Crosschq 360 Digital Reference Checks

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Deloitte. Pinterest ROBLOX WPP

Roku GoDaddy Carbon Health dialpad

Aerotek CollegeBoard VIZIO deliveroo

ALLEGIS GROUP glassdoor reddit dish

nerdwallet Ole Miss eventbrite Givaudan

paloalto NETWORKS BAYADA WE LOVE WHAT WE DO one medical

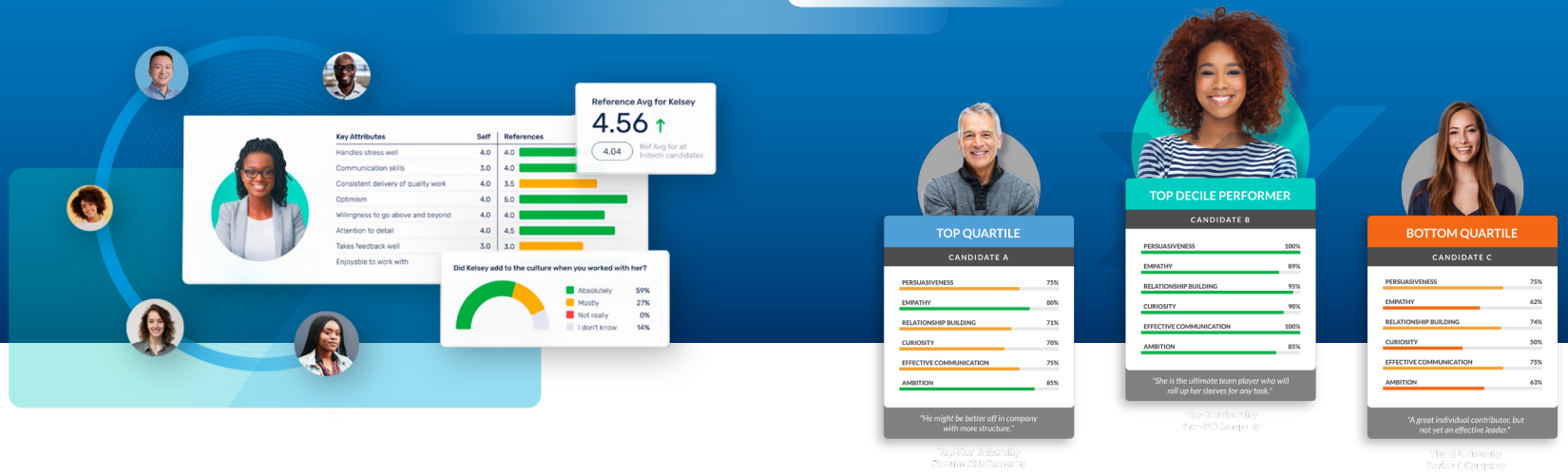
NBA HubSpot snowflake

greenhouse workday. ORACLE CLOUD LEVER

SAP SuccessFactors SmartRecruiters JOBVITE

CROSSCHQ

- End to End **Hiring Intelligence** Platform
- **400+ global customers** across all sectors
- **25 million hiring decisions** impacted



Why Automation

- Better hiring efficiency
- Speed up time to hire and create team bandwidth
- Achieve higher completion rates
- Consistency in process and avoid bias

Why Crosschq

- Flexibility and **best user & candidate experience**
- Fraud detection at **device** level and IP
- Get holistic **360** candidate data and reports
- Greater insights and **value** to HR and Recruiting teams needing to **modernize** strategy with limited budget

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Benefits of Self-References

Data and Insights from an IO Psychologist Perspective highlight **Soft-Skills**

- **Self-awareness indicates maturity and growth potential**
- **Gain credibility or raised signals to investigate**
- **Fairer and more transparent hiring practices**

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SAP Customer Success Story

3.8x Increase since 2021

What we've seen:

- **200+** instances of Tier 1 fraud
- **190+** potential bad hires avoided
- **16** hired in last year
- **30%** lower Quality of Hire when hired
  - 25% terminated in first 90 days

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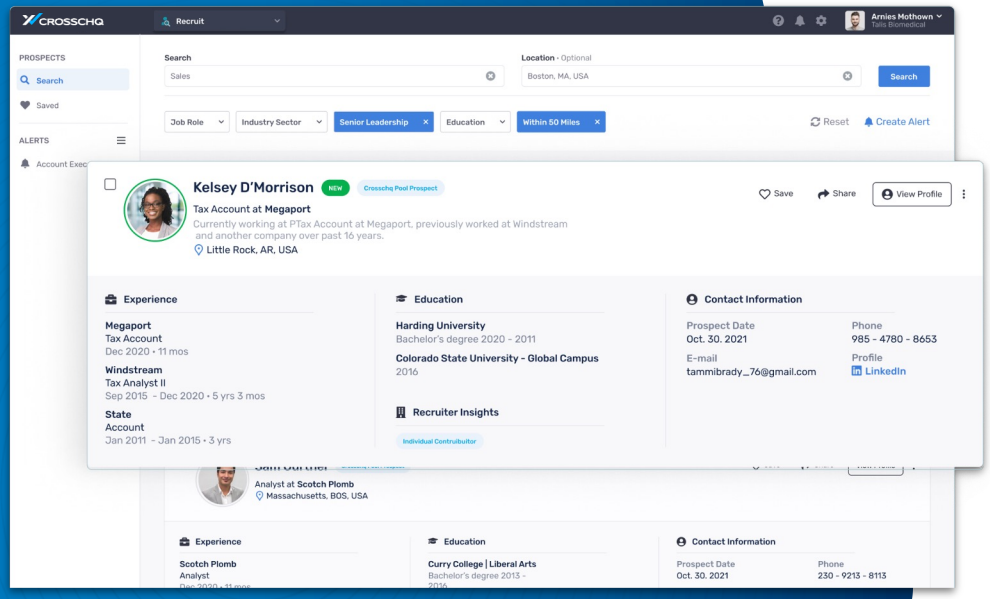

Source Qualified, Active Candidates

Use candidate references to effortlessly build talent pools of highly-qualified, active talent.

- 35% reference **Opt-In** rate
- **84%** of Opt-In's change jobs < 90 days after
- Proven high **Quality of Hire** source
- Enhance **diversity** hiring initiatives
- Integrates with **SuccessFactors**

Crosschq opt-ins are the managers, peers, and direct reports of the qualified talent you're already looking to hire.

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Optimization for All

Crosschq adds value for all stakeholders in the candidate lifecycle.

Recruiter

- **Less effort**
  Launch workflow in just a few clicks.
- **Easy to use**
  System is user friendly. No trainings needed.
- **Adds value**
  Gain reliable insights, fast.
- **Better collaboration**
  Improves connection with Hiring Managers & Candidates.

Hiring Manager

- **Easy to use**
  System is user friendly. No trainings needed.
- **Automatic Updates**
  Receives timely alerts to stay informed on progress.

Candidate

- **Candidate experience**
  Seamless, fast and efficient recruitment experience; candidate feels valued.

Reference Giver

- **Easy to use**
  Feedback form intuitive.
- **Flexible & fast**
  Mobile-enabled, feedback can be given anytime, anywhere.

Easy & efficient to use

Status updates & easy to digest reports

Award winning candidate UI/UX

Easy to use & optimized for mobile devices

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Great **Success** with **SuccessFactors**

> “Easy to use, great product. It cut our reference checking process **down to a day**. We have even had references completed within minutes.”

Ole Miss

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Enterprise Flexibility

360 Enterprise Features	Availability
SuccessFactors integrations	✓
Verify candidate competencies and attributes	✓
Auto reminder notifications	✓
Fraud detection: IP and device detection	✓
Custom surveys/questions	✓
SMS and email delivery	✓
Unbiased and structured reporting	✓
Candidate self assessment	✓
Source high intent and high quality candidates effortlessly	✓

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Crosschq and SAP

Better together.

2019

SAP INVESTS

2020

SELECTED FOR SAP FOUNDRY

2021

LAUNCHES ON SUCCESS FACTORS

2021

ACTIVATED IN SAP STORE

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