

2018 Performance Management System Vendor Comparison Matrix

Vendor Characteristics	ClearCompany	Reviewsnap	Trakstar	Reflektive	Halogen
How long has the company been in the market?	14 years - Founded in 2004	23 years - Founded in 1995	17 years - Founded in 2001	4 years - Founded in 2014	22 years - Founded in 1996
Are there client case studies/references?	✓	✓	✓	✓	✓
Has the vendor received service awards?	✓	✗	✗	✓	✗
Are there external ratings/reviews?	4.5-5 stars	3.9-4.5 stars	4.3-4.5 stars	4-4.7 stars	4-4.5 stars

Features	ClearCompany	Reviewsnap	Trakstar	Reflektive	Halogen
Intuitive, Employee-Friendly Dashboard	✓	✗	✓	✓	✓
Corporate Branding Capabilities	✓	✗	✗	✗	
Mobile-Friendly System	✓	✓	✓	✓	✓
Performance Review Cycle Alerts and Tracking	✓	✓	✓	✓ - (Email Integration)	✓

Peer/360 Review Capabilities	✓	✓	✓	✓	✓
Rater Bias Reporting	✗		✓		
Time/Anniversary-based Review Alerts/Management	✓			✗	✓
Review Completion Tracking	✓	✓	✓ - (Appraisal History Tracking)	✓	✓
Customizable Scaling	✓	✓ - (Custom Rating Scales)			
Customizable Scripts and Questions	✓	✓ - (Custom Review Forms)	✓ - (Custom Appraisal Forms)	✓	✓ - (Employee Evaluation Forms + Sample Reviews)
Customizable Review Process Workflow	✓	✓		✓	✓
Goal Tracking and Alignment	✓	✗ - (Cascading Goal Capabilities)	✓	✓	✓
OKR Measurements	Coming soon!			✓	
SMART Goals Tracking	Coming soon!		✓		
Feedback Journal Entries	✗	✓	✓		
Self-Appraisals	✗				✓
Project Collaboration/Updates	✓	✗	✗	✓	✓
Real-Time Feedback Tools/Communication	✓	✓	✗	✓	✓

Team Recognition Plug-in	Coming soon!			✓	
Performance Data and Analytics	✓	✓	✓	✓	✓
Predictive Performance Data	✓				
Automated Reporting Tools	✓		✓		
Customizable 9-Box Reporting	✓			✓	
Employee Development Tools	✓		✗	✗	✓
Succession Planning Support	✓	✗	✓	✗	✓
Compensation Management	✗	✗	✗	✗	✓