



ClearCo



# Unified Talent Platform

The talent lifecycle has never been this clear.

## Recruiting Highlights

- AI Sourcing Engine
- AI Talent Match
- Virtual Recruiter Chatbot
- Text & Email Campaign Automation
- Text-to-Apply
- Background Checks by ClearCo
- Bulk & One-to-One Texting

## Interview Highlights

- Chatbot-Assisted Interview Scheduling
- System-Generated Scorecards
- Robust Competency Library
- Auto-Grading Candidates
- One-Click Virtual Interview Links
- Local Calendar Integrations

## Performance Highlights

- 1:1 Meeting Tools
- Goal Setting & Alignment
- Continuous Feedback Loops
- Pre-Built Review Templates
- Custom Employee Surveys
- 360 Reviews
- 9-Box Reporting

## Learning Highlights

- Personalized Learning Paths
- Role-Based content
- Video Coaching
- Gamification and Social Learning Tools
- Skill-Based Assessments
- Custom Reports

## ClearCo brings clarity to talent management

ClearCo is a unified talent platform that connects hiring, background checks, onboarding, performance, engagement, learning, compensation, and people analytics in one system. Built on a shared data foundation with AI-and agent-powered capabilities, the platform helps organizations move from fragmented processes to connected talent decisions.

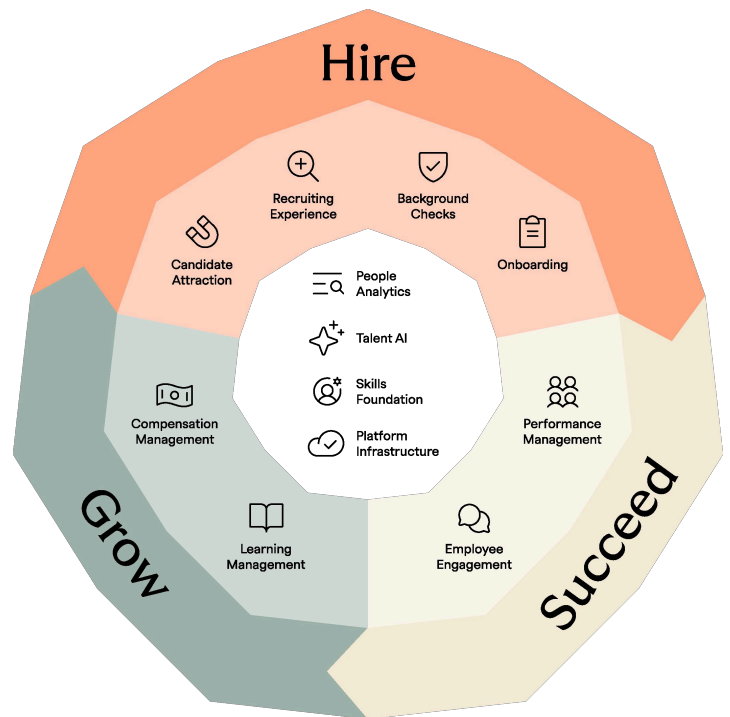
## ClearCo Bi-Directional Integration for ADP

Unify and synchronize employee data to create one comprehensive and accurate system of record. Automate new hire data transfers to simplify payroll set-up for new employees and sync the most complete set of employee data across both systems.

[ClearCo Connector for ADP Vantage HCM >](#)

[ClearCo Connector for ADP Lyric >](#)

[ClearCo Connector for ADP Workforce Now >](#)



# ClearCo Offers a Comprehensive Platform for the Talent Lifecycle

## Candidate Attraction

- Career sites and employer branding
- Facebook Career Sites
- Career site chatbots
- Job discovery and intuitive application flows
- Mobile-first apply experience
- Text-to-Apply
- Bulk texting and templates
- AI Sourcing Engine
- AI-Assisted Job Descriptions
- Requisition Templates
- Easy Apply Integrations with Indeed, Monster & ZipRecruiter
- LinkedIn Apply Connect
- LinkedIn Recruiter System Connect
- Email & text recruiting campaign automation
- Talent Communities
- Automated requisition management

## Recruiting Experience

- Applicant Tracking System (ATS)
- Video Screening
- GDPR Compliant
- AI Talent Match
- Digital Offer Letters
- E-signatures
- Automated Workflows
- Referral Management
- Reference Checks
- Assessment Tests
- New Hire Bulk Import

## Comprehensive Interview Tools

- 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 Notetaker

## Background Checks

- Criminal background screening
- Identity verification
- Role- and region-appropriate checks
- Automated screening workflows
- Real-time status tracking
- Built-in compliance monitoring
- Audit-ready documentation
- Consistent screening processes
- Standard and custom screening packages
- Flexible screening options
- Equifax integration
- Trusted screening partners

## Onboarding Features

- Compliant Forms by State & Province
- Manager & Team Introductions
- E-Signature Approvals
- Background Checks by ClearCo
- Bulk Onboarding
- Customizable Forms
- HRIS & Payroll Synchronization
- E-Verify & WOTC
- Automated Task Tracking & Reminders
- Packet Templates and Electronic Delivery
- Mobile-Friendly Onboarding Packets
- Device & Equipment Management

## Performance Management 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
- E-Signature Performance Review Approval
- Mobile-Friendly Reviews
- Customizable Scales, Sections, & Questions
- Pre-Built Review Templates
- Comprehensive Competency Library
- Automated Workflows
- Goal Cascading & Planning
- Continuous Goals Feedback
- Goal Metrics, Weighting, & Categories
- Automated Notifications & Reminders
- Private Employee Journal
- Analytics & Reporting Suite for Performance

## Employee Engagement Features

- Peer-to-Peer Social 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
- Calendar Integration
- Mobile Integration
- SAML Integration
- 1:1 Workspace
- Single Sign-On (SSO)

## Learning Management Features

- End-to-End Employee Experience
- Content Creation & Import Tools
- ClearCo Ultimate Content Library
- Virtual & In-Person Instructor-Led Training Management
- Gamification, Custom Badges, Points, Ranks & Leaderboards
- Action Log Audit Trail
- Social Learning, System Messages, Forums & Discussion Boards
- Advanced Assignments
- Real-Time User & Group Chat and Video Chat
- Built-In Video Meeting & Turn-key Connectors for Video Conferencing Tools
- Quiz, Survey, Curricula, Success Tracks Creation
- Easy User & Group Management
- Bulk User & Group Import Tools
- Multi-Tenant Group Structures & Unlimited Custom Roles
- Bulk Record Import Tool
- Mobile App with Push Notifications
- QR/Barcode Management & Badge Scanning
- Custom Branding, System, Labels, and Themes
- Custom Pages & Certificates

## Compensation Management Features

- Salary, Bonus, & Equity Planning
- Off-cycle Adjustments & Approvals
- Manager Dashboards with Embedded Guidance
- Budget Threshold & Reallocation Tools
- Real-Time Comp Cycle Update
- Configurable Eligibility Rules & Logic
- Secure, Role-Based Data Access
- Audit Trails & Approval Workflows
- HRIS & Payroll System Integration
- Merit-Based & Performance-Linked Planning
- FLSA Compliance & Pay Equity Tools

## People Analytics & Planning Features

- Pre-Built & Custom Reporting
- AI-Powered Answer Builder
- Interactive Liveboards
- Drill Downs & AI-Driven Data Exploration
- Scheduled Report Sharing
- Presentation Mode
- AI Change Analysis
- Continuous AI Feedback
- Performance & Goals Tracking
- Target Setting
- Data Lake for BI Reporting
- Employee Demographics & DEIB Trends
- Benchmark Reporting
- People Analytics
- Workforce Planning
- Module-Specific Data Walls