**Mahe Bayireddi**

*CEO & Co-Founder, Phenom*

**Bio**

Mahe Bayireddi is the CEO and co-founder of Phenom, a global HR technology company with a purpose to help a billion people find the right job. One of Inc. 5000's fastest-growing private companies, Phenom’s revolutionary Intelligent Talent Experience platform ensures candidates find and choose the right company faster, employees develop their skills and evolve, recruiters become wildly productive, and managers build stronger-performing teams.

A passionate entrepreneur, Mahe has co-founded several successful technology companies with his extensive knowledge in predictive intelligence and machine learning. He started his career in software consulting and web development after earning his BE and MS degrees in Computer Science.

**Quote**

“Our purpose as a company is to help a billion people find the right job — that's the only reason why we exist. And we’re doing that through our Intelligent Talent Experience platform, which is transforming the way candidates find and choose you faster, employees develop their skills and evolve, recruiters become wildly productive, and managers build stronger-performing teams.”

**Hari Bayireddi**

*COO & Co-Founder, Phenom*

**Bio**

Hari Bayireddi is the COO and co-founder of Phenom, where he leads global operations and seeks to continuously optimize the company’s revolutionary Intelligent Talent Experience platform — which empowers the world’s biggest brands to hire employees faster, develop them to their full potential, and retain them longer.

Previously, Hari co-founded several technology companies with his brother Mahe Bayireddi, including SnipSnap, Bija Health, and BHSP Nexus Software. He has extensive experience in computer science, previously serving as a software consultant and web developer, as well as managing business operations. Hari holds an MBA in Business Management and a BTech in Mechanical Engineering.

**Quote**

“The way winning companies approach talent has fundamentally changed. Today, everyone is competing for talent everywhere — and if you’re not getting retention and growth right, your organizational existence is in question. Every organization is on a journey of transforming their talent experience.”

**Jess Elmquist**

*Chief Human Resources Officer, Phenom*

As CHRO and Chief Evangelist, Jess Elmquist is leading Phenom’s global HR team as the company continues to rapidly hire, train and inspire new employees around the world. An accomplished HR professional, Jess has held multiple senior roles, including Chief Learning Officer & EVP of HR, Talent Acquisition at LifeTime, Inc. While at LifeTime, he was a passionate Phenom customer and an evangelist for why innovation in HR is imperative.Previously, he served as President and a Boardmember at TrueWell, Inc.

Jess earned a BA in Education from Bethel University and an MA in Organizational Psychology & Change Management from Columbia University in the city of New York. Jess is an inspirational speaker and trainer — most recently speaking at [SXSW](https://schedule.sxsw.com/2023/events/PP131454).

**Davinder Athwal**

*Chief Financial Officer, Phenom*

As CFO, Davinder Athwal is leading and scaling Phenom’s financial infrastructure across all areas as the company rapidly expands its global footprint. For 25+ years, Davinder has been building and leading world-class finance teams through high-speed growth. Most recently, he was CFO at OSG, a global fintech company, and Blucora, a provider of data and technology-driven solutions to the wealth management industry. In these roles he set financial strategy, implemented value-creating capital allocation models and led all aspects of finance operations as well as global HR and IT functions. Prior to that, he held progressively senior finance roles at UGI Corporation, Nortel, IBM and PwC. Davinder earned BA and MA degrees from Kingston University London and Long Island University, respectively.