



# Talent Platform Features



## The Award-Winning Solution for Hiring, Engaging, Retaining, and Developing A Players

### Talent Acquisition

- ATS / Recruiting
- Paperless Onboarding
- Recruitment Marketing

### Employee Engagement

- Employee Recognition
- Employee Milestones
- Employee Surveys
- One-on-One Workspace  
*(Coming 1H 2022)*

### Performance & Goals

- Goals Planning
- Continuous Feedback
- Performance Management
- Pre-Built Review Templates

### Talent Analytics & Planning

- Reporting Suite by Module
- Decision Support
- People Analytics
- Workforce Planning

## Why ClearCompany?

### One System. One Provider.

Avoid multiple vendors with a unified platform that supports your entire organization throughout the talent lifecycle. Take advantage of valuable cross-platform analytics that are only possible when all your data is captured in one common system.

### Intelligent Automation for Strategic Outcomes

Only ClearCompany leverages the attributes of your top performers so you make better hires. Our system also speeds up hiring with modern text, mobile, video conferencing, and sourcing tools that enable rapid and virtual recruiting so you beat the competition and win at hiring.

### A Seamless, User-Friendly Experience

Put people first with the platform that delights users at every touchpoint. Maximize the candidate and employee experience and ensure strong HR practitioner satisfaction, engagement, and adoption.

### Software to Build Your Culture

Improve employee engagement and retention with modern and mobile software tools that promote teamwork, alignment, inclusion, employee feedback, and employee social recognition.

### Workflows, Integrations, Innovation, and Analytics to Save HR Time

ClearCompany provides pre-built templates and reports, integrations, and analytics to streamline workflows and make HR more nimble, efficient, and informed. We continuously innovate to improve and accelerate HR processes to help you achieve Talent Success™.

### World Class Experience, Service, and Training

Since our founding in 2004, ClearCompany has supported over 1 million performance reviews, 1.8 million requisitions, and +70 million job applications. Take advantage of our experience and dedicated in-house support professionals who will serve as an extension of your HR team.



# ClearCompany Offers a Comprehensive Feature Set for Talent Success

## Recruiting Features

### Applicant Experience

- Candidate Name Pronunciation Tool
- Mobile Apply
- Multilingual Applications
- Text-to-Apply

- Beautiful Career Sites
- Social Sharing Tools
- Video Screening
- GDPR Compliant

- Application Status Job Portal
- Easy Apply Integrations with Indeed, Monster, & ZipRecruiter
- LinkedIn Apply Connect
- Talent Acquisition Multi-Branding

### Job Posting Management

- Automated Free & Sponsored Postings
- Facebook Career Sites
- Custom Source Tracking

- Automated Requisition Approval Processes
- Discounts on Sponsored Postings

- Management of +5,000 Jobs Boards
- Requisition Templates

### Candidate Management

- 10DLC Texting Compliant
- Text Messaging
- LinkedIn Recruiter System Connect
- Closed Loop Email Capture
- Digital Offer Letters
- Knock Out Questions

- Recruitment Marketing Tools
- Automated Candidate Workflows
- Custom Workflows by Requisition
- Referrals Management
- Applicant Auto-Grading
- Dispositioning

- Mobile & Text Communications
- Rehires
- Background Checks & Assessment Tests
- Duplicate Detection
- Talent Communities for Passive Candidate Sourcing from Database

### Comprehensive Interview Toolkit

- Candidate Timeslot Selection for Screening Interviews
- Virtual Interview Links
- Integration with Local Calendars
- Team Notes & Collaboration Tools

- System-Generated Interview Guides
- System-Generated, Role-Specific Interview Questions
- System-Generated Interview Scorecards
- System-Generated Reminders for Candidates and Interviewers

- Automatic Distribution of Interview Packets
- Responsive Interview Invitations
- Mobile-Friendly Interview Packets

### Recruiting Analytics

- Analytics & Reporting Suite for Recruiting
- Quality of Hire Measurement

- Pre-Built Recruiting Reports
- Source Reporting
- Application Completion Rates

- Funnel & Pipeline Analysis
- Custom Fields & Reports

## Onboarding Features

- Attractive New Hire Interface
- Compliant Forms by State & Province
- Manager & Team Introductions
- E-Signature Approvals

- Customizable Forms
- HRIS & Payroll Synchronization
- E-Verify & WOTC
- Automated Onboarding Task Tracking & Reminders

- Onboarding Packet Templates
- Mobile-Friendly Onboarding Packets
- Electronic Onboarding Packet Delivery
- Device & Equipment Management
- Bulk Onboarding

## Performance & Goals Features

- Every Performance Review Format
  - Semi-Annual/Annual Reviews
  - Quarterly Progress Reviews
  - 360 Peer Reviews
  - New Hire Reviews
  - Goal-Based Reviews
  - Role-Specific Reviews
  - Anniversary-Based Reviews
- Unlimited Reviews
- Mobile-Friendly Reviews

- Customizable Review Scales, Sections, & Questions
- Pre-Built Performance Review Templates
- Comprehensive Competency Library
- Automated Workflows
- Intuitive Portals for Employees & Managers
- Goal Cascading & Planning
- Continuous Goals Feedback

- Cycle Completion Reports
- Automated Notifications & Reminders
- Spanish, French, and English End-User Review Experience
- Employee Journal for Private Performance Notes
- Analytics & Reporting Suite for Performance
- Performance Management Best Practices Library
- E-Signature Performance Review Approval

## Employee Engagement Features

- Peer-to-Peer Social Recognition
- Recognition Notifications
- Employee Celebrations
- French, Spanish, & Custom Languages
- Slack Integration & Social Newsfeed
- Goal Alignment & Feedback

- Employee Engagement Surveys
- Pulse Surveys
- Pre-Built Employee Survey Templates for DE&I, Workplace Culture, Stay Motivators Surveys, & More
- Custom Employee Surveys

- Single Sign-On (SSO)
- Seamless Provisioning
- Calendar Integration
- Mobile Integration
- SAML Integration
- One-on-One Workspace (Coming 1H 2022)

## Talent Analytics and Planning Features

- Interactive Reporting & Analytics for Each Module
- Drilldowns, Filters, & Custom Fields
- Performance & Goals Tracking
- Cross-Module Data Flow

- Tenure & Performance Statistics by Role
- Time Series Reporting
- Data Visualization Tools
- Easy Data Exports

- Custom Reporting
- People Analytics
- Employee Demographics & DE&I Trends
- Embedded Decision Point Analytics
- Workforce Planning