



ClearCo.

ClearCompany Advanced Talent for ADP®

Talent Acquisition Highlights

- AI-Assisted Sourcing
- AI Talent Match
- Virtual Recruiter Chatbot
- Text Recruiting Suite
- Text & Email Campaign Automation
- Background Checks by ClearCompany

Improved Interview Experience

- Chatbot-assisted Interview Scheduling
- Candidate Self-Service Interview Scheduling
- Interview Packets, Guides, and Scorecards
- Job and Competency-Based Interview Questions
- Integrated Calendars and Virtual Interview Links

Performance, Engagement, & Goals

- Pre-Built Review Templates
- Goal Planning Suite
- Engagement Surveys
- Employee Celebrations
- 1:1 Meeting Tools
- 9-Box and 360 Reporting

Why ClearCompany?

The ClearCompany Bi-Directional Connector for ADP

ClearCompany enables more employee data fields to be transferred than any other ADP® talent management integration. Unify and synchronize employee data to create one comprehensive, accurate, HR-friendly system of record. Automate new hire data transfer to simplify payroll set-up for new employees. And easily rehire previous employees and sync the most complete set of employee data across systems.

» Bi-directional Connector for ADP TotalSource® » Bi-Directional Connector for ADP Vantage® » Bi-directional Connector for ADP Workforce Now®

Best in Breed Talent Partner

Consolidate your tech stack with a unified platform that supports all your stakeholders throughout the talent lifecycle. ClearCompany's Advanced Talent Suite provides talent insights to act quickly and strategically, which is only possible when all your HR data and tools are working together.

AI Assistance and Automation for Increased Efficiency

Harness AI to eliminate busy work, automate tasks, expedite workflows, improve communications, and save HR and recruiters hours daily. Enable your HR team to concentrate on strategic decision-making and supporting your people.

An Intuitive User Experience at Every Touchpoint

Your talent platform must satisfy many audiences: your employees, recruiters, HR team, candidates, people leaders, and C-Suite. We understand every use case. Our award-winning interface consistently saves time and impresses users.

Software to Build Culture and the Employee Experience

Maximize engagement, retention, and productivity with employee-first performance management, goal planning, and engagement tools that promote teamwork, employee development, peer-to-peer recognition collaboration, and continuous feedback.

AI-Powered Analytics Designed to Maximize Talent Data

ClearInsights delivers powerful, intuitive analytics that make complex data easy to understand and act on. Instantly gain meaningful insights and create compelling data stories with customizable reports and Liveboards tailored to your organization's needs. Our AI Insights Assistant streamlines analytics, offering real-time answers to plain language questions and identifying key change drivers that empower quick, informed decision-making.



ClearCompany Offers a Comprehensive Feature Set for Talent Maximization

Recruiting Features

Applicant Experience

- Candidate Name Pronunciation Tool
- Mobile Apply & Text-to-Apply
- Multilingual Applications
- Beautiful, Branded Career Sites
- **Career Site Recruiter Chatbot**
- Social Sharing Tools
- Video Screening
- GDPR Compliant
- Application Status Job Portal
- Compensation Benchmarking
- Easy Apply Integrations with Indeed, Monster, & ZipRecruiter
- LinkedIn Apply Connect
- LinkedIn Recruiter System Connect
- Talent Acquisition Branding

Job Posting Management

- **AI-Assisted Job Descriptions**
- Automated Free & Sponsored Postings
- Facebook Career Sites
- Automated Requisition Approval Processes
- Discounts on Sponsored Postings
- Management of +5,000 Job Boards
- Custom Source Tracking
- Requisition Templates
- Compensation Benchmarking

Candidate Management

- **AI-Assisted Passive Talent Sourcing**
- Text Recruiting Suite: ClearText, Text-to-Apply, & Bulk Texting
- Texting & Email Templates
- **AI-Assisted Candidate Matching**
- LinkedIn Recruiter System Connect Unified Search & Recommended Matches
- **AI-Assisted Offer Letters**
- Text & Email Campaign Automation
- Digital Offer Letters
- Automated Candidate Workflows
- Custom Workflows by Requisition
- Referrals Management
- Rehires
- Closed Loop Email Capture
- Knock Out Questions
- Applicant Auto-Grading
- Dispositioning
- Mobile- and Text-Friendly Communications
- Talent Communities for Past Candidate Sourcing
- Automated Reference Checks
- Background Checks & Assessment Tests
- Candidate & New Hire Bulk Import
- Candidate Magic Links

Comprehensive Interview Toolkit

- **AI-Assisted Interview Scheduling**
- Candidate Self-Service Interview Scheduling
- Virtual Interview Links
- Integration with Local Calendars
- Team Notes & Collaboration Tools
- System-Generated Interview Guides
- Job-Specific Interview Questions
- System-Generated Interview Scorecards
- System-Generated Reminders and Schedule Updates
- Automatic Distribution of Interview Packets
- Responsive Interview Invitations
- Mobile-Friendly Interview Packets
- Integrations With Every Major Video Conferencing Platform for Virtual Interviews
- **AI-Assisted Interview Transcriptions**

Recruiting Analytics

- Analytics & Reporting Suite for Recruiting
- Industry Benchmarking Reports
- Pre-Built Recruiting Reports
- Source of Hire Reporting
- Application Completion Rates
- Funnel & Pipeline Analysis
- Custom Fields & Reports
- Data Walls for Recruiting

Onboarding Features

- Attractive New Hire Interface
- Compliant Forms by State & Province
- Manager & Team Introductions
- E-Signature Approvals
- Background Checks by ClearCompany
- Customizable Forms
- HRIS & Payroll Synchronization
- E-Verify & WOTC
- Automated Task Tracking & Reminders
- Data Walls for Onboarding
- Packet Templates and Electronic Delivery
- Mobile-Friendly Onboarding Packets
- Device & Equipment Management
- Bulk Onboarding
- **AI-Assisted Onboarding Packet Creation (Coming Soon)**

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*
- Mobile-Friendly Reviews
- Customizable Scales, Sections, & Questions
- Pre-Built Performance Review Templates
- Comprehensive Competency Library
- Automated Workflows
- Intuitive Portals for Employees & Managers
- Goal Cascading & Planning
- Continuous Goals Feedback
- Goal Metrics, Weighting, & Categories
- 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
- Data Walls for Performance
- **AI-Assisted Performance Discussion Transcription and Summaries (Coming Soon)**

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 DEIB, Workplace Culture, Stay Motivators Surveys, & More
- Custom Employee Surveys
- Single Sign-On (SSO)
- Seamless Provisioning
- Calendar Integration
- Mobile Integration
- SAML Integration
- 1:1 Workspace
- **AI-Assisted 1:1 Meeting Transcription and Summaries (Coming Soon)**

Talent Analytics & Planning Features

- **ClearInsights: AI-Assisted Analytics**
- Interactive Reporting & Analytics for Each Module
- Drilldowns, Filters, & Custom Fields
- Performance & Goals Tracking
- Cross-Module Data Flow
- Hyperlinks for Dynamic Report Sharing
- Tenure & Performance Statistics by Role
- Time Series Reporting
- Data Visualization Tools
- Easy Data Exports
- Custom Reporting
- Data Lake for BI Reporting
- People Analytics
- Employee Demographics & DEIB Trends
- Embedded Decision Point Analytics
- Workforce Planning