

Crosschq 360 Digital Reference Checks



Deloitte.

Pinterest

ROBLOX

WPP

ROKU

GoDaddy

Carbon Health

dialpad

Aerotek
Our People Are Everything™

CollegeBoard

VIZIO

deliveroo

ALLEGIS
GROUP

glassdoor

reddit

dish

nerdwallet

Old
Miss

eventbrite

Givaudan

paloalto
NETWORKS

BAYADA
WE LOVE WHAT WE DO

one
medical

NBA

HubSpot

snowflake

OLYMPIC RINGS

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



Leader

2023



Best Est. ROI

2023



Forbes
NEXT
1000

The
SaaS
Awards

SHORTLIST 2022

Great
Place
To
Work®
Certified
JAN 2022-JAN 2023
USA



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

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



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

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.

The screenshot displays the Crosschq Recruit interface. At the top, there's a search bar with 'Sales' entered and a location filter set to 'Boston, MA, USA'. Below the search bar, there are filters for 'Job Role', 'Industry Sector', 'Senior Leadership', 'Education', and 'Within 50 Miles'. A 'Search' button is visible. The main content area shows a profile for Kelsey D'Morrison, a 'Crosschq Pool Prospect' and 'Tax Account at Megaport'. Her profile includes a photo, a 'NEW' badge, and a 'View Profile' button. Below the photo, there's a brief bio: 'Currently working at PTax Account at Megaport, previously worked at Windstream and another company over past 16 years.' and her location 'Little Rock, AR, USA'. The profile is divided into sections: 'Experience' (listing 'Megaport Tax Account' from Dec 2020 - 11 mos and 'Windstream Tax Analyst II' from Sep 2015 - Dec 2020 - 5 yrs 3 mos), 'Education' (listing 'Harding University Bachelor's degree 2020 - 2011' and 'Colorado State University - Global Campus 2016'), and 'Contact Information' (listing 'Prospect Date Oct. 30, 2021', 'Phone 985 - 4780 - 8653', 'E-mail tammirbrady_76@gmail.com', and 'Profile LinkedIn'). There's also a 'Recruiter Insights' section indicating she is an 'Individual Contributor'. Below Kelsey's profile, another profile for 'Scotch Plomb' is partially visible, showing 'Analyst at Scotch Plomb' in 'Massachusetts, BOS, USA' with 'Experience' (Scotch Plomb Analyst) and 'Education' (Curry College | Liberal Arts Bachelor's degree 2013 - 2015).

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.



Easy & efficient to use



Hiring Manager

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



Status updates & easy to digest reports



Candidate

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



Award winning candidate UI/UX



Reference Giver

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



Easy to use & optimized for mobile devices

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

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	✓

Crosschq and SAP

Better together.

