



FINTROS INNOVATION HIGHLIGHT



COMPANY OVERVIEW

In Q3 2020, Fintros, the inventors of the Inclusive Resume™, partnered with NGNP to stress test Fintros' industry leading HR-Software. In partnership with OCI, Fintros used the CENG Testbed to run thousands of simulations to ensure their global recognized and award-winning AI-document anonymization engine can handle their incoming large spikes in demand. In pursuit of advancing Canadian-owned IP, the NGNP project helped to prove that the industry-leading research produced by the team at Fintros-AI is commercially ready to onboard tens of millions of new career ambitious job seekers.

LOCATION: TORONTO, ON

TECHNOLOGY



Artificial Intelligence



Sloan Galler, VP, Engineering, & President
sloan@fintros.com
fintros.com

Rick Penwarden, Sr. Manager, Marketing
rick.penwarden@cengn.ca
cengn.ca/projects

ELIMINATING RECRUITMENT BIAS FROM THE HIRING PROCESS

Fintros provides automated talent discovery, hiring bias auditing, and access to an industry-leading diverse talent pool. Fintros' Inclusive Resume is used to eliminate over 42 forms of recruitment bias and is provided at no-charge to candidates to automate fair, equal and meritocratic hiring. The applications are then matched to job requisitions using advanced NLP to create automatic shortlists of suitable candidates.

AN EFFECTIVE HIRING TOOL FOR BOTH EMPLOYER AND APPLICANT

Companies use the Fintros platform to source quality talent and eliminate bias in the hiring process to support fair, equal and meritocratic recruitment efforts. The Fintros platform is also complete with compliance monitoring to ensure that companies are hiring based on merit. In addition to the Inclusive Resume, candidates also receive job application alerts, resume feedback from HR leaders and a chat portal to connect them with potential employers. The employer software is also equipped with ATS (Applicant Tracking Software) that allows teams to manage, administrate and organize their candidate pool.

DATA PIPELINE MEASUREMENT AND OPTIMIZATION TESTING

By conducting a CENG project, Fintros examined and measured the performance of their pipeline under anticipated traffic levels. They also validated that their ETL pipeline scaled as they begin to onboard millions of new career ambitious job seekers in 2022. Fintros successfully tested through all their original goals and even ran additional tests on best practices beyond what was initially planned.

Fintros Candidate #100360, CPA	
WORK EXPERIENCE	
Big 6 Canadian Bank Toronto, ON Investment Banking Associate, Energy One of: BOC, TD, BMO, Scotiabank, National Bank or CIBC • Worked on 20+ mandates in the Energy sector, including sell-side and buy-side M&A, strategic alternatives, business spinouts, and equity/debt financings. • Selected Transaction Experience: <ul style="list-style-type: none">\$1.32B (Public Canadian Energy Company) Private Placement\$940MM M&A of (North American Mining Exploration Company) in the (Redacted) Unit and its concurrent \$425MM financing (co-lead on \$335MM bought debt and advised on \$145MM secondary private placement).\$120MM tool review with (American Oilfield Services Company) sale of (Canadian Energy Company)Fairness valuation of (Canadian Oilfield Services Company) using precedent transactions, public comparables, and NAV methodologies.	2019 – Present
Tier 1 Canadian Investment Dealer Toronto, ON Investment Banking Analyst, Energy One of: GMP Securities, Cowi & Co • Worked on 6 mandates in the restructuring, business spinouts • Selected Transaction Experience: <ul style="list-style-type: none">\$84MM Fintros (Unit Company) issue (North)Completed valuation in NAV to imply pro-forma	2 Years
EDUCATION Tier 1 Canadian Business School One of: UofT, Schulich, Rotman, UBC • GPA: 3.95 (4th Year) > 3.33 (3rd) • [Education] [Student Club] Pr	
CERTIFICATIONS CPA	
BIAS ELIMINATED	
Employer Anonymization Similarity, Halo Effect, Horns Effect Bias	27
Name Masking Name, Gender, Ethnicity, Affinity & Anchoring Bias	10
Date Masking Ageism, Affinity/Harassment, Justice Bias	9
Identification Masking Location & Socio-Economic Bias	6
Education Anonymization Similarity, Halo Effect, Horns Effect Bias	3
Formating Algorithm Halo Effect, Horns Effect, Affinity/Harassment Bias	3
Total Biases Removed	61

“The CENG Testbed accelerated our technical roadmap by 500+ hours. Together, we successfully triaged four ways to scale our complex, query-heavy requests by as much 55%.”

Sloan Galler

VP, Engineering, & President, Fintros

