employ™

Lever Summer 2025 Release Highlights

Release Highlights Deck

Lever Summer Release '25

Built for impact. Powered by people-first AI.

Tools that work how you work

- Data Explorer Ease of Use Enhancements

Intelligence that drives action

- ROI Dashboard AI Recommendations
- AI Interview Transcripts and Summaries

Release Timeline

Sandbox Availability

- July 8, 2025

General Availability

- July 22, 2025

Questions?

Additional information is available within the Lever Help Center or by speaking to the support team.
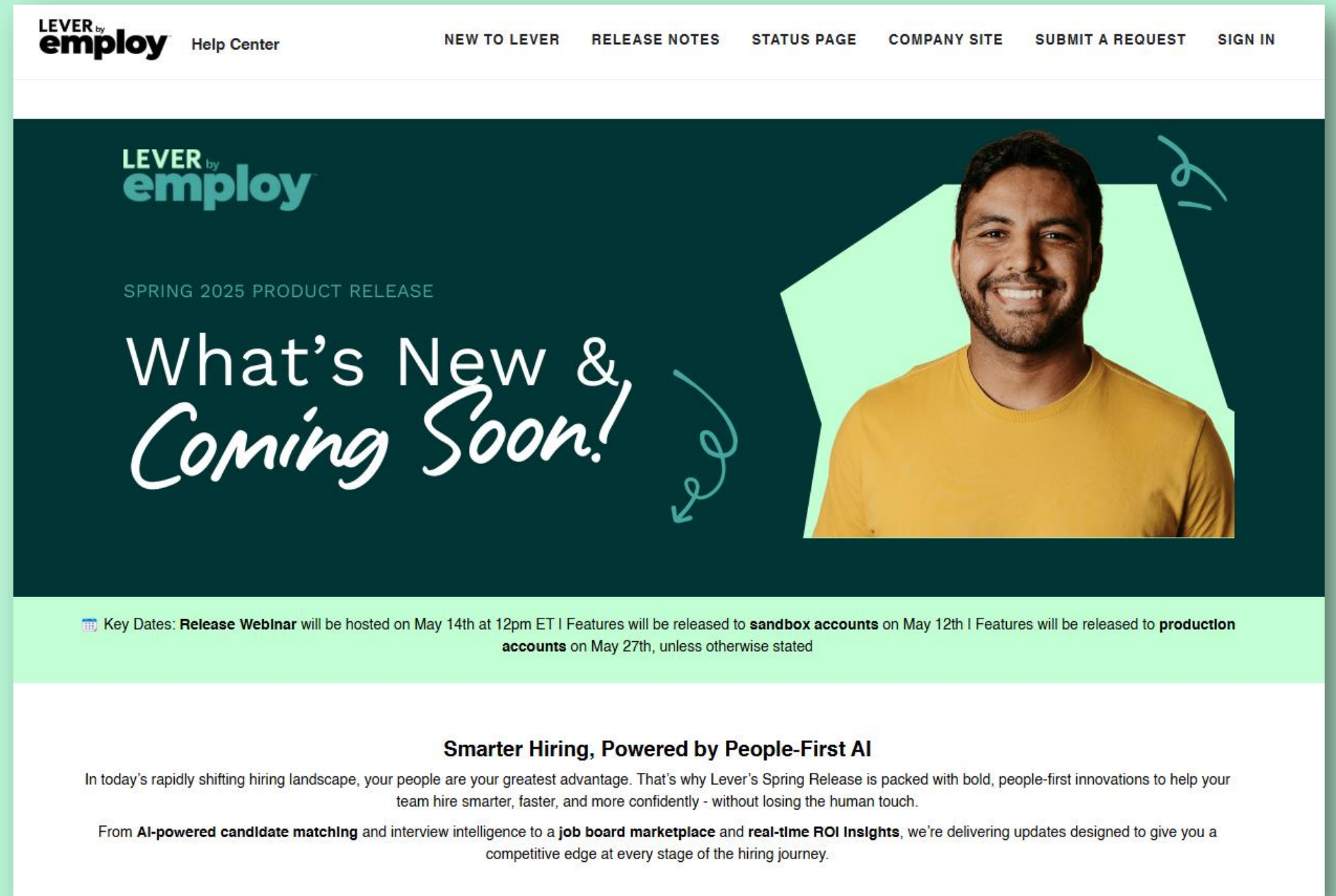
Stay Informed on Product Updates
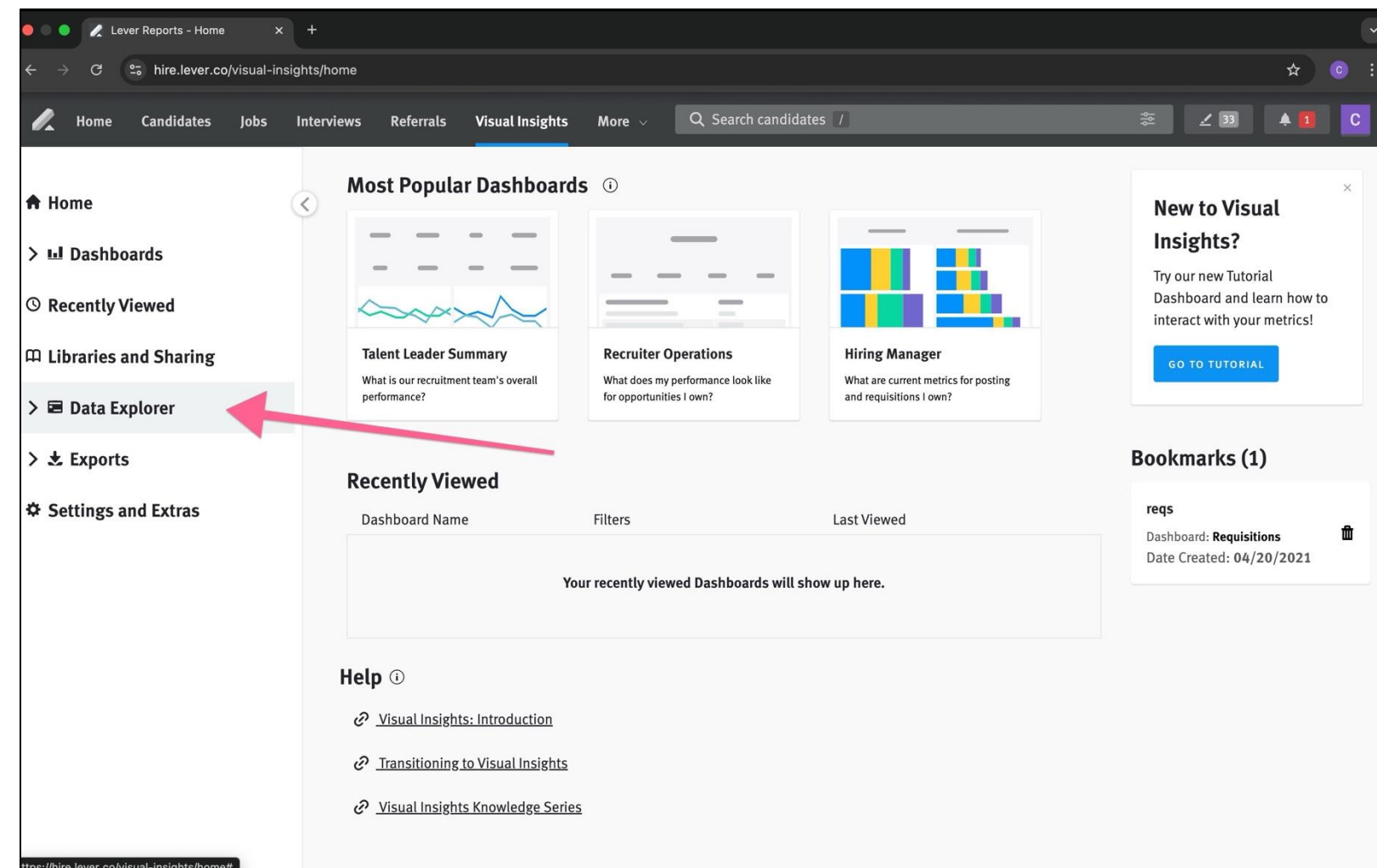
What's New at Lever

Find the latest Lever updates, release notes, feature highlights, and the webinar schedule in one centralized place.

Located in the Help Center!

Data Explorer Ease of Use Updates

Unlock faster, more impactful reporting with Lever's enhanced Data Explorer – featuring simplified calculations, richer data fields and a streamlined experience that gets you to **the insights you need with fewer clicks.**

Data Explorer Ease of Use Updates

Who is it for	Problem it solves	Benefit
Recruiting Ops Specialists, TA Managers, HR Analysts, Recruiters	Talent teams struggle with complex reporting tools that require custom formulas and analyst support, making it hard to access insights quickly, stay agile, and demonstrate their value to stakeholders.	Simplify reporting with ready-to-use calculations, greater flexibility, and a more intuitive experience – eliminating unnecessary complexity and saving time.

Data Explorer Ease of Use Updates

Availability	Get Started	Available Package(s)
July 22	For roles with Data Explorer permissions, you will see minor enhancements across data sets with field calculations for deeper insights and new fields for customization.	Advanced Analytics

ROI Dashboard AI Recommendations

Accelerate hiring and boost efficiency with Lever's ROI Dashboard – featuring AI-powered insights that highlight performance bottlenecks and recommend where to improve, like reducing interview steps.

Smart benchmarking and clear data-driven visibility help TA leaders **make faster, more impactful decisions.**
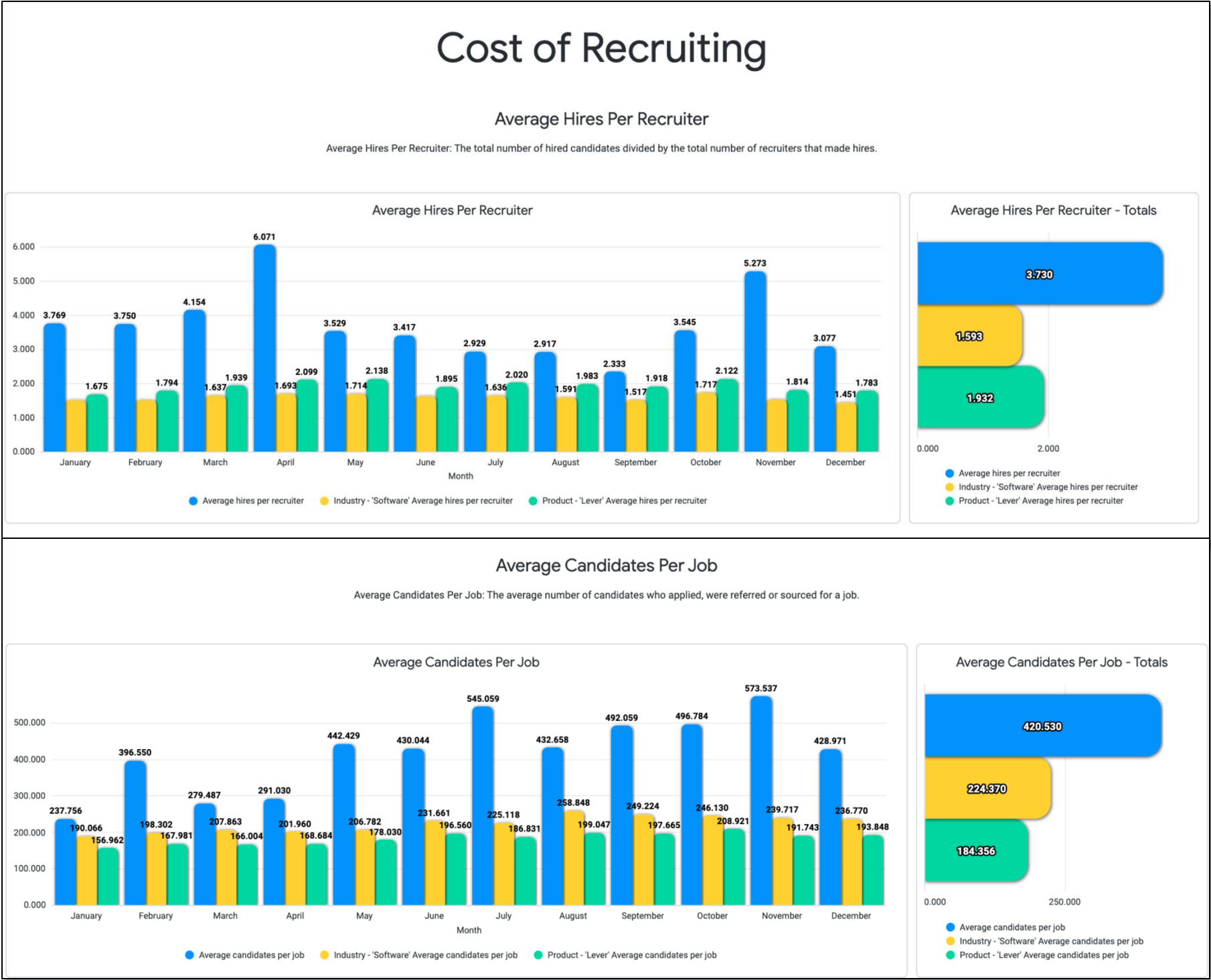
ROI Dashboard AI Recommendations

Who is it for	Problem it solves	Benefit
Recruiting Ops Specialists, TA Managers, HR Analysts, TA Leaders	TA teams often struggle to turn data into clear, actionable insights – making it hard to spot inefficiencies and improve hiring.	AI-powered recommendations give them a head start by quickly analyzing trends, benchmarking performance, and guiding smarter decisions.

Company Stats

Total Jobs	Total Candidates	Total Hires	Total Interviews	Total Interviews for Hires
554	**31,330**	**159**	**2,950**	**396**
Industry Avg: 282	Industry Avg: 28,046	Industry Avg: 81	Industry Avg: 1,521	Industry Avg: 205
Product Avg: 340	Product Avg: 23,162	Product Avg: 95	Product Avg: 1,160	Product Avg: 153

AI Recommended Actions

Observation: The average days to schedule interviews consistently exceeds industry benchmarks, creating a poor candidate experience and delaying decision-making.

Recommendation: Adopt Easybook self-scheduling functionality to enable candidates to book interview slots directly, reducing back-and-forth and accelerating the process.

Recommendation: Designate a recruiting coordinator or shared calendar template to centralize and streamline scheduling across hiring teams.

Observation: Spikes in interviews per hire and time to hire during specific months point to inefficiencies in early screening and candidate qualification.

Recommendation: Implement Automation Hub with auto-screening and knock-out questions to pre-qualify candidates and reduce unnecessary interview loops.

Recommendation: Standardize screening criteria and interview guides across roles, and conduct regular calibration sessions with hiring managers to align on candidate requirements.

ROI Dashboard AI Recommendations

Availability	Get Started	Available Package(s)
July 22	When viewing ROI Dashboard in Visual Insights, you will see the newly added AI recommended actions at the top.	Lever ATS Platform (included with Visual Insights)

AI Interview Transcripts and Summaries

Fill roles faster and hire smarter with Lever's AI Interview Transcripts and Summaries – automated recaps and full transcripts built into your ATS that **save time, improve consistency, and let you stay fully engaged in every conversation.**
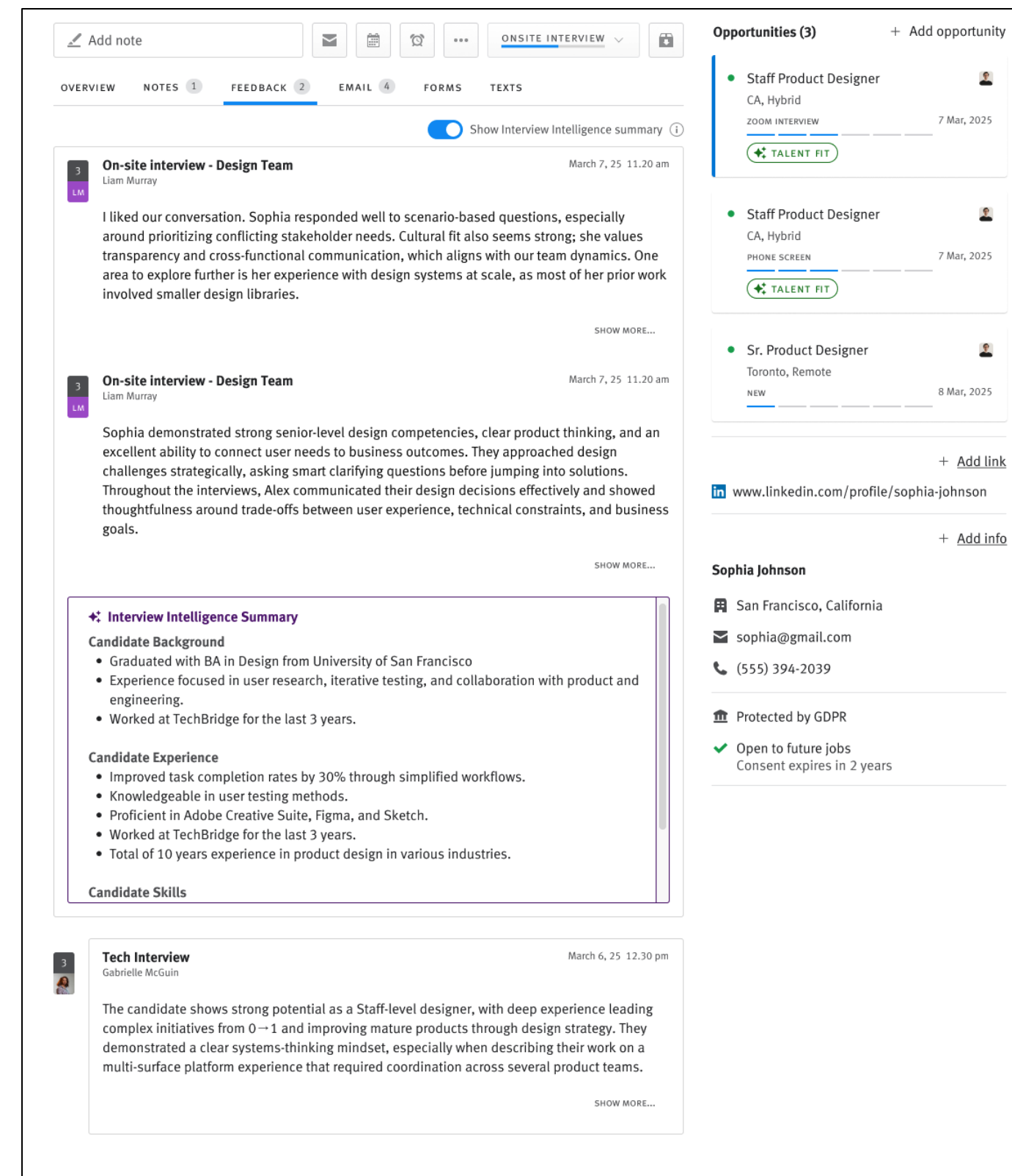
AI Interview Transcripts & Summaries

Who is it for	Problem it solves	Benefit
Recruiters, Hiring Managers, Interview Panelists, TA Coordinators, TA Leaders	With limited time and resources, TA teams struggle to keep interviews consistent, feedback fast, and collaboration smooth – slowing hiring decisions when every moment counts.	AI-powered interview transcripts and summaries save time, standardize feedback, and streamline team collaboration – so hiring moves faster, interviews feel more human, and every decision is backed by shared insight.

AI Interview Transcripts & Summaries

Availability	Get Started	Available Package(s)
July 22	When scheduling an interview, you will have the option to record when using Teams or Zoom. The full interview transcript and summary will be populated in the candidate profile.	Lever ATS Platform. Note: limited monthly usage.

A People-First Product Vision

A more personal hiring approach.

Our vision is to create people-first solutions that help your organization find and hire the best talent to meet your strategic objectives.

➔ **Technology that enhances the human side of recruitment**

➔ **Build meaningful relationships with candidates**

➔ **Align talent with your business goals**

➔ **Impactful hires for long-term success**

➔ **Adapt to your organization's unique needs along the way**
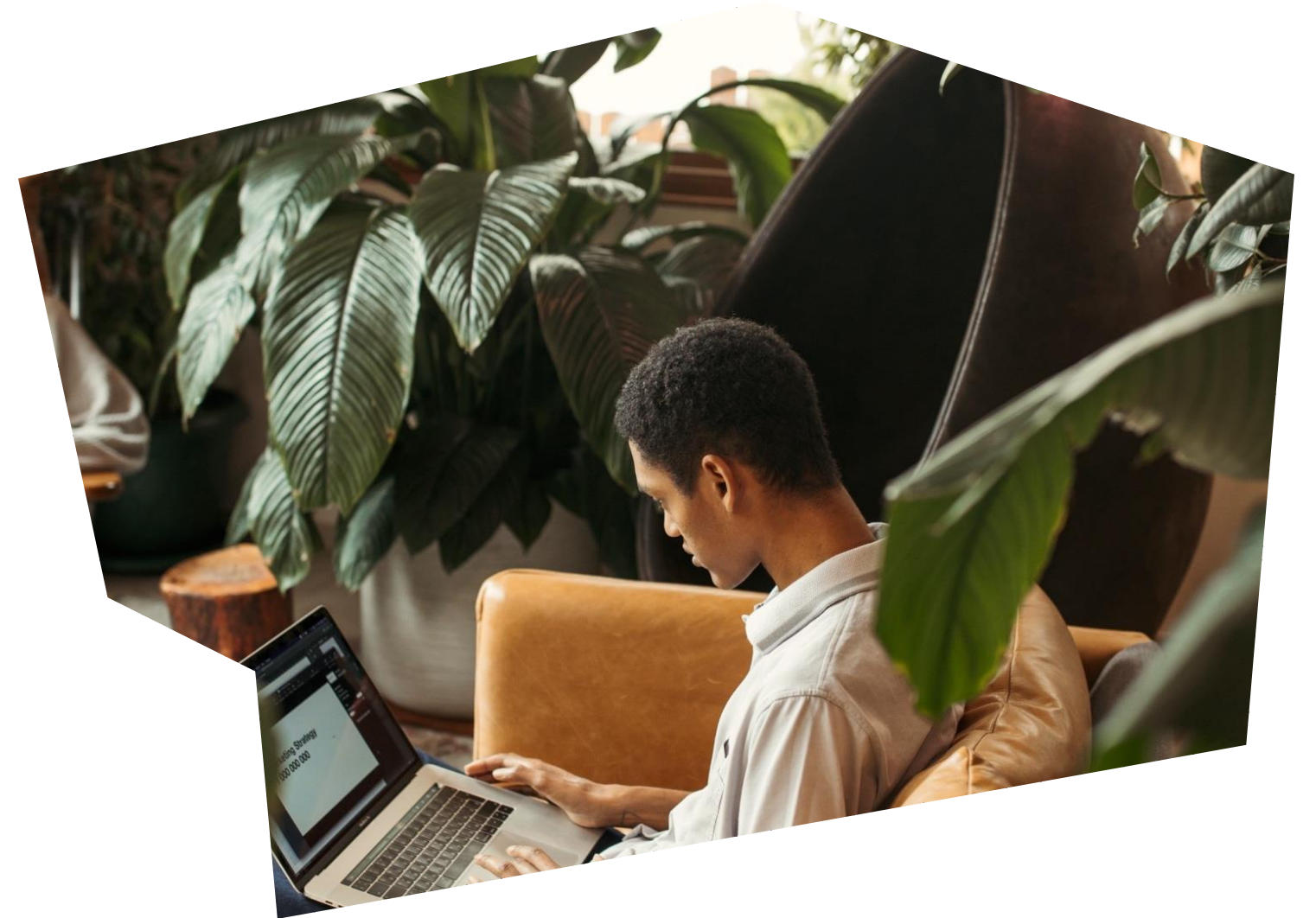
A People-First Approach to Responsible AI

Our Core Principles

People-First AI
Our AI is built to enhance human insight, not override it.
We empower you to make the final call, because hiring should be human led, every single time.

AI Where You Need It – Built In or Bolted On
AI is in our DNA—but we know one size doesn't fit all. That's why we deliver intelligence exactly where it's needed, whether seamlessly built into your workflow or purposefully bolted on. It's smart, flexible AI that amplifies your potential—so you can focus on what matters most: hiring great people.

Inclusive By Design
Built with IBM watsonx to reduce bias and promote fairness. We empower everyone to find meaningful work by mitigating risks and conducting independent bias audits in real time, to always keep our AI fair and inclusive.

Trust Through Transparency
You'll always know how and why a decision was made. Our models are built with IBM watsonx to be fully explainable, providing complete visibility and removing ambiguity so you know how decisions are reached.

Protecting What Matters Most
We safeguard your data with the highest standards of privacy and security, reinforcing our commitment to transparent and ethical data practices – with continuous oversight through our collaboration with IBM watsonx.

AI You Can Rely On
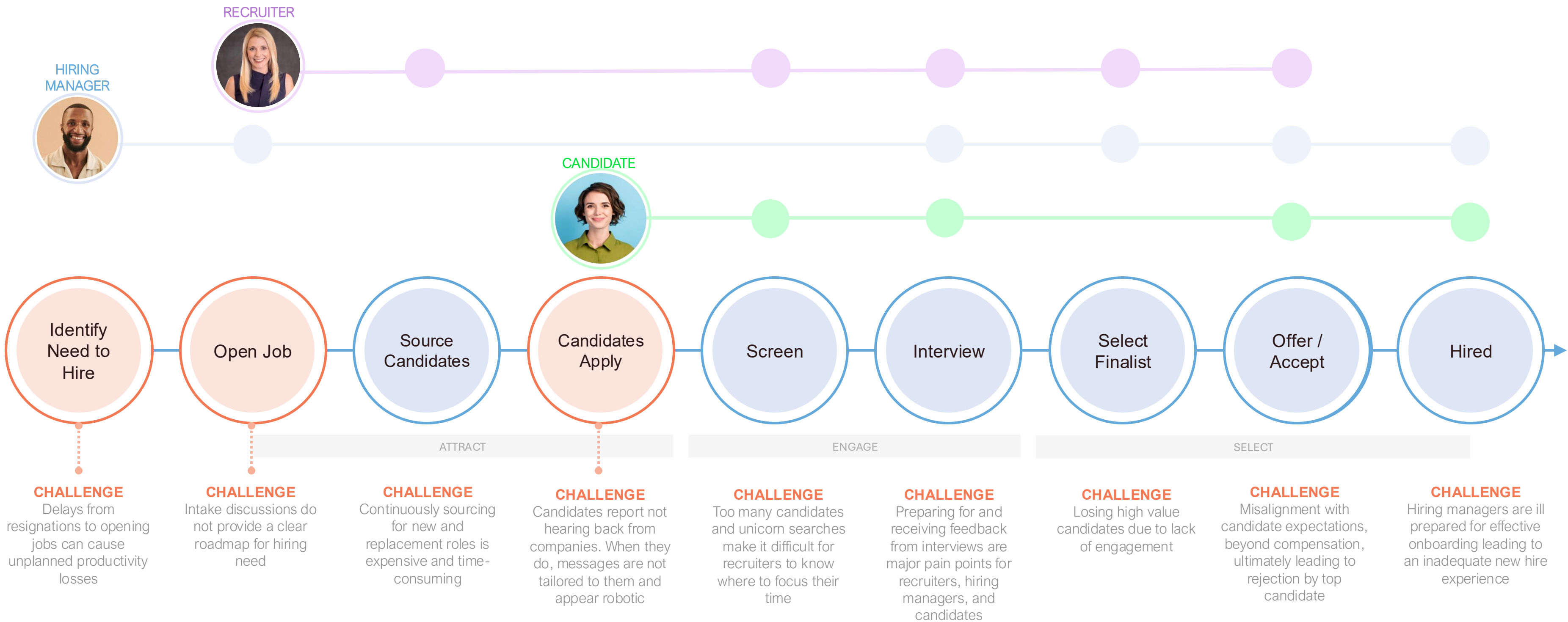Our AI companions are built responsibly from the ground up in collaboration with IBM watsonx - to support, not replace, your decision-making. Designed with transparency, security, and continuous oversight, we deliver intelligent innovation that moves hiring forward with confidence and clarity.

Hiring Hurdles

The hiring process can be challenging with a number of hurdles affecting time to hire, candidate experience, and the quality of the hire.

RECRUITER

HIRING MANAGER

CANDIDATE

| Identify Need to Hire | Open Job | Source Candidates | Candidates Apply | Screen | Interview | Select Finalist | Offer / Accept | Hired |

ATTRACT   ENGAGE   SELECT

CHALLENGE
Delays from resignations to opening jobs can cause unplanned productivity losses

CHALLENGE
Intake discussions do not provide a clear roadmap for hiring need

CHALLENGE
Continuously sourcing for new and replacement roles is expensive and time-consuming

CHALLENGE
Candidates report not hearing back from companies. When they do, messages are not tailored to them and appear robotic

CHALLENGE
Too many candidates and unicorn searches make it difficult for recruiters to know where to focus their time

CHALLENGE
Preparing for and receiving feedback from interviews are major pain points for recruiters, hiring managers, and candidates

CHALLENGE
Losing high value candidates due to lack of engagement

CHALLENGE
Misalignment with candidate expectations, beyond compensation, ultimately leading to rejection by top candidate

CHALLENGE
Hiring managers are ill prepared for effective onboarding leading to an inadequate new hire experience
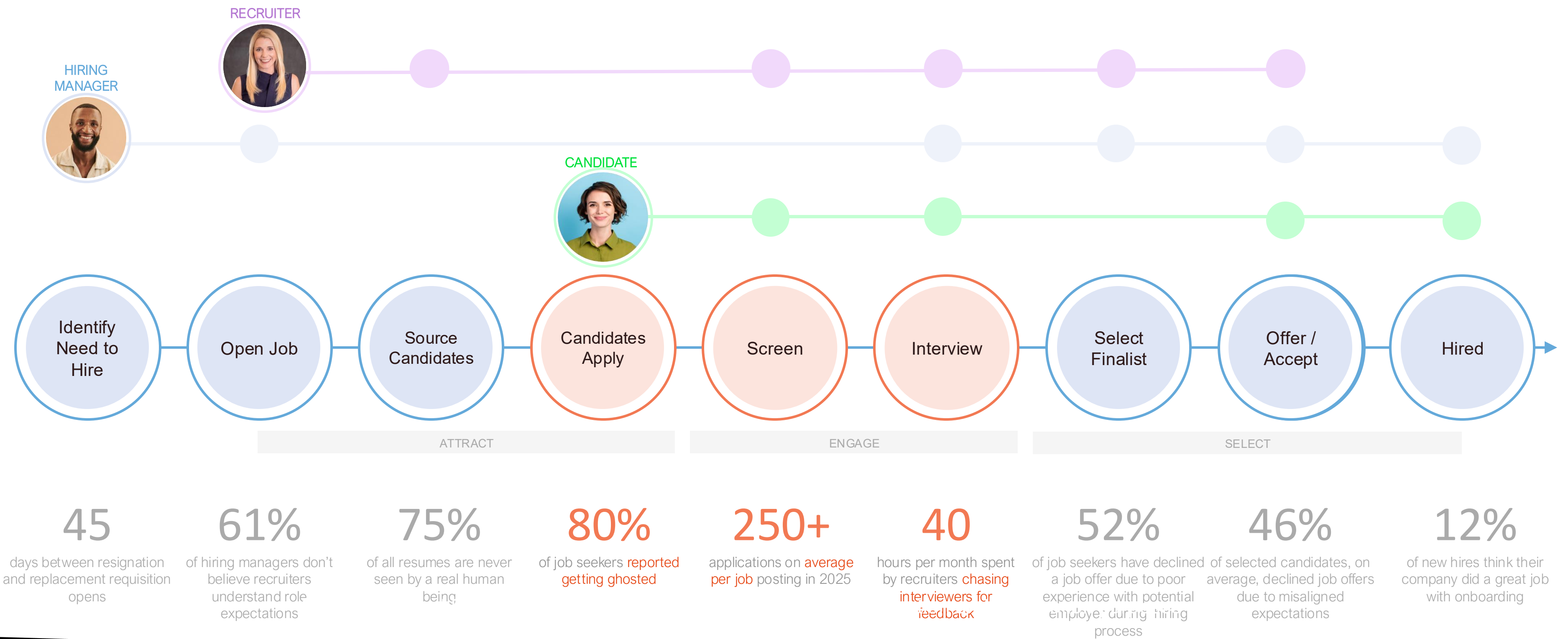
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HIRING MANAGER

RECRUITER

CANDIDATE

Identify Need to Hire	Open Job	Source Candidates	Candidates Apply	Screen	Interview	Select Finalist	Offer / Accept	Hired

ATTRACT

ENGAGE

SELECT

45
days between resignation and replacement requisition opens

61%
of hiring managers don't believe recruiters understand role expectations

75%
of all resumes are never seen by a real human being

80%
of job seekers reported getting ghosted

250+
applications on average per job posting in 2025

40
hours per month spent by recruiters chasing interviewers for feedback

52%
of job seekers have declined a job offer due to poor experience with potential employer during hiring process

46%
of selected candidates, on average, declined job offers due to misaligned expectations

12%
of new hires think their company did a great job with onboarding

employ™ Intelligent Hiring Suite

AI Companions

Enhance the human elements of hiring, not replace them.

AI Screening Companion

AI Interview Companion (formerly Pillar)

AI Sourcing Companion

*coming soon

Unmatched, Always-On Governance

End-to-end support, verification, and security you can trust with watsonx.governance.

AI-Powered ATS Solutions

JazzHR by **employ**™

Affordable Hiring Solution

User-friendly intuitive AI-powered hiring platform that starts working right away, so you never miss a beat.

LEVER by **employ**™

Flexible Hiring & Candidate Management Solution

A scalable, AI-powered hiring platform that flexes as your team grows, your role changes, and your priorities shift.

JOBVITE by **employ**™

Powerful TA Solution for the Toughest Hiring Challenges

Unmatched analytics, automation, built-in recruitment marketing and more in an AI-powered hiring platform made to help you hire smarter, faster & more human.
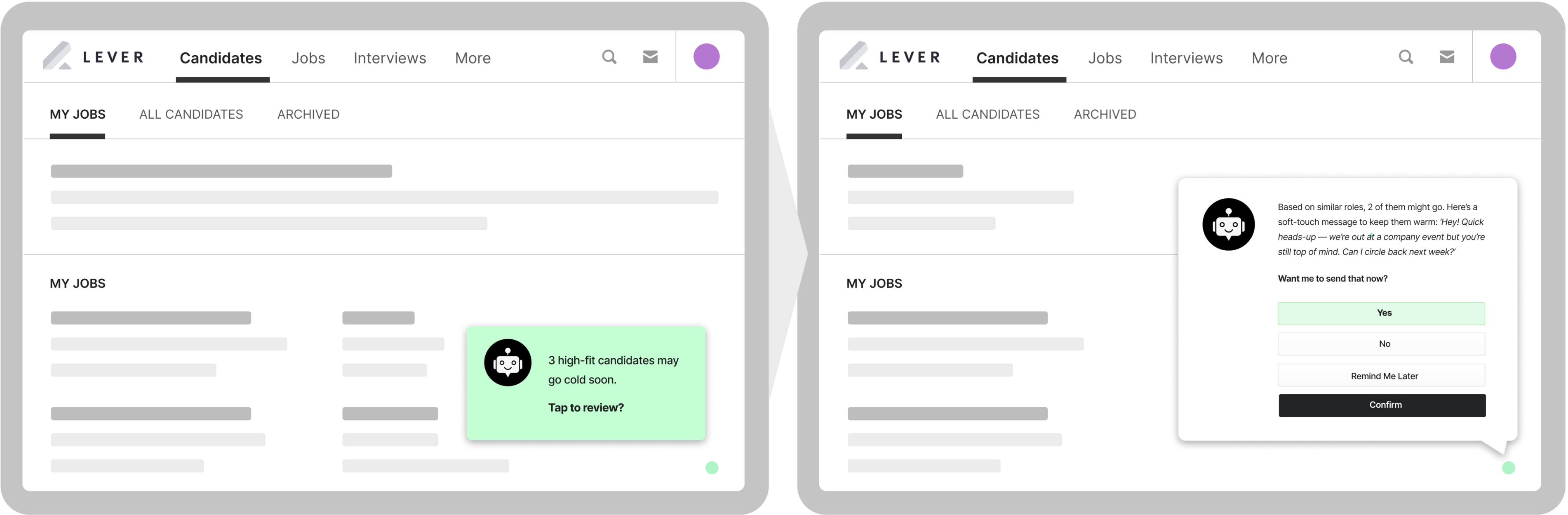
Companion Approach

AI-enabled capabilities provide the Companion needed to **alleviate the hiring hurdles** while **increasing recruiter efficiency** and hiring manager, candidate satisfaction

WORKFLOW STEPS	COMPANIONS	HIRING HURDLES	AI CAPABILITIES	RESULTS
Candidates Apply / **Screen**	**AI SCREENING COMPANION**	**Too many candidates** leads to focus difficulty; Ghosting **damages brand** • Match Candidate Skills to Need • Provide Fit Transparency to Candidates • Assessment at Apply (Earlier in Funnel) • Identify and Engage Candidates at Risk *• Balancing short-term match and long-term fit* *• Distinguishing Hard to Fill roles from Purple Squirrels*	Agent-like Experience: ✓ Talent Fit ✓ Candidate Transparency ✓ Smart Screening ✓ Talent Loss Risk *• Longer-Term Success Indicator* *• BYO Purple Squirrel*	• Ranked list of candidates that passed all screening questions • Candidate engagement recommendations throughout recruitment process
Interview	**AI INTERVIEW COMPANION**	**Interview consistency, presence and fairness** are major pain points for recruiters, hiring managers, and candidates • Interview Guides and Questions • Interview Insights and Feedback • Interviewee Benchmarking *• Aligning on true needs vs unicorn searches* *• Slow process from match to interview* *• Interview volume*	Agent-like Experience: ✓ Pillar Interview Guides, Co-Pilot ✓ Pillar Transcription, AI Summary ✓ Pillar Scorecards *• Pillar Intake Guides* *• Auto-Schedule Interviews* *• Asynchronous Interviewing*	• Consistent practices resulting in comparable evaluations • Feedback creating more compliant interviews

Companion Experience

Chat-Based Inline Interaction

LEVER Candidates Jobs Interviews More

MY JOBS ALL CANDIDATES ARCHIVED

MY JOBS

3 high-fit candidates may go cold soon.

Tap to review?

LEVER Candidates Jobs Interviews More

MY JOBS ALL CANDIDATES ARCHIVED

MY JOBS

Based on similar roles, 2 of them might go. Here's a soft-touch message to keep them warm: *'Hey! Quick heads-up — we're out at a company event but you're still top of mind. Can I circle back next week?'*

Want me to send that now?

Yes

No

Remind Me Later

Confirm

Employ AI Interview Companion

Eliminate the guesswork, streamline decision-making, and put your talent acquisition team into peak performance—so you can hire the best, every time.

Interview Workflow Management

Plan your interview process for more effective outcomes

Guide interviewers, live, in the interview

Improve quality of hire with actionable interview data
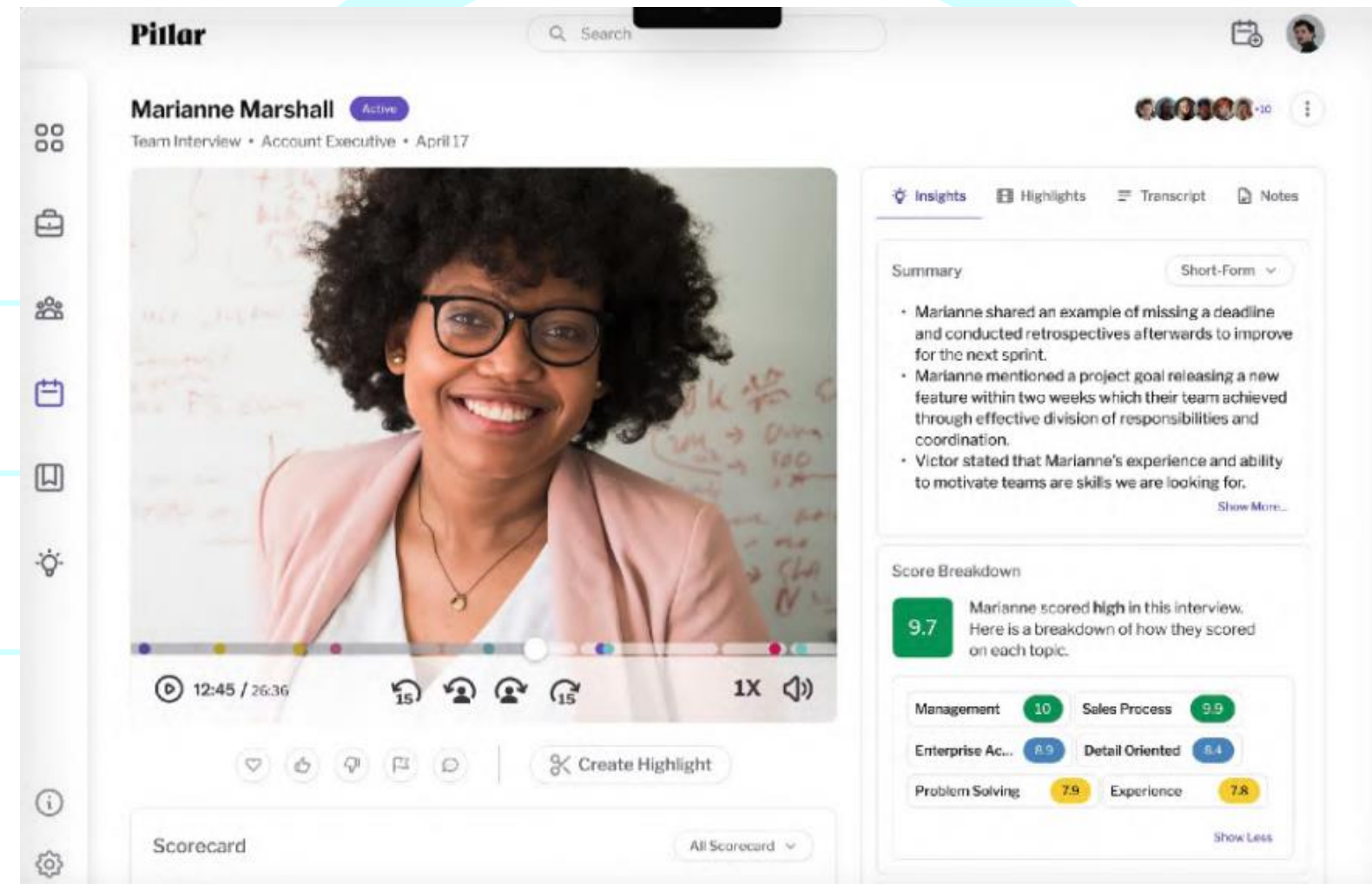
Capturing Hiring Conversations

Run a standardized interview process

Automate interview summaries & feedback collection

Automate your interviewer coaching

Enable better decision making

Smart Screening

Streamline the hiring process, reduce costs, and secure the best candidates through AI-powered insights

Smart Screening accelerates candidate insights by moving measurement to the top of the funnel. Talent pools are expanded by providing real data on all applicants.

- → Candidates "opt-in" by completing reference checks and assessments
- → Continuously growing passive candidate database
- → Unlimited candidates, known price per hire

33%

of *Employ Recruiter Nation* respondents believe there are not enough people to fill open positions, yet 75% of candidates are filtered out by ATS

Easy & Effective Screening

Applications — 250

Match + Screening Forms — 75

Recruiter Screening — 25

Assessments — 10

Short List to be Interviewed — 3

Pricing forces measurement lower in the funnel

Applications, Talent Fit + Screening Forms, Candidate Opt-Out, AI-Generated Assessments — 250

Recruiter Screening — 10

Short List to be Interviewed — 3

Pricing allows measurements at top of funnel

10 Stack Ranked Candidates

Talent Loss Risk

Identify when a high-value candidate is at risk and automate the save

Utilize communication, workflow and interview data to **determine when a high-value candidate may be at risk** of taking another job or removing themselves from the process and then execute a generative AI-based communication plan to keep the candidate engaged.

➔ Identify when a candidate may be at risk of exiting the TA process

➔ Recommend actions to keep candidate engaged

➔ Automate communication sequence to keep the candidate engaged

52%

Job seekers said they've declined a job offer because of a poor experience with a potential employer during the hiring process.

Source: https://www.careerplug.com/blog/candidate-experience-statistics/

Candidate Transparency

Utilize AI to provide candidates with feedback related to their job fit

Candidate Transparency uses candidate matching technology to provide feedback based on job requirements. Results allow for actionable suggestions, such as other more relevant jobs or opportunity to join a talent pool, will be proactively provided.

➔ Rise in candidates getting ghosted is 'sabotage' for companies' employment brands

➔ Eighty percent of hiring managers admitted to ghosting candidates *(HR Dive)*

➔ Employer ghosting doubled since 2020; reviews mentioning ghosting are 5x more likely to result in negative company review *(Glassdoor)*

➔ Great candidate experience = improved Employer Brand

80%

Job seekers reported getting ghosted according a survey by Indeed

Employ + IBM watsonx
Responsible, Always-On AI You Can Trust

→ **Bias Monitoring**
Real-time, continuous bias checks across all data

→ **Full Transparency**
Complete visibility into how AI makes recommendations

→ **Audit-ready**
Built-in auditability for regulators, legal teams and leadership

→ **24/7 safeguard and controls**
Continuous guardrails that ensure responsible, explainable AI use

employ
+
IBM watsonx

Don't Miss The AI Webinar

Meet Our AI Companions

Live Demo | July 16 at 11AM ET

Discover how Employ's AI Companions make hiring faster, easier, and more human. Built-in. Governed. Designed to handle the busywork—so you don't have to.

What You'll See:
• AI Interview Companion in action
• Sneak peek at AI Screening & Sourcing
• Live Q&A with our team

Grab your spot! Register today

AI Screening Companion

AI Interview Companion

AI Sourcing Companion

LIVE WEBINAR
Every Recruiter's *Best Friend*
AI Companions for interviewing, screening, sourcing and staying sane.

July 16 | 11am EDT

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New: Lever Certification Program

Investing in your team's expertise isn't just smart. It's essential.

Becoming a Certified Admin helps you:

➜ Build deeper expertise and confidence as a Lever admin

➜ Learn how to optimize your system for your hiring goals

➜ Avoid costly mistakes and inefficiencies

➜ Earn official recognition for your skills and impact

Exam at a glance:

➜ 60 questions | 90 minutes | 3 attempts included

➜ Covers Lever Core ATS admin functionality

➜ $250 one-time fee

➜ Digital badge awarded, valid for 12 months

How to access:

➜ Visit HireEd – Lever Admin Learning Path

➜ Find in our Summer Release resources

LEVER by **employ**

Core ATS
Certified

Help Center & HireEd Updates

NEW Summer Release Demo Videos

- Now available directly in Release Notes

HireEd Courses (updated by Aug 15th)

- **ROI Dashboard Updates** – updated in Visual Insights Course
- **EEO Compliance Controls** – updated in Lever Admin: Administration & Configuration
- **AI Summary & Transcript –** updated in Lever Admin: Lever Admin: Candidate Management & in Lever Recruiter: Emailing and Interviewing
- **AI Interview Companion** – now live in Lever + AI Interview Companion for Administrators

Sign-up for live training events here