

TSC23

Colin Kingsbury

President & Co-Founder,
ClearCompany

CLEARCOMPANY CLIENT SESSION:

**Product Vision &
Roadmap Preview**



It's been a **BIG**
year in R&D

>1900

individual updates to the
ClearCompany Platform

New Products and Major Features Across Every Module

Talent Acquisition

14

Talent Development

10

Data Science & Analytics

12

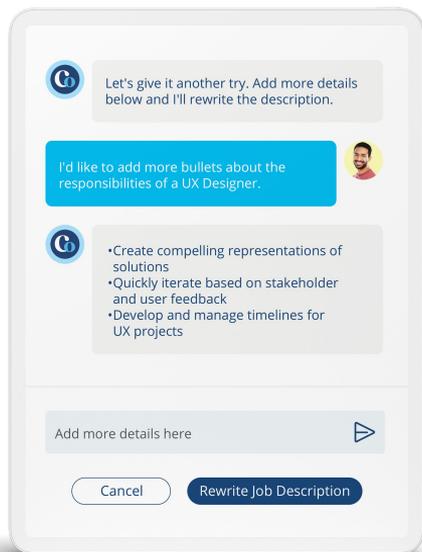
Platform & Integrations

10

AI-Assisted Candidate Communications

AI-Assisted Job Descriptions

Optimize Your Job Postings & Save Time



Let's give it another try. Add more details below and I'll rewrite the description.

I'd like to add more bullets about the responsibilities of a UX Designer.

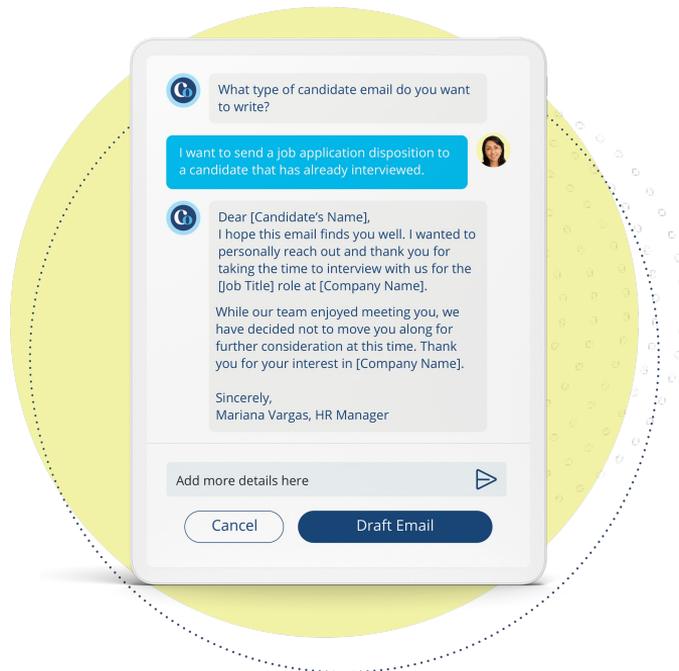
- Create compelling representations of solutions
- Quickly iterate based on stakeholder and user feedback
- Develop and manage timelines for UX projects

Add more details here

Cancel Rewrite Job Description

AI-Assisted Candidate Emails

Personalize Responses Promptly



What type of candidate email do you want to write?

I want to send a job application disposition to a candidate that has already interviewed.

Dear [Candidate's Name],
I hope this email finds you well. I wanted to personally reach out and thank you for taking the time to interview with us for the [Job Title] role at [Company Name].

While our team enjoyed meeting you, we have decided not to move you along for further consideration at this time. Thank you for your interest in [Company Name].

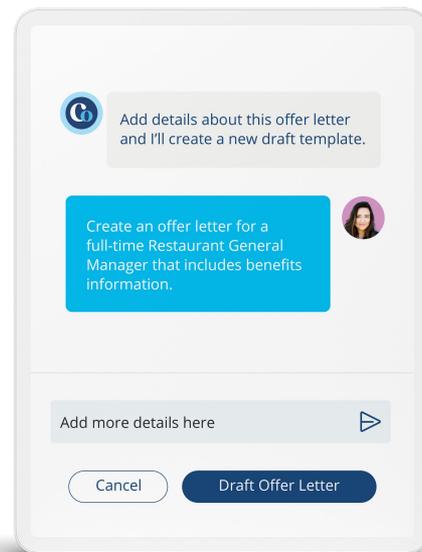
Sincerely,
Mariana Vargas, HR Manager

Add more details here

Cancel Draft Email

AI-Assisted Offer Letter Templates

Simplify the Offer Letter Creation Process



Add details about this offer letter and I'll create a new draft template.

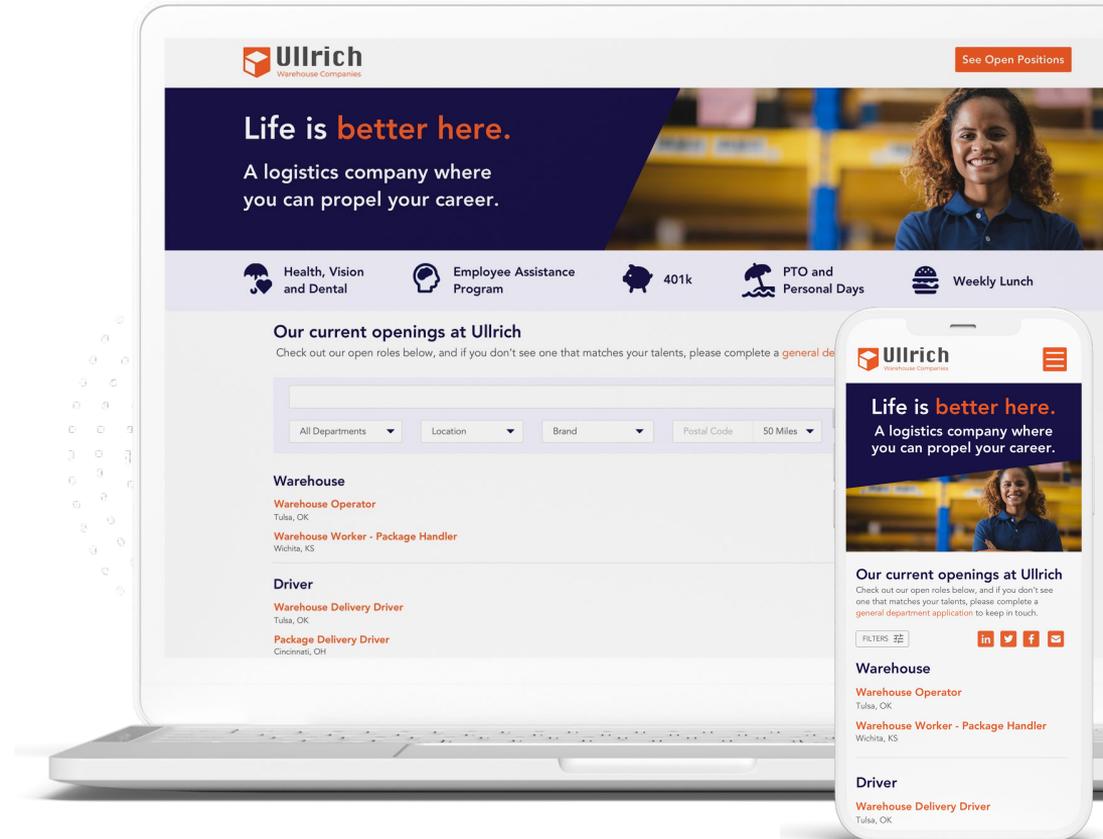
Create an offer letter for a full-time Restaurant General Manager that includes benefits information.

Add more details here

Cancel Draft Offer Letter

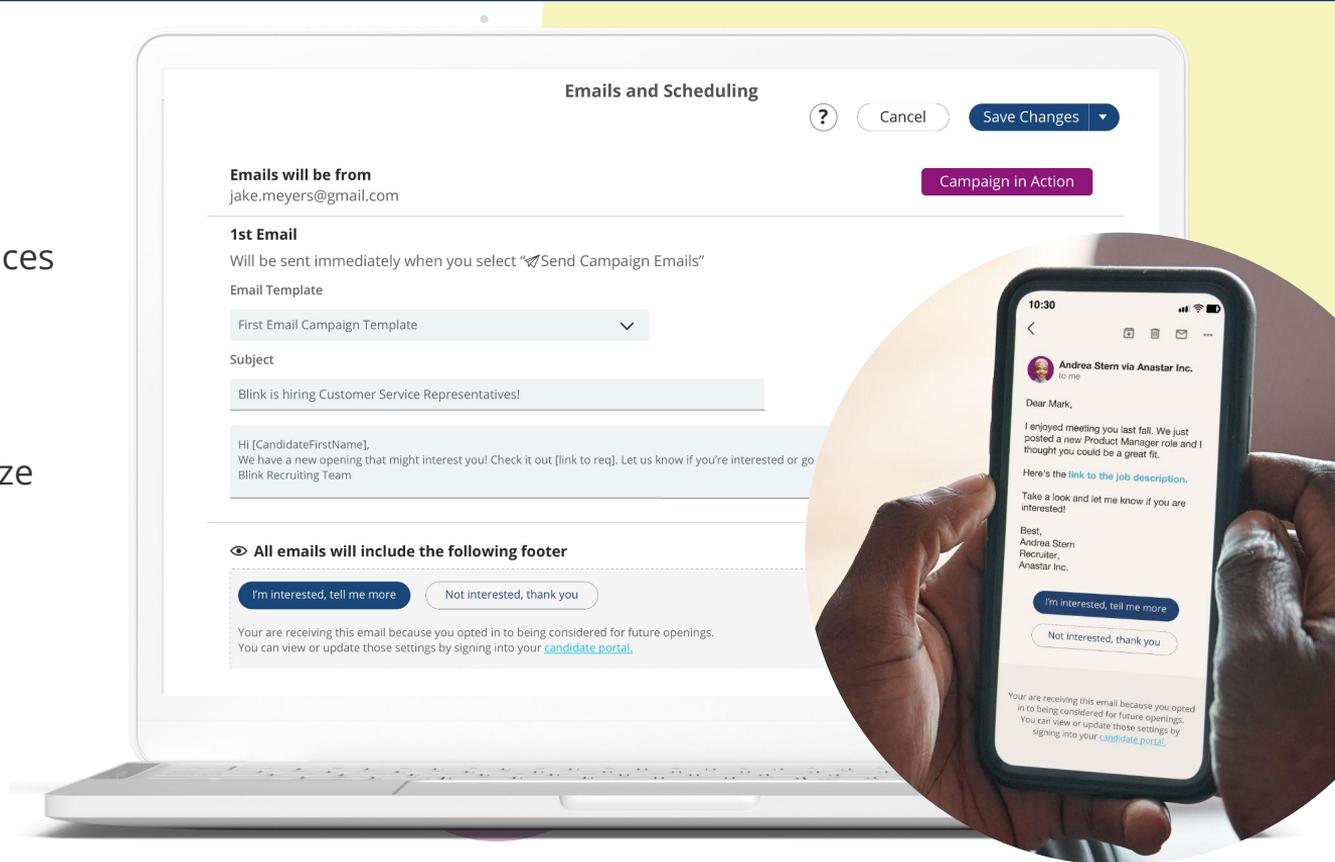
Enhanced Career Sites Set-Up & Search

- **Customizable search and navigation** for better user experience
- **Reinforce your brand.** Our career site widget automatically matches your website's fonts, colors, and styles
- **Built on Web standards** to integrate with your site's CMS and frameworks of choice

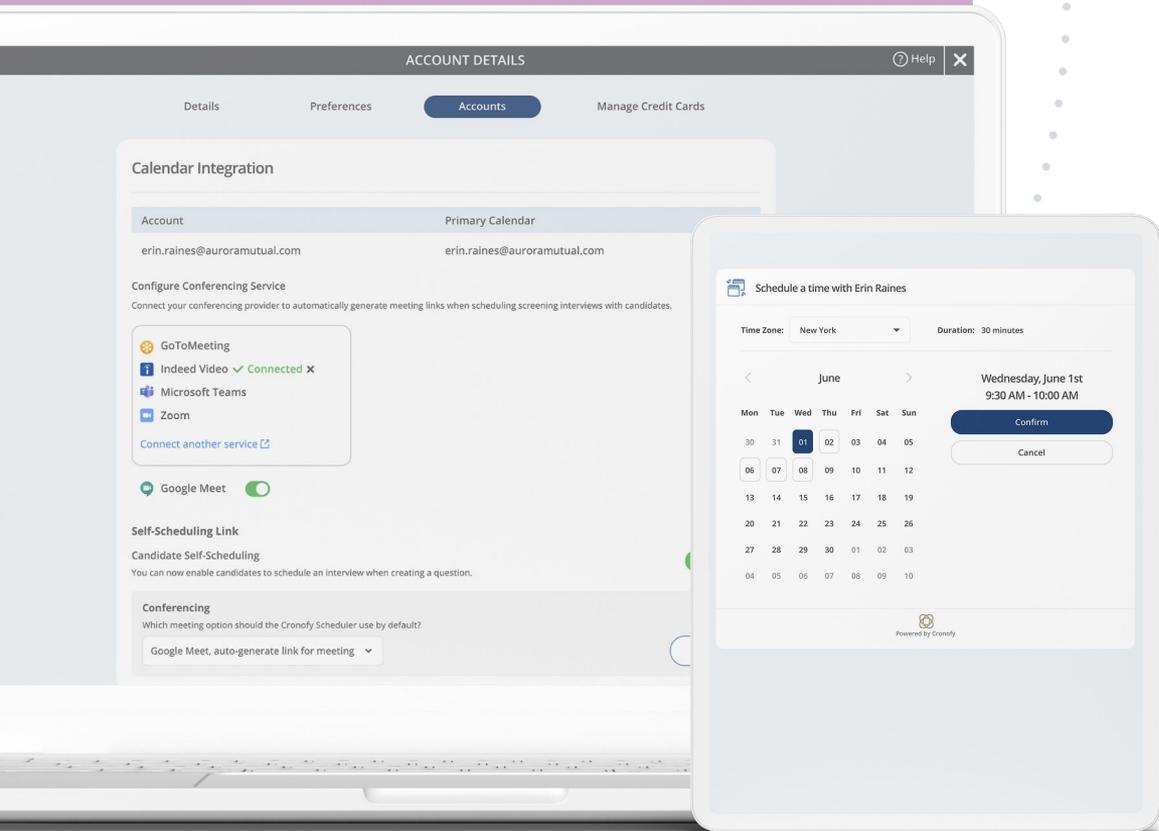


Email Drip Campaigns

- Create, personalize, and schedule drip campaigns in minutes
- Easily tailor content, sequences and distribution list to candidates or requisition criteria.
- Use merge fields to customize recruiting emails with the recipient's personal information every time



Self-Service Interview Scheduling



- Make **interview scheduling easy**
- **Reduce the back-and-forth** between recruiters and candidates
- Let recruiters **easily share their available time slots**
- **Send candidates direct links via text or email** so they can self-select convenient interview times

Automated Reference Checks

- Save time
- Get better feedback
- Move faster than your competition



Shawn Osbourne
Project Manager 
Referral by Marc Marquez  Follow

(513) 532-7828
Cincinnati, OH
✉ s.osbourne@gmail.com

Shawn's References

Email	First Name	Last Name	Business Relation	LinkedIn
<input type="text" value="judy.k.nelson@gmail.com"/>	<input type="text" value="Judy"/>	<input type="text" value="Nelson"/>	<input type="text" value="Manager"/>	<input type="text" value="www.linkedin.com/in/judyknelson/"/>

Required

3 references can be sent at a time.
[Add Another](#)

Your Message

Subject: Reference Request for Shawn Osbourne

General Info ▾ Candidate Info ▾

Hi,

Shawn Osbourne has been interviewing for the Project Manager role at Sunseeker, and listed you as a reference. Please take some time to answer the questions below.

Thank you,
Sam Smith

SHAWN OSBOURNE REFERENCE CHECK:

1. In what context did you work with Shawn?
2. What were his biggest strengths?
3. What were his biggest areas for improvement back then?
4. How would you rate his overall performance in that job on a 1-10 scale? (10 being Excellent)
What about his performance causes you to give that rating?
5. If you had the opportunity, would you re-hire this candidate? Why?

Background Checks By ClearCompany

The screenshot displays a recruiting dashboard for a candidate named Charlie Anderson. The interface includes a navigation menu with options like Dashboard, Requisitions, Candidates, Search, and Interviews. The main content area shows the candidate's profile, including their name, title (Graphic Designer), location (Boston, MA), and contact information. A 'Latest Events' timeline shows several steps, all marked with 'BS' (Background Check) and dated 'Sep 7'. Below this, there is a section for 'Background Checks by ClearCompany' with a list of benefits and an 'EXPLORE OPTIONS' button.

Recruiting

Dashboard Requisitions **Candidates** Search Interviews

Graphic Designer ▾

Interviewing (2) ▾

Bulk Actions ▾

Charlie Anderson
Interview scheduled updated a week ago

Blake Prusia
Schedule Interview updated 2 weeks ago

Interview Scheduled DECLINE MOVE FORWARD

Charlie Anderson
Graphic Designer | Candidate
★ following
508.899.2746 (Mobile) Boston, MA
charlie.anderson.com

Profile Interviews Hire Timeline Analytics Share Edit Print

Latest Events

Sep 7 BS New Workflow Interview Scheduled

Sep 7 BS New Workflow Schedule Interview

Sep 7 BS Email

Sep 7 BS Interview Requested

Sep 7 BS New Workflow New Applicants

Sep 7 BS Created by Manual Resume Upload

Activity in Other Requisitions

The candidate is not associated with any other requisitions

Background Checks by ClearCompany

- Run your first check instantly with no credit card or annual contract required
- See results faster
- Manage the critical pieces of your hiring process in one place
- Automatically update candidate workflows
- Services and supported by ClearCompany

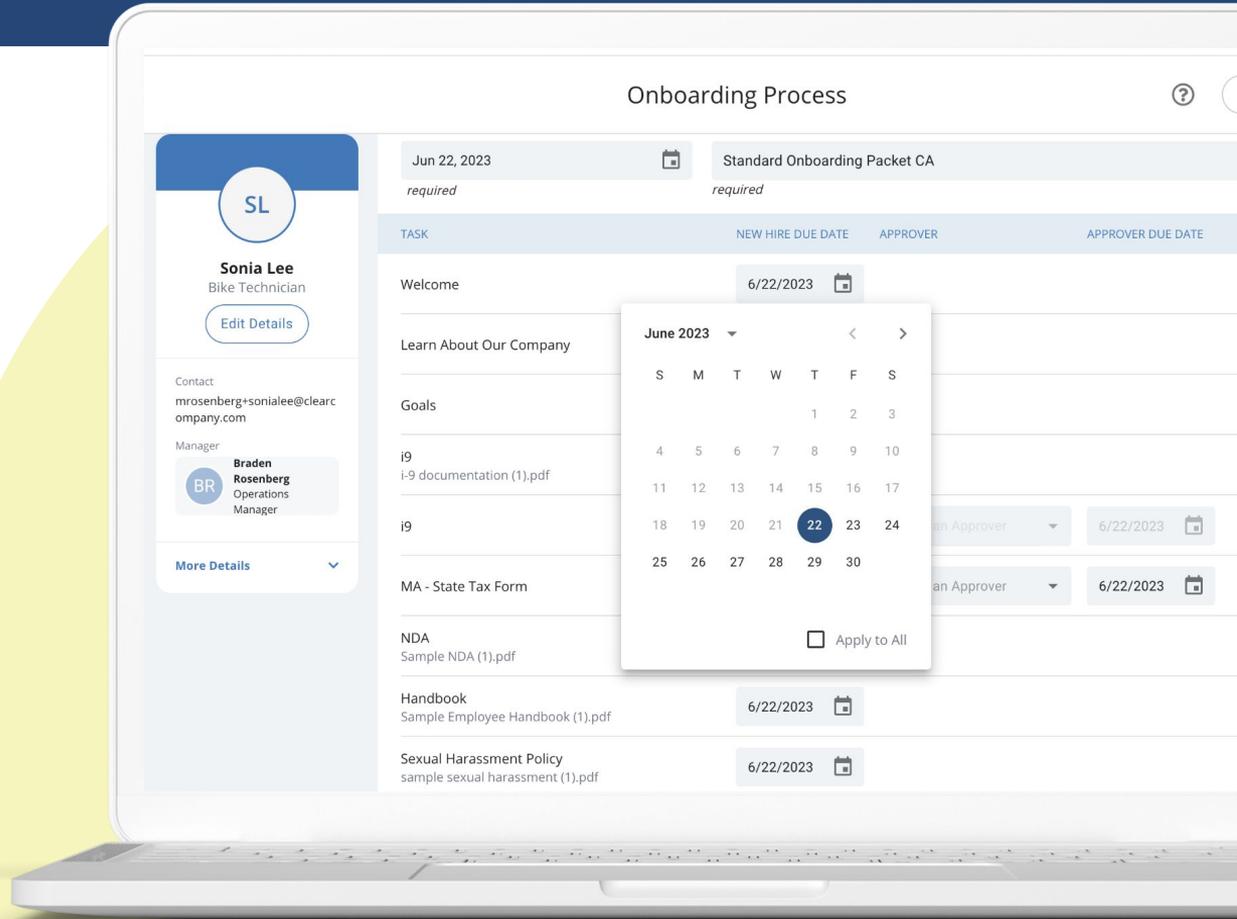
EXPLORE OPTIONS

Background Checks BY ClearCo.

- **Faster** results
- **More** convenient
- **Better** integrated
- **Flexible** billing

Onboarding Refresh

- **Enhanced** workflows
- **More** delivery options
- **Updated** user experience



Goal Weighting and Categories

We added the **top two most-requested features** to the Goals module

The image shows a laptop displaying the ClearCo Goals module. A modal window titled "Goal Weights" is open, showing a list of goals with their respective weights. The background shows a "Goals" page with a progress bar and a list of categories: Performance, Onboarding, Self-Development, and Career Development.

Goal	Weight
Accurately prepare and distribute monthly financial reports by department	50%
Actively manage Accounts Receivable to ensure AR turnover ratio is below industry averages	35%
Partner with department heads to improve forecasting accuracy and achieve targets	15%
Attend annual AICPA Conference	0%
GOAL WEIGHTS EXPLAINED	TOTAL 100%

GOAL WEIGHTS EXPLAINED
These weights are used to calculate the final score for the goal review section of performance reviews. If you don't want a goal to be counted, set its weight to "0".

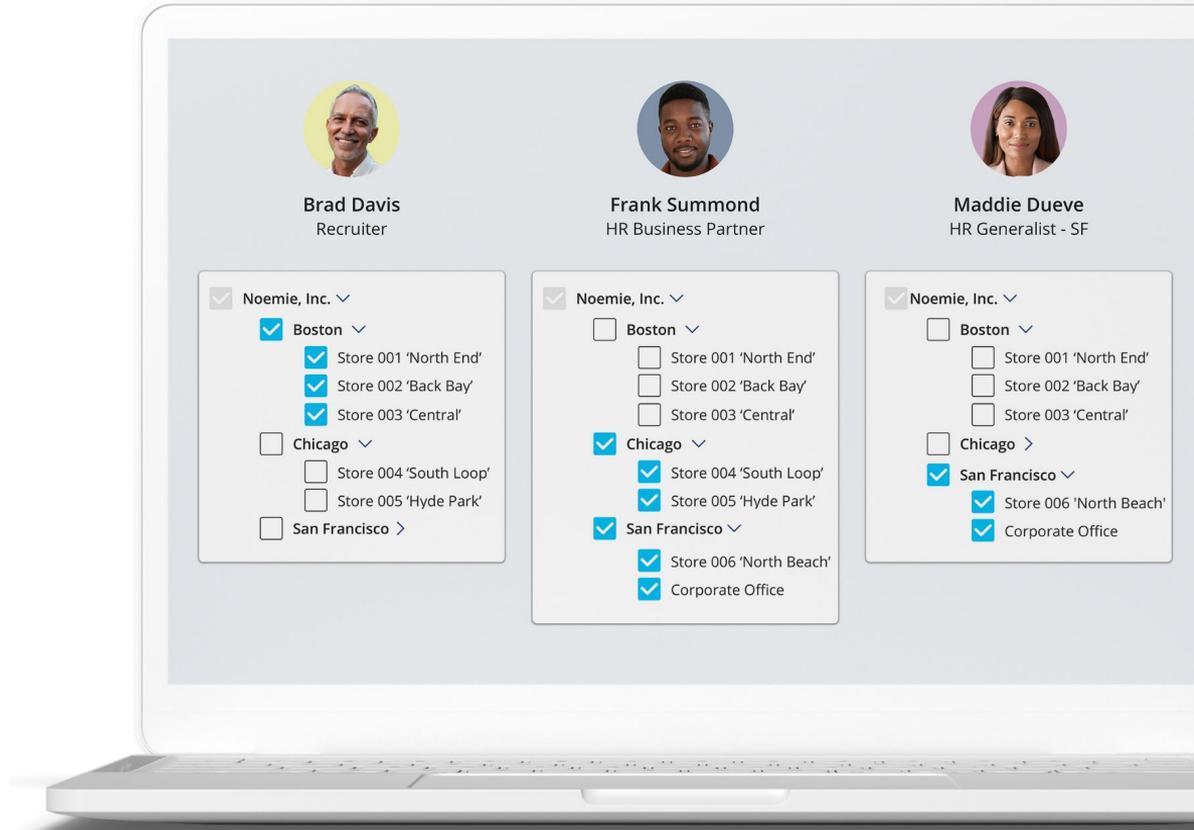
Buttons: Cancel, Save

Background Page: Goals, Performance, Onboarding, Self-Development, Career Development, + Add Goal

Performance Data Walls

Ensure better data security, oversight, and compliance for your organization.

- Limit sensitive performance data to designated individuals and teams
- Builds on our existing Data Walls architecture



eNPS Pulse Survey

Fully automate surveys to generate continuous feedback from your employees

ClearCo.

ClearCo.

Hello Jean,

Fairmont Medical Clinic wants to hear from you. Please take a moment to complete the quick pulse survey. You'll be helping us make your organization a better place to work.

The survey is open March 30 through April 13.

On a scale of 0-10, how likely are you to recommend your organization as a place to work?

0 1 2 3 4 5 6 7 8 9 10

Not Likely Extremely Likely

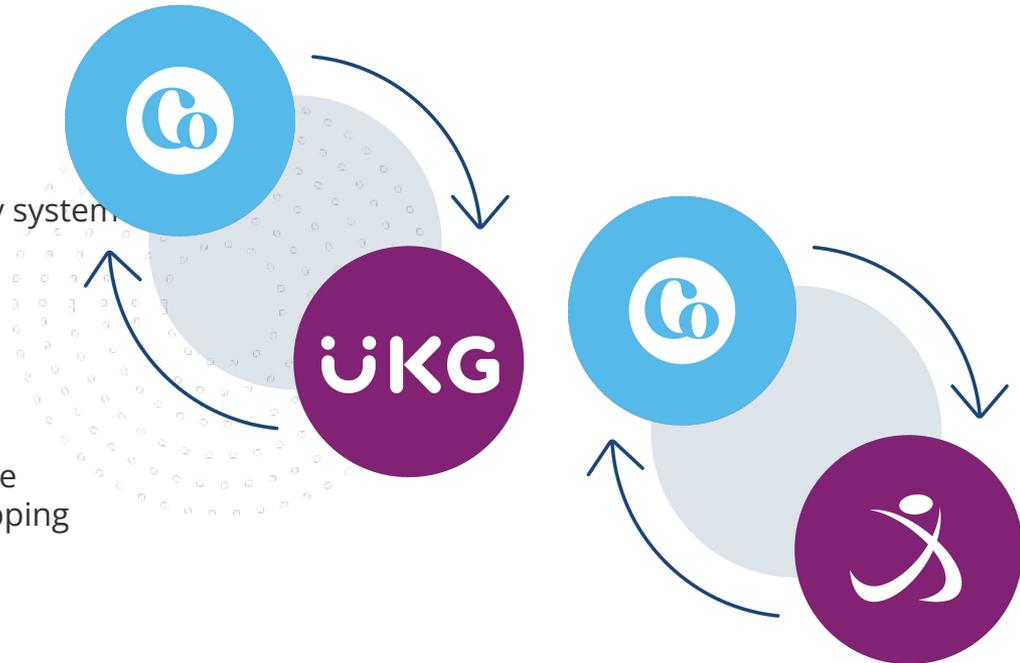
Thank You!
Fairmont Medical Clinic

Bi-Directional Integrations

ClearCompany-UKG & ClearCompany-VensureHR

Send data between two systems with ease

- 1 Automate** new hire data transfers from ClearCompany to partner. All employees maintained in partner SoR are updated and automatically sent back to ClearCompany.
- 2 Unify** employee data to a single HR-friendly system of record for all your people.
- 3 Reduce** errors, manual data entry, and incomplete records.
- 4 Save time** for your HR and IT Teams. Let the integration manage data transfers and mapping fields between systems.



Enhanced Standard Reporting

- ✓ 15 new standard reports
- ✓ Full custom field support
- ✓ 15-minute data refresh



Data Lake for BI Reporting

Connect your BI platform directly to ClearCompany or explore your data using Snowsight

- **Use your HR data to gain valuable insights** into how your employee dynamics impact your organization's demographics, DEIB trends, and results
- **All-inclusive service packages** include product access, DIY resources, and support hours with our expert team



More Than a Product: a Platform

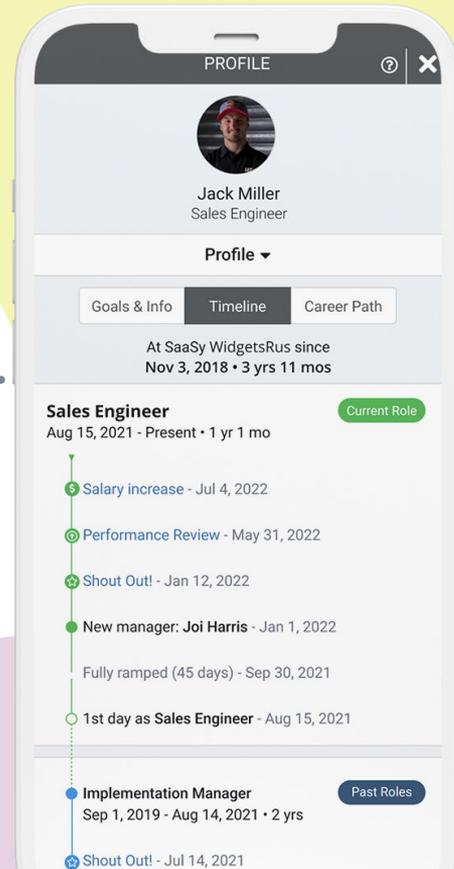
Built differently to deliver more with less

1 A single source of truth for talent data

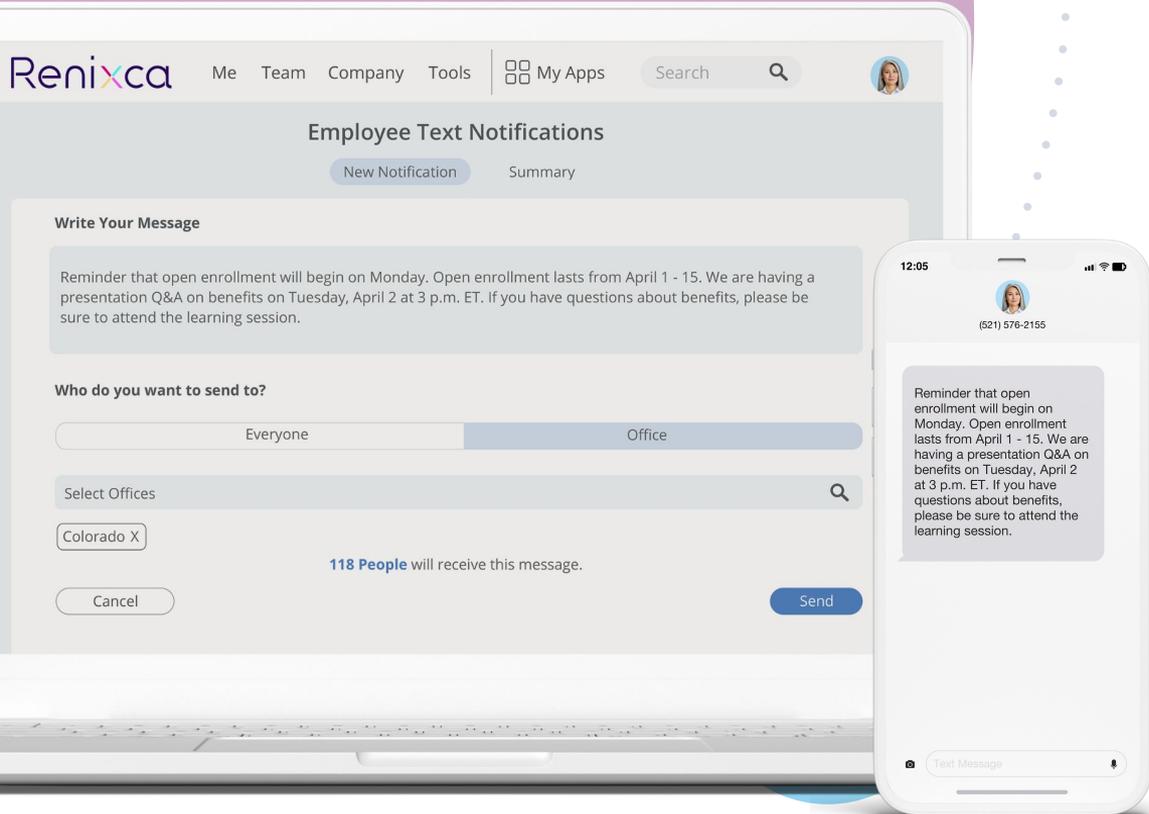
2 Knowledge shared across modules

3 Get more out of each integration

ClearCo.



Employee Text Notifications



- **The fastest way to reach your employees** where they are
- **Zero additional work** to purchase, set up, or maintain

Culture Highlights for Career Sites

- Answers every candidate's #2 question
- A totally free benefit you get by using our platform

ClearCo.

The screenshot displays a career site interface for Ullrich. At the top, the Ullrich logo is visible. Below the logo, there is a 'Meet the Team' section featuring two employee profiles. The first profile is for Brian B., an Operations Supervisor in Wichita, KS, who joined in June 2018. His quote is: "Outside of work I like to spend time with family and try new restaurants". The second profile is for Brittney Y., a Distribution Manager in Wichita, KS, who joined in August 2019. Her quote is: "I enjoy traveling and learning about different cultures." To the right of the profiles is a large video player with a play button overlay, showing a smiling man in a warehouse setting. Below the video player, there is a section titled 'Our Values' with five buttons: Integrity, Commitment to Safety, Respect, Exceed Expectations, and Team-Oriented.

Ullrich

Meet the Team


Brian B.
Operations Supervisor

Joined
June 5, 2018

Location
Wichita, KS

"Outside of work I like to spend time with family and try new restaurants"


Brittney Y.
Distribution Manager

Joined
August 20, 2019

Location
Wichita, KS

"I enjoy traveling and learning about different cultures."

Our Values

Integrity | Commitment to Safety | Respect | Exceed Expectations | Team-Oriented

Know Your Referrer

The screenshot shows a recruitment software interface. At the top, there are navigation tabs: SIGN, Me, Team, Company, Tools, and COLLEAGUES. Below this is a 'Recruiting' section with sub-tabs: Dashboard, Requisitions, Candidates, Search, and Interviews. The main content area displays a candidate profile for Frankie Lampe, a Graphic Designer. The profile includes contact information (508.899.2746, Oceanside, CA, frankie.lampe@gmail.com) and indicates she was referred by Jennifer Tilley. A pop-up window for Jennifer Tilley, Customer Success Manager at Nitro Design, is open, showing her 'Past Referrals' list:

- Bo Peresh**, Web Developer
 - Hired
 - Current Employee (10 mos)
- Lilly Brandon**, Account Manager
 - Hired
 - Current Employee (1 yr 4 mos)
- Amber Anderson**, Social Media Manager
 - Hired
 - Former employee (1 yr 2 mos)

The candidate's profile also shows 'Latest Events' (New Workflow Interview Scheduled, New Workflow Schedule Interview, Email) and 'Activity in Other Requisitions' (The candidate is not associated with any other requisitions).

- **Surface valuable insights** that drive faster, better decisions
- **A totally free benefit** you get by using our platform

Seamless 1:1 Visibility

UPCOMING 1:1



1:1 with Keke Palmer

Tomorrow, June 6, 11am CDT

AGENDA

Tasks

These are the most recently added Tasks in this 1:1 workspace.

- Find out the effort involved in creating a help page in Pendo.
Assigned to you. Due June 24, 2023
- Talk to marketing about Tim joining their projects part-time.
Assigned to KeKe. Due June 24, 2023

Notes

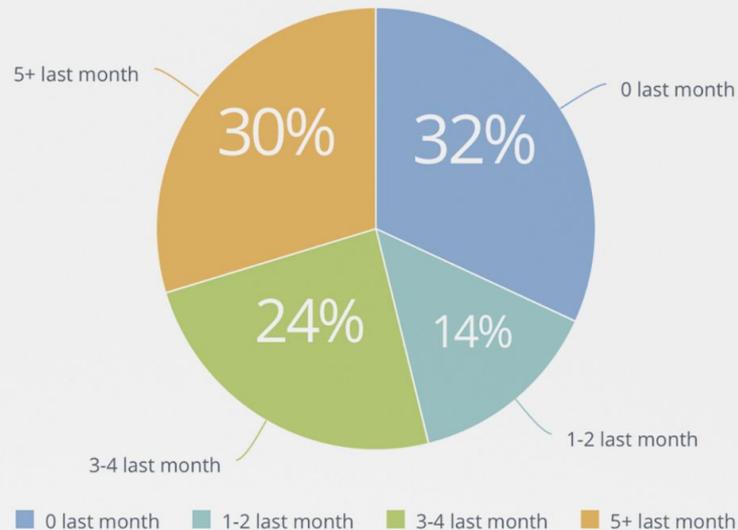
- Any concerns about the launch of the new project? Everything on...
Added by Keke
- PTO discussion, lets coordinate dates for the summer.
Added by Keke

Prepare for 1:1

One on Ones

Choose different report ▾

Frequency of 1-1s



Do you know...

- Talent Digest
- UKG Pro Bi-Directional Connector
- VensureHR New Hire Integration
- Enhanced Career Sites
- Culture Highlights for Career Sites
- AI-Assisted Job Descriptions
- Compensation Benchmarking
- Candidate & New Hire Self-Service Bulk Import
- Talent Communities
- CRM: Email Drip Campaigns
- LinkedIn Recruiter System Connect
- LinkedIn Apply Connect
- Goal Weighting & Goal Categories
- Salesforce Plug-In for Goal Metrics
- Pre-Built Performance Review Templates
- Rehires
- Profiles on Candidate Referrer
- Text-to-Apply
- ClearText
- Candidate Name Pronunciation Tool
- Self-Service Interview Scheduling
- Multi-Interviewer Scheduling
- Virtual Interview Links
- Indeed Interview
- Interview Toolkit
- Automated Reference Checks
- Background Checks by ClearCompany
- Onboarding Suite
- Bulk Onboarding
- Advanced I-9 and E-Verify
- Performance, Engagement, & Goals Suite
- Employee Journal
- Performance Review E-Signatures
- Performance Data Walls
- Employee Text Notifications
- Shout Outs
- Celebrations
- Expanded Employee Survey Suite
- eNPS Pulse Survey
- Change Cadet DEI&B Survey and Results Dashboard
- 1:1 Workspaces
- Data Lake for BI Reporting
- Standard Reporting Enhancements
- Workforce Planning
- Growmotely Integration
- ADP + CC Bi-Directional Connector
- CC to BambooHR New Hire Data Connector
- CC+UKG Pro SoR Integration

Thank you!

