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>> DEKO IDEKOBA:I want to start with a simple, simple idea, that work only people can do is often not the work that takes the most time. I learned that at a few different points in my career.

Early on, I worked in sales. One of my main tasks was to call 50 businesses a day. 50 businesses a day. Geez. I hate it. I was not a good employee, but anyway. Who likes it, you know? But anyway, dialing number after number and getting nowhere. Sometimes I yelled. But once I got someone on the phone, I loved the conversation. I loved understanding what they needed, helping them solve a problem. Even then, I remember thinking, this is backward. People should spend less time trying to start the conversation and more time having it.

I saw the same pattern again when I built a start-up. I wanted to focus on building products and growing the company. I was thinking, I'm going to be the next Steve Jobs. But instead, because of sales turnover, I spent a huge amount of my time hiring again and again. It was necessary work, but it pulled me away from the work I wanted to focus on.

And I saw it again when I joined Indeed in 2012. I saw how hard our HR and recruiting team was working, but manual tasks were constantly slowing them down from what they love to do. And when I talk with HR and talent leaders today, I hear the same thing: Hiring has become even more complex.

Today, recruiters are stuck with time-consuming tasks -- reviewing applications and resumes, chasing down schedules, and

learning phone screens. For most employers, it takes about a month to make a hire. Cutting that time down lets recruiters focus on what actually matters: Connecting with great people.

So, how do we get there? We fix bottlenecks across the entire hiring process. With Indeed Premium Sponsored Jobs, employers fill positions 50% faster than non-sponsored jobs. 50% faster. How? We use an advanced AI matching technology to help reach the right candidates sooner.

With Sourcing Assistant, launched earlier this year, we help employers save over 11 hours per week. How? Recruiters can proactively build qualified pipelines by automating candidate discovery and outreach.

And also launched earlier this year, Smart Screening helps employers identify and prioritize the applicants who best match what they're looking for earlier in the process. And it takes 26% fewer applications to make a hire with Indeed Smart Screening. You will hear more details on each of these later today, but each solution is built to fix a different pain point in the hiring process. And together, they help hiring teams spend less time on repetitive tasks and more time on the work that only people can do, because every day a position stays open, that empty seat has a real cost. The cost may be the product that does not leave the warehouse. It may be the customer who walks out of a restaurant because no one was there to help. It may be the revenue the business does not capture this quarter.

Today, 31 people are hired on Indeed every minute. Every single one represents a business moving forward and a person starting a new chapter in their career. That is why our goal is not just to make hiring faster; it is to make hiring simpler and better. Better for employers, better for recruiters, and better for job seekers.

Over the next three to five years, I hope recruiters no longer have to spend hours on manual tasks. AI should take on more of that work so recruiters can get back to building connections with the right match. That is the future we are building toward.

Thank you for being here, and welcome, welcome to Indeed FutureWorks.

(applause)

(music)

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