



# Wizehire Executive Bios

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## Sid Upadhyay, CEO & Co-Founder

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From growing up in his family's hotel business to writing the original code for Wizehire in 2014, Sid Upadhyay has been a proud member of the small and growing business community his entire life. Which is why, after developing exclusive evaluation tools and technology for Fortune 500 companies with Wizehire Co-founder Jay Niblick, he made it his mission to make innovative, best-in-class hiring and recruiting solutions accessible to all.

As Wizehire's reach has expanded, it's become known for its purpose-fueled company culture—earning spots on Inc.'s 5000 and Best Workplaces lists. Now Wizehire serves

more than 18,000 businesses and has 130+ employees, making it the fastest growing great place to work helping great businesses grow.

Sid holds a B.S. in statistics from the University of Texas at Austin. He lives in Houston where he is an avid home chef to his wife and their wheaton terrier poodle mix, Pippa.

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## Nick Carneiro, Chief Technology Officer & Co-Founder

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Nick Carneiro is the CTO and Co-founder at Wizehire, a leading hiring platform helping small businesses grow with a better way to hire.

Nick began his work in the human resources technology space on both the product and engineering teams for Indeed, helping to open their San Francisco office. He joined Wizehire as the third co-founder in 2015.

In May 2022, Nick helped to lead the company through a \$30 million Series B funding round, bringing the company's total funding to date to \$37.5 million and its valuation to \$250 million. Every day Wizehire uses this investment capital to carry out our vision of a world where every business on Main Street succeeds.

Nick holds a BS in electrical engineering and computer engineering from the University of Texas. He has contributed to Open Source software since 2006 including the popular curlconverter library. He lives in Seattle where he enjoys camping and investing in seed-stage software companies.

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## Jay Niblick, Chief Strategy Officer & Co-Founder

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Jay Niblick is the CSO and Co-founder of Wizehire, a leading hiring platform helping small businesses grow with a better way to hire.

Jay is a notable keynote speaker, best-selling author, and well-respected expert in leveraging consultative tactics and psychometric technology to execute successful business strategies.

Prior to WizeHire, Jay founded the software and personality profile company, Innermetrix (IMX). Over the past 23 years, 24,000 corporations have used IMX profiles with more than 10,000,000 employees.

Jay is a decorated veteran who served in the special operations community of the US Navy. He holds a BS in organizational behavior from Tusculum University and an MS in human capital data analytics from Columbia University. When not creating growth strategies for Wizehire or doing aerial stunts, he relaxes by painting and building things.

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## Carmen Bryant, Vice President of Marketing

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Carmen is VP of Marketing at Wizehire and a senior marketing leader with more than 20 years of marketing, research, and thought leadership expertise. She has spoken on recruiting insights and best practices globally, having presented in boardrooms and conference venues worldwide, and been featured as a speaker by organizations including SHRM, SHRM India, and the Human Capital Institute.

Carmen joined Wizehire in 2022 where she designs and implements the overall marketing strategy for Wizehire in alignment with their business and revenue goals. This includes Wizehire's GTM strategy, brand building efforts, marketing operations, and their content and communications strategy. Carmen is a cultural ambassador who is proud to support Wizehire's mission to level the playing field for small and growing businesses.

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## Graham Prud'homme – Vice President of Engineering

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Graham is Vice President of Engineering at Wizehire. Graham's primary focus is developing a world-class team of engineers, who are passionate about building solutions to help small businesses thrive.

Graham has spent over twenty years working in technology companies from two to thousands of employees; in roles from co-founder to engineering manager; across industries from HR Technology, to Oil & Gas, to Pharmacy, and Automotive. He is excited to have found a great fit at Wizehire, where his breadth of experience helps to inform company strategy.

Outside of work, Graham has a passion for nature and photography. He and his wife have spent time in dozens of national parks over the years, and are looking forward to taking their three young children exploring soon.

Graham has a BS in Computer Science from Carnegie Mellon University, and currently resides in Austin, Texas.

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## Shivani Puri, Vice President of People

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Shivani Puri is the VP of People Operations & Culture at Wizehire. She has held leadership roles in technology-focussed companies such as Xtime, IBM, Cox Automotive, and ITRenew among others. Shivani holds a Master's degree in Psychology, giving her a profound understanding of human behavior and organizational dynamics.

Shivani has nurtured leadership skills and created diverse and inclusive work environments that enable employees to develop key skills, excel in their professional careers, and achieve business goals. She has built and led the HR function for several

companies, which resulted in successful acquisitions by IBM, Cox Automotive, and Iron Mountain.

Shivani's experience in leadership and coaching, talent development, and community building has equipped her to craft a scalable people function. She is committed to igniting the potential of employees and developing organizational excellence.

In her free time, Shivani enjoys traveling with her family, exploring different cultures and cuisines across the world, and spending time with her Goldendoodle, Caesar.

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## Stephanie Sutton, Vice President of Sales

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Stephanie Sutton is Vice President of Sales at Wizehire and is passionate about building and nurturing sales teams and driving growth and innovation.

Hailing from Glenwood, Alabama, Stephanie's professional journey has taken her from the vibrant business hubs of Greater New York City, and Arlington, VA. She started her career as an actuary, honing her expertise in the insurance industry. She'd go on to an impressive 11-year career at Verisk Analytics in Jersey City, NJ where she held several senior leadership positions including Sales Vice President for National Accounts and Senior Vice President of Sales and Client Engagement. It's here she made a pivotal transition to the world of SaaS startups, most notably as Vice President of Sales at Culture Amp.

Beyond her professional endeavors, Stephanie is a devoted wife and mother of four accomplished adult children. Stephanie and her husband divide their time between Naples, Florida and New Jersey.

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## Melissa Woodring, Vice President of Client Success

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Melissa Woodring is the VP of Client Success at Wizehire, bringing over 21 years of client success expertise to her role. Melissa's ability to understand and meet customers' needs has consistently elevated their experiences, fostering enduring relationships and driving the growth of their businesses.

Guided by her purpose to make a positive impact on the lives of others, Melissa embraces authenticity and empathy as her guiding principles. Ensuring each interaction leaves clients feeling valued and understood, Melissa's goal is to create positive change in the world, one conversation at a time.

Beyond her career, Melissa advocates for those struggling with Type 1 Diabetes. Her son's diagnosis inspired her to champion awareness and compassion for individuals with the disease as well as their families.

When she's not driving client success strategies, Melissa prioritizes spending quality time with her loved ones. To her, nothing beats gathering around a campfire with her husband, two children, and their closest family and friends.

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## Greg Wookey – Chief Financial Officer

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Greg Wookey is the CFO at Wizehire, which he joined in July of 2023.

Greg's 40-year career spans a variety of companies, industries, and corporate roles. Over the last 20 years, his concentration in SaaS-based technology platforms has given him deep knowledge of the financial and operational aspects of subscription-based software businesses.

During his career as a financial executive, Greg has overseen periods of significant growth and has been instrumental in raising over \$100 million of venture capital.

Prior to Wizehire, Greg has worked at companies such as MINDBODY, Inbenta and Boulevard.

Greg holds a BA in Political Science from UC Irvine and an MBA in Finance from CSU Fullerton. He lives in Arroyo Grande, CA and loves the great quality of life on California's Central Coast.