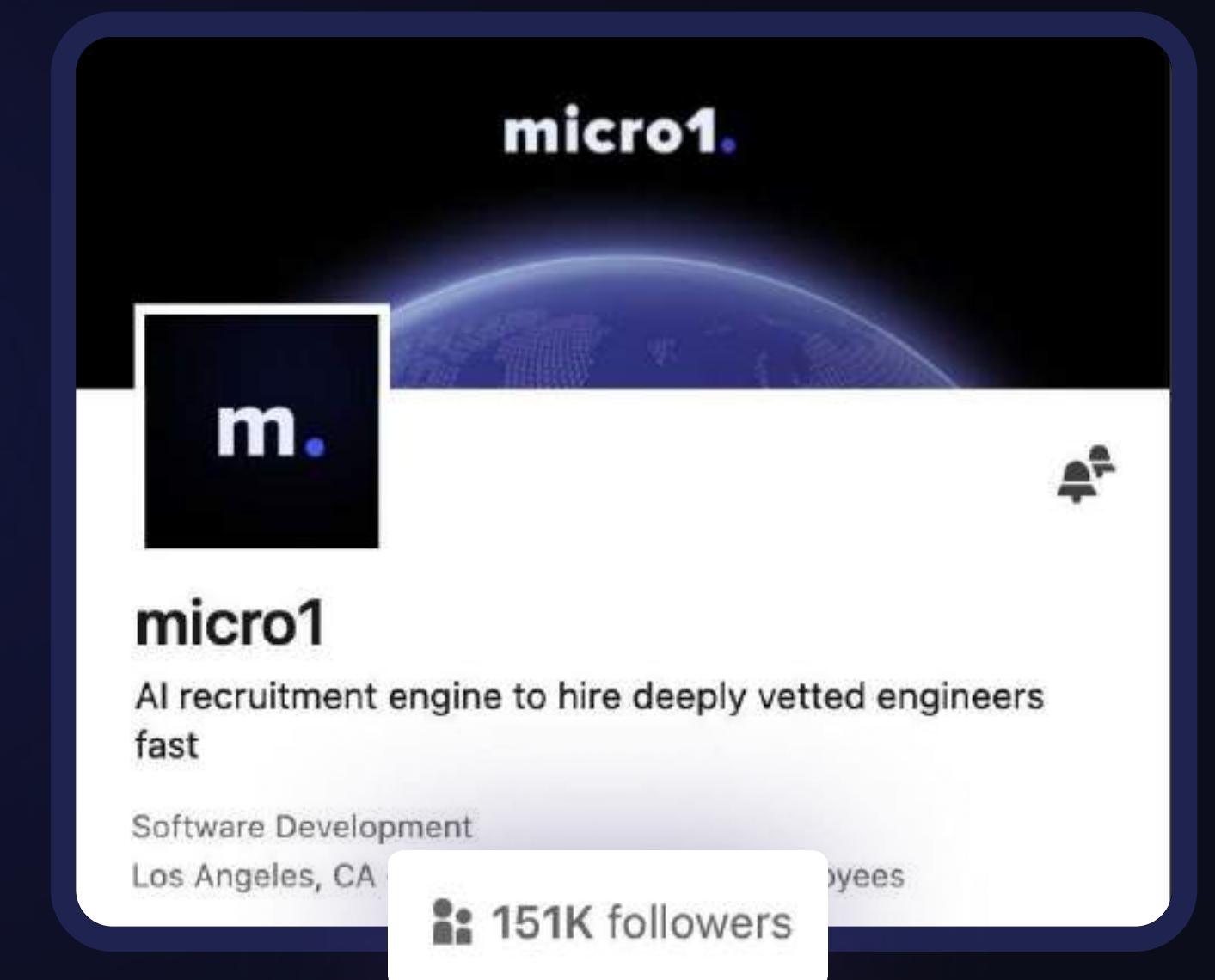


How to become an AI-powered engineer course on Udemy ↗

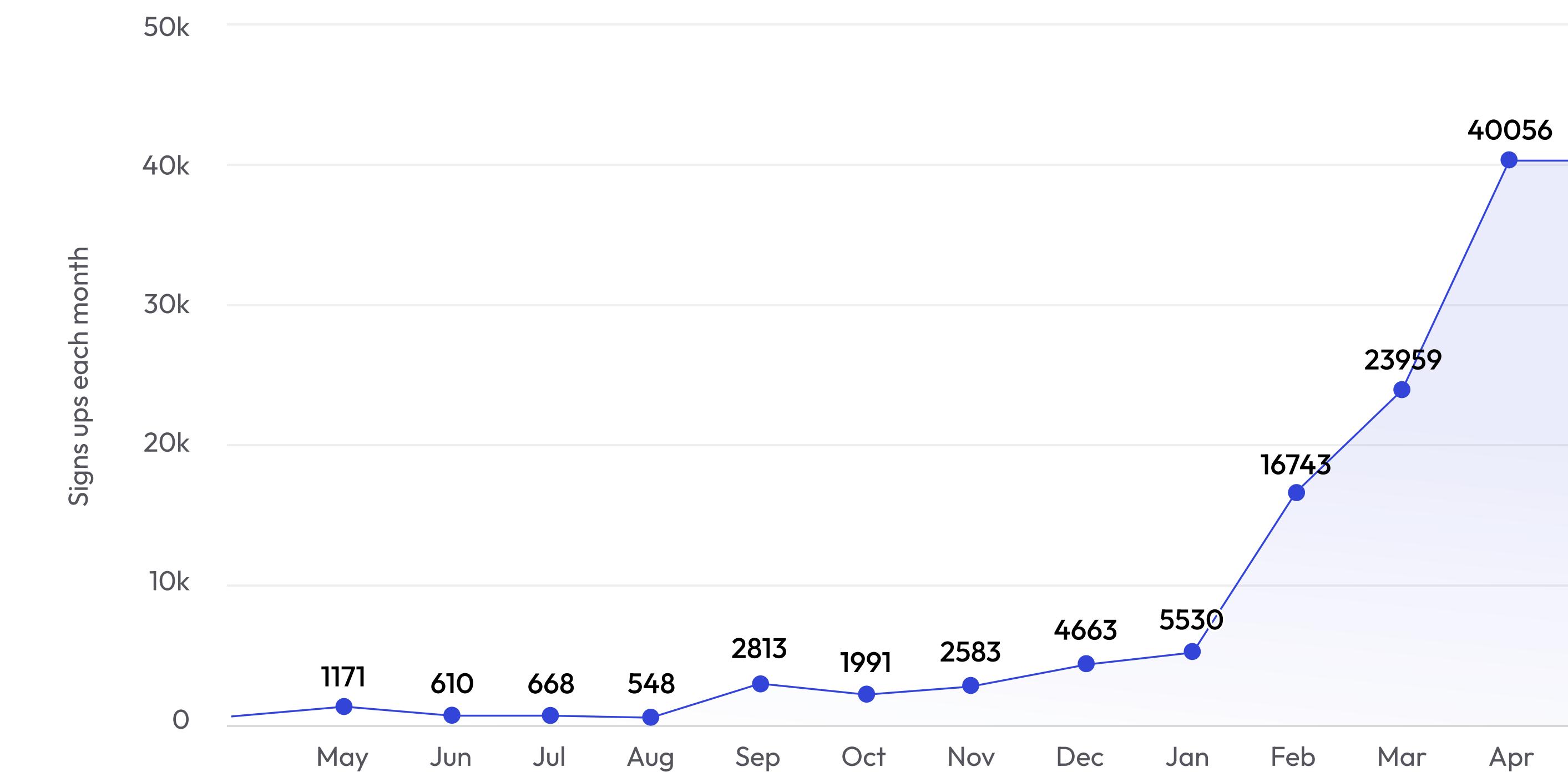


Mock interview tool to prepare for technical interviews ↗

The engineers then learn about micro1



# And we get thousands of engineers that sign up on micro1



Total engineer signs ups: 102,605

# We use AI to vet & add the top candidates to our talent pool



**Abhishek**  
AI Engineer  
India  
Timezone: IST (4 hours of overlap with PST guaranteed)

**\$5.4k/month**

[Vetting results](#) [About Abhishek](#) [Experience](#)

### Vetted Technical Skills

These are the skills we've explicitly vetted for in the technical interview

 **Python**  
4+ years of experience Senior ⓘ

 **NLP**  
2+ years of experience Mid-level ⓘ

 **Java**  
7+ years of experience Mid-level ⓘ

 **C++**  
11+ years of experience Senior ⓘ

**Technical interview notes:**

Abhishek brings to the table a solid decade-plus background in software development, flexing his skills in C++, Java, and intriguingly, dipping his toes into the worlds of Machine Learning, Natural Language Processing, and Computer Vision. He might not be an AI guru just yet, but this guy is a quick learner, eager to deliver whatever the client throws his way.

In the interview, Abhishek's mastery of Python was hard to overlook, accompanied by an impressive grasp of Data Structures, typically anticipated by seasoned software developers. He has a knack... [Read more](#)

Actively interviewing with 3 companies 🔥

[Copy profile](#) [Hire on micro1](#)

# Companies describe their dream engineer

## AI search

The monthly rates you see are for full time (40h/week) hires.

Searching for a talented front-end developer with extensive experience in React and TypeScript. Candidates should be well-versed in Next.js and state management patterns. Familiarity with UI/UX design principles and proficiency in responsive design is required.

Our suggested professionals match your front-end development requirements precisely, with proficiency in React, TypeScript, and Next.js. Their expertise in state management and responsive UI/UX design guarantees the development of strong, user-centric web applications.

**Umang** Actively interviewing with 3+ companies 🔥  
Full Stack Engineer  
JavaScript, React, Typescript, Next.js, Web3 \$7,200/month

**AI Summary:** With 4+ years in React and Redux, and proficiency in Typescript, this candidate excels at creating dynamic UIs for web applications, also skilled in React Native and various web technologies.

**Victor**   
Full Stack Engineer  
JavaScript, CSS, Typescript, React \$9,000/month

**AI Summary:** This candidate excels in React.js and Redux, with strong Typescript skills, ideal for developing dynamic web interfaces. Their proficiency spans across CSS, JavaScript, and additional frameworks, ensuring versatile front-end development capabilities.

# They then hire them through micro1

Where we become the contractor of record & manage compliance, payroll, and benefits.

The screenshot displays the micro1 software interface, specifically the 'My Team' section. The main focus is on a team member named Afonso, identified as a 'Full-stack engineer' from Brazil. Key details shown include a monthly salary of \$9,000/month and a bonus given of \$1,500. The interface also highlights that Afonso was 'Compliantly hired' and is an 'AI powered engineer'. Below this, performance metrics are displayed: 750 hours worked, full-time work type, and a monthly salary of \$9,000. A bar chart shows weekly summaries for Mar 4 - Mar 10, Mar 11 - Mar 17, and Mar 18 - Mar 24, with 55 hours worked, 53 hours worked, and 51 hours worked respectively. The interface includes navigation links like 'Dashboard', 'Hire New Talent', 'Search Talent', 'gpt-vetting', and 'Payroll', along with buttons for 'Give bonus' and 'Give raise'.

Afonso

Full-stack engineer

Brazil

\$9,000/month

750

Full-time

\$9,000

\$1,500

PERFORMANCE

Mar 4 - Mar 10  
55 hr worked  
88% Activity

This month

51 hours worked

Throughout this week, I dedicated my efforts to frontend development tasks, focusing on enhancing the user interface of our client-facing applications. Leveraging HTML, CSS, and JavaScript, I implemented responsive design principles to ensure optimal user experiences across various devices.

53 hours worked

During this week, my primary focus was on backend development and API integration tasks. I worked extensively with Node.js and Express.js to build robust RESTful APIs that facilitate seamless communication between frontend and backend systems.

55 hours worked

Earn \$500

Give feedback

# Why now?



Legacy vetting tools like HackerRank do a binary assessment of the candidate.  
For the first time, LLMs allow for a human-like holistic assessment.



An AI vetting engine is perfect for AI enterprises that require a large volume of talent globally to train models with RLHF



Strong trend towards hiring a fully remote & global core team

# Business model



## Talent

Hire & manage vetted engineers  
from our talent pool



## SaaS

Use microT's AI vetting  
engine directly

~40% gross margins

90%+ gross margins

**Current weighted average gross margins = ~45%**

Our goal is to eventually converge to 75%+ overall gross margins in the long run.

# Client profiles



Staffing agencies & enterprises will use our vetting engine as a SaaS tool in their own vetting process



Large AI companies will use us for volume RLHF hiring for all talent types



SMBs will hire vetted talent on our platform where we handle compliance & payroll for them

# Demand generation is predictable



We spend \$40k/month on X ads



We build in public on X

Almost all accounts we've closed have been inbound leads from X.

Ali Ansari ✅ @aliniikk · Apr 12

Excited to introduce the world's first AI interviewer, **gpt-vetting**.

With **gpt-vetting**, you can interview 100x more candidates in less time & candidates get a more enjoyable, gamified, and less biased interview experience.

You define the skills you want the interview to focus on,...

Show more

917 1.7K 1.9K 3.4M

Ali Ansari ✅ @aliniikk · Apr 23

you vs. the guy she told you not to worry about

8 18 131 9.3K

Ali Ansari ✅ @aliniikk

work 14h/day, gym 1.5h, repeat. i love this shit.

people that like to call this 'hustle porn', name one founder that has built a \$100B company by keeping 'work-life' balance.

12:26 PM · Mar 5, 2024 · 4,893 Views

# Core team of 27



**Ali Ansari**

ceo/founder,  
UC Berkeley 



**William Almeida**

Director of Growth,  
prev: Turing 



**Aruj Mahajan**

Lead AI Engineer,  
prev: ML at Apple 



**Milan Vachhani**

Head of Talent,  
PhD

+ 23 more

# Feedback from Talent clients



**Sean Rad**

 Founder of Tinder

“micro1 makes it insanely easy to vet and hire the best engineers around the world. This has been game changing for us”



**Jack Burlinson**

 CEO at StageGlass

“This might sound insincere because of how extreme it is: micro1 is the best company I have ever worked with.

The engineers on the platform are 1/3 of the price of SF talent, work harder, longer, and are more talented than almost anybody we've ever worked with.

The platform is straight forward and I've been so thoroughly impressed by them. I cannot recommend them enough.”