

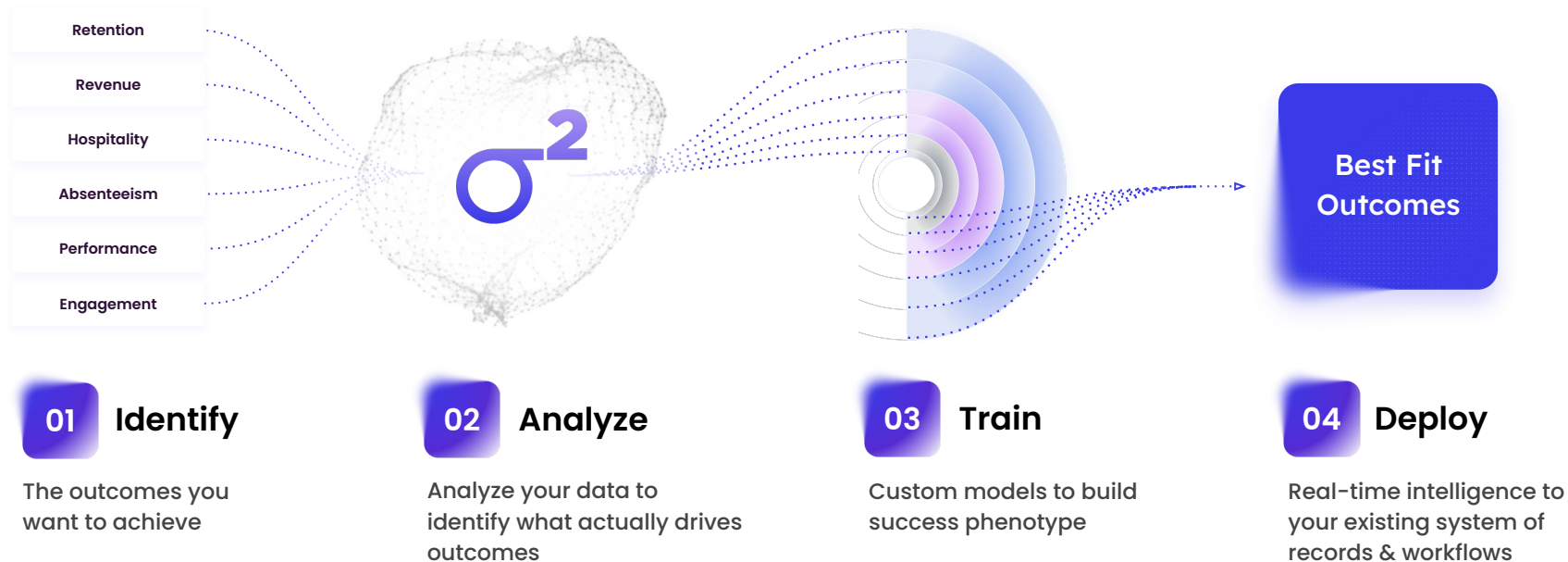


Sigma Squared

One Intelligence Layer.
Talent Outcomes.
Optimized.

How Talent Intelligence Works

Sigma Squared discovers what actually drives your talent outcomes like retention – from your own data – and puts that intelligence where decisions happen.



The Science Behind Talent Intelligence

Every major talent platform is implementing one of two things — what a job description says matters, or what past hiring decisions looked like. Neither is productivity.

Job Description Mapping

Specs are copied from templates and written by people who've never measured what actually drives output. You're scaling someone's assumption.

workday.

hirevue⁺

PARADOX 

Skills & Profile Matching

Inverting historical hiring patterns encodes whoever your managers preferred — **pedigree, familiarity, bias** — and repeats it at scale.

 Beamery

 eightfold.ai

 gloat

Real Talent Intelligence

Neither approach ever asks:
“Did the people we hired actually perform, stay, or generate revenue?”

They match beliefs.
We optimize outcomes.

Outcomes as the Foundation.

Causality as the Edge.

The Foundation

We start with outcomes

Retention. Performance. Revenue.

Your model is trained on your realized post-hire data — not job descriptions, not borrowed benchmarks.

Your signal. Your truth.

The Edge

We correct for what distorts that signal

- **Who you didn't hire** — selection bias inflates how good your hires look.
- **What the manager contributed versus the employee** — conflating them mis-scores both.
- **How harsh or lenient the rater was** — performance ratings aren't clean productivity signals.

The Result

Signal separates from noise

Worker contribution separates from team effects. You stop promoting the person who had a great manager. You start building teams whose output exceeds the sum of their parts.

This requires econometrics, not just machine learning. More compute doesn't solve an identification problem.

**“This is an absolute
game changer for us.”**

Jonathan Neman, CEO, sweetgreen

Sigma Squared combines proven behavioral science with advanced AI to help brands optimize frontline talent and drive measurable improvements in operational performance and margin expansion.

sweetgreen

FIXINS
Soul Kitchen



STATESIDE
URBANCRAFT
— VODKA —

 cognizant

servicenow

 ACADIAN

els
Equity LifeStyle Properties


tinuity

Angi


HEARTLAND
DENTAL

 **ASHWINI**
HOSPITAL
improving lives.

WEST YOST
Water. Engineered.


UT Health
San Antonio

 **bakertilly**



Customer Success Story

sweetgreen

How Sweetgreen rebuilt its hiring model — and **unlocked \$17M** in impact.



The Wrong Hiring Model Was Costing Sweetgreen Millions

The Challenge

Like many quick-service restaurants, Sweetgreen faced high churn among frontline workers — **especially within the first 90 days.**

They were hiring on the basis of full open availability and an interview rubric built on intuition. Neither predicted who would stay or perform.

- ⊗ Inflated training and hiring spend
- ⊗ Inconsistent customer experience
- ⊗ Lower than expected store-level revenue



“We didn’t know what a good hire actually looked like — until **the data told us**”

S2 Didn't Optimize Sweetgreen's Hiring Process. We Rebuilt the Foundation.

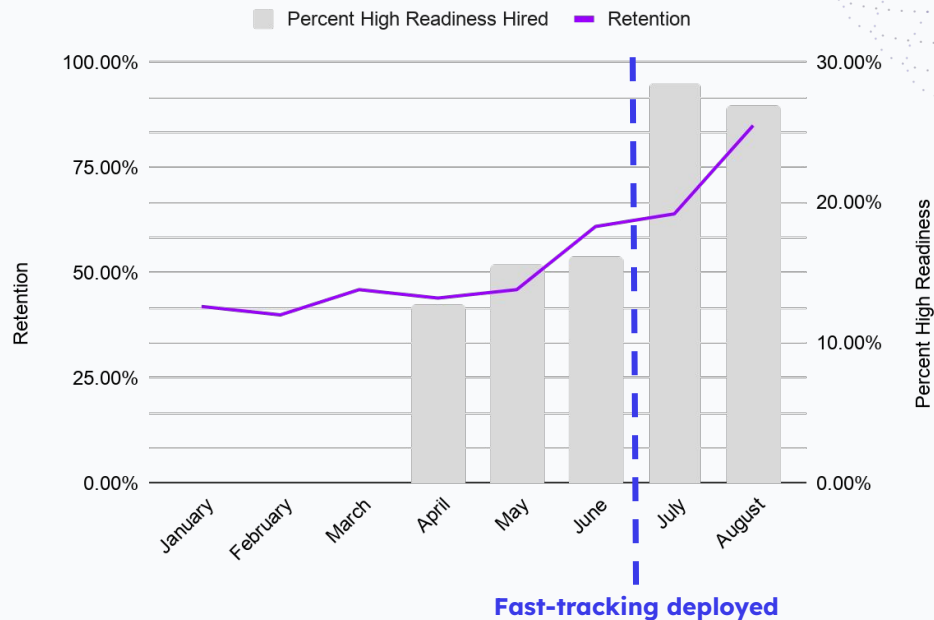
Before S2

- Hiring filtered on if the candidate has **open availability**
- Interview rubric **built on assumptions** about values and customer empathy
- **No signal** on which candidates would retain or perform
- Decisions left to individual **manager judgment**

After S2

- Hiring criteria restructured based on **outcome data**
- Interview questions rebuilt from **what top performers actually said**
- **Predictive readiness scores** embedded in ATS
- High-readiness candidates (85+) automatically **fast-tracked** to interview

The Evidence



Post-Deployment: Adoption & Retention Increase

Following S2 deployment in April 2025, overall Team Member retention has increased by 43%.

+ 47%

Adoption increase post fast-tracking

+ 43%

Retention increase

The ROI of Smarter Hiring

The Result

+\$17M

+\$17M annual business impact with combined mis-hire savings and revenue increase.

-43%

-43% employee churn reduction after installing S2 readiness scores.

+47%

+47% high-readiness candidates were hired after activating high-score fast tracking.

+5 pp

+5 pp revenue lift driven by high-readiness Head Coach candidates.

Quarterly Audits

Quarterly audits show
0 bias detected to date

Quarterly audits show that Sweetgreen's hiring and promotion operations with QualFit report **zero bias**.

TALENT OPTIMIZATION

Q1 - Q4 ▾

Quarterly Bias Report

Readiness Scoring Bias Analysis

Hiring Readiness Scores

0% bias found



Promotion Readiness Scores

0% bias found





In the future, a
version of this will be
embedded into
everything we do.

Jonathan Neman
CEO, sweetgreen

Customer Stories



Stateside Vodka

Consumer Brands • High-Volume Hiring

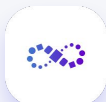
Manual screening had become a bottleneck with no consistent signal on fit.

8,000

applicants per month scored before any human review

"S2 scores are our first filter. Recruiters are now measured on how well they've integrated it into their workflow"

Haleigh Myers,
Director of Human Resources



Tinuiti

Professional Services • Promotions

1,200-person agency. Promotion cycles relied on subjective judgement creating inconsistency & bias exposure.

+10%

Performance improvement for S2-promoted leaders vs. baseline

"It raises the quality of human judgement without replacing it. Objective, explainable, and zero compliance risk."

Jeff Batuhan,
Chief People Officer



Angi

Home Services • Inside Sales

135 inside sales roles. High rep turnover (median tenure less than 6 months) created a costly rehiring loop.

\$4M

Annual savings from 162 avoided mis-hired across 135 positions

"Inside sales mis-hires were costing \$25K each. At 400+ reps, the math was unsustainable."

Marisa Smith,
SVP, Operations Performance Enablement