ClearCo.

How is ClearCompany Advanced Talent Unique to ADP Workforce Now®?

Unique Recruiting Features

- Text-to-Apply Functionality
- Two-way Texting Ability
- Bulk Texting
- Utilize Talent Communities

Improved Interview Experience

- Mobile-Friendly Interview Packets
- Interview Scorecards
- Candidate profiles
- Integrated Conference Tools and Calendars for easy scheduling

Performance, Engagement & Goals

- Employee Shout Outs and Celebrations
- Pre-Built Employee Engagement Surveys
- 9 Box + 360 Reporting
- Agile Reporting Tools to Analyze Trends and Track Performance

Why ClearCompany?

ClearCompany Bi-Directional Connector for ADP

ClearCompany enables a robust set of employee data fields to be transferred to ADP®. 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 or ADP Workforce Now®

» Bi-Directional Connector for ADP Vantage HCM®

One Partner

Avoid multiple vendors 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.

Job-Specific Automation for Strategic Outcomes

ClearCompany applies the attributes of your top performers, values, and unique job requirements to your hiring and performance management processes and software tools so you make better hires and effectively coach and manage 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 Maximize Talent and Build Culture

Maximize engagement and retention with software that fosters relationships and promotes teamwork, inclusion, recognition, and feedback. Build community and connect every employee with high-touch digital collaboration and engagement tools.

Planning and Analytics for Better Decision Making

ClearCompany offers pre-built content and reports, advanced analytics, and HR best practices and planning tools to optimize your talent management processes, increase HR efficiency, and improve people decisions.

World-Class Customer Experience, Service, and Training

ClearCompany provides exceptional service and support, best practices, thought leadership, training, and HR expertise to every client.

ClearCompany
Advanced Talent Suite

All ClearCompany solutions are available to ADP clients.

ClearCompany Offers a Comprehensive Feature Set for Talent Maximization

Integrated with ADP Workforce Now, ADP Vantage HCM, and ADP TotalSource.

Recruiting Features

Applicant Experience

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

- Text Recruiting Suite: ClearText, Text-to-Apply, & Bulk Texting
- Texting & Email Templates
- Closed Loop Email Capture
- Digital Offer Letters
- Knock Out Questions
- LinkedIn RSC Unified Search & Recommended Matches
- Automated Candidate Workflows
- Custom Workflows by Requisition
- Referrals Management
- Applicant Auto-Grading
- Dispositioning
- Mobile-Friendly Communications
- Rehires
- Background Checks & Assessment Tests
- Duplicate Detection
- Talent Communities for Candidate Sourcing from Your Database
- Candidate & New Hire Bulk Import

Comprehensive Interview Toolkit

- Candidate Timeslot Selection for Screening Interviews
- 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 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
- Background Checks by ClearCompany
- Customizable Forms
- HRIS & Payroll Synchronization
- E-Verify & WOTC
- Automated Onboarding Task Tracking & Reminders

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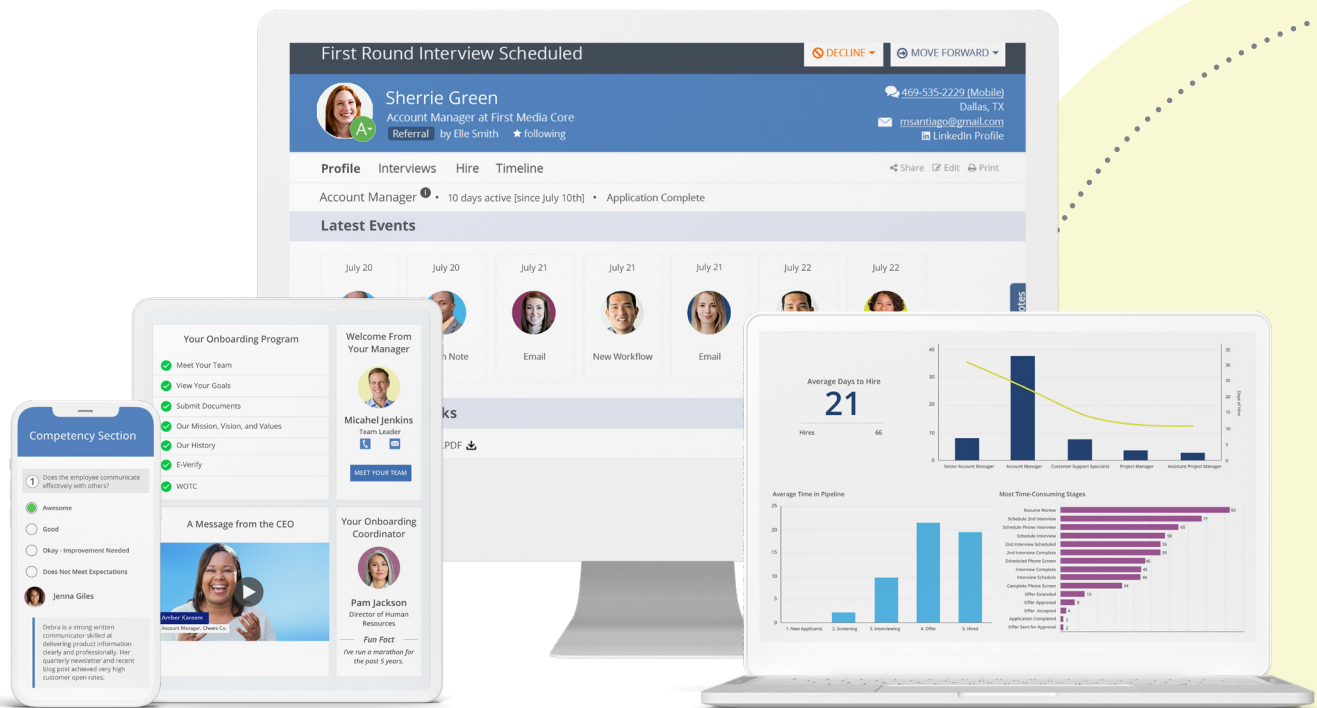## Performance & Goals Features

- 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 DEI&B, Workplace Culture, Stay Motivators Surveys, & More
- Custom Employee Surveys

- Single Sign-On (SSO)
- Seamless Provisioning
- Calendar Integration
- Mobile Integration
- SAML Integration
- 1:1 Workspace

Talent Analytics & 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

- Data Lake for BI Reporting
- People Analytics
- Employee Demographics & DE&I Trends
- Embedded Decision Point Analytics
- Workforce Planning

Learn more about ClearCompany on ADP Marketplace

https://apps.adp.com/clearcompany-advanced-talent