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Cornerstone TalentLink Roadmap

Q4 2022 - 2023

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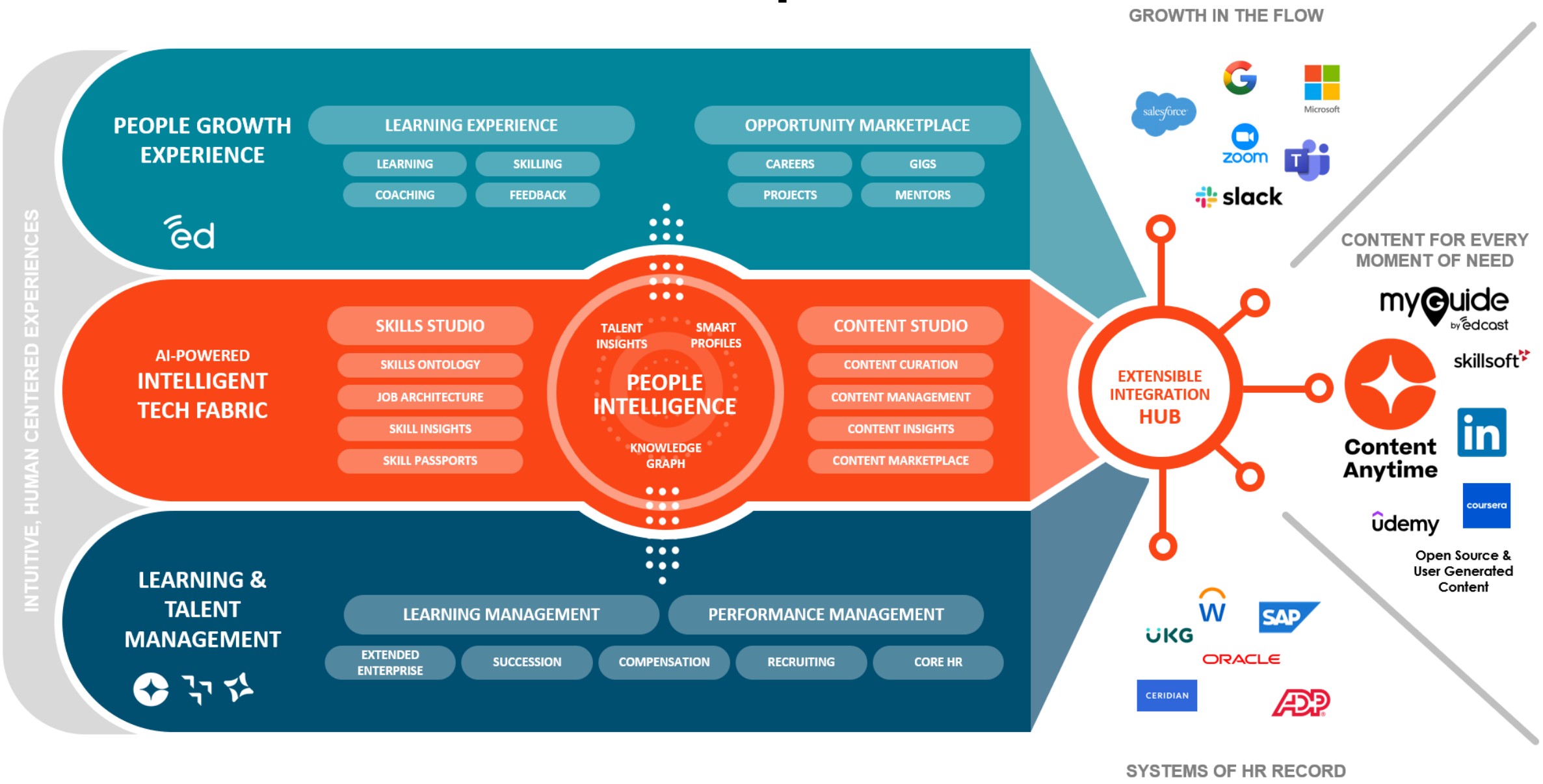
SAFE HARBOR

The following is intended to outline our general product direction. It is intended for information purposes only and may not be incorporated into any contract. It is not a commitment to deliver any material, code, or functionality, and should not be relied upon in making purchasing decisions. The development, release, and timing of any features or functionality described for Cornerstone's products remains at the sole discretion of Cornerstone.

The Cornerstone Talent Experience Platform



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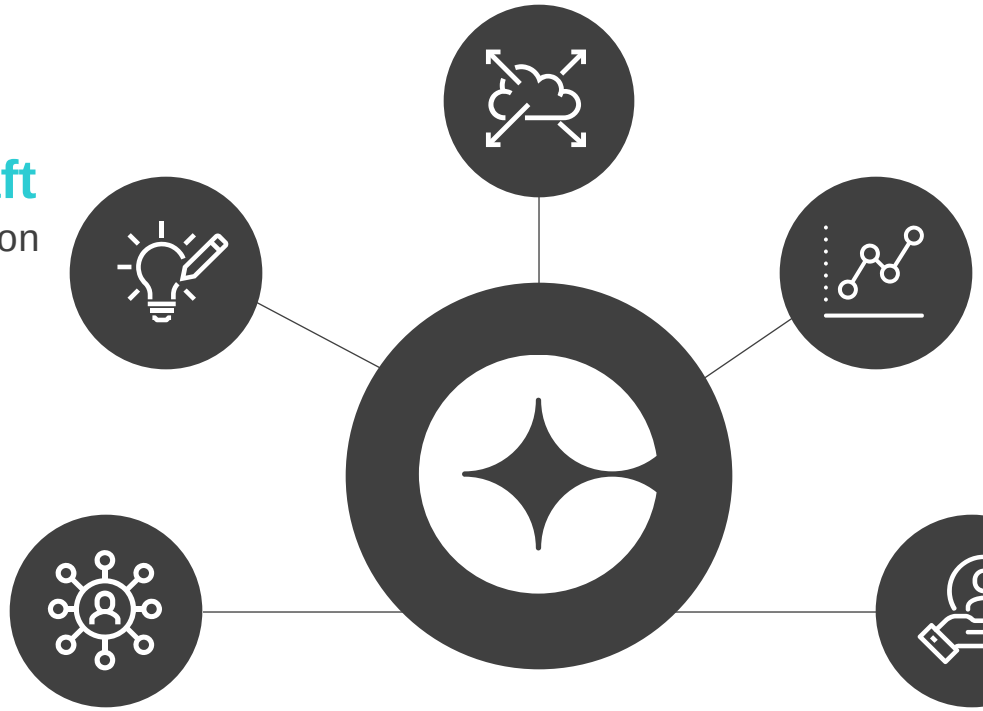
PRODUCT ETHOS

Open Ecosystem

Future-proofed, interoperability with best-of-breed



Craft

Magical moments, continuous innovation

Strength in Numbers

AI-Powered Actionable Insights

Human Centered Design

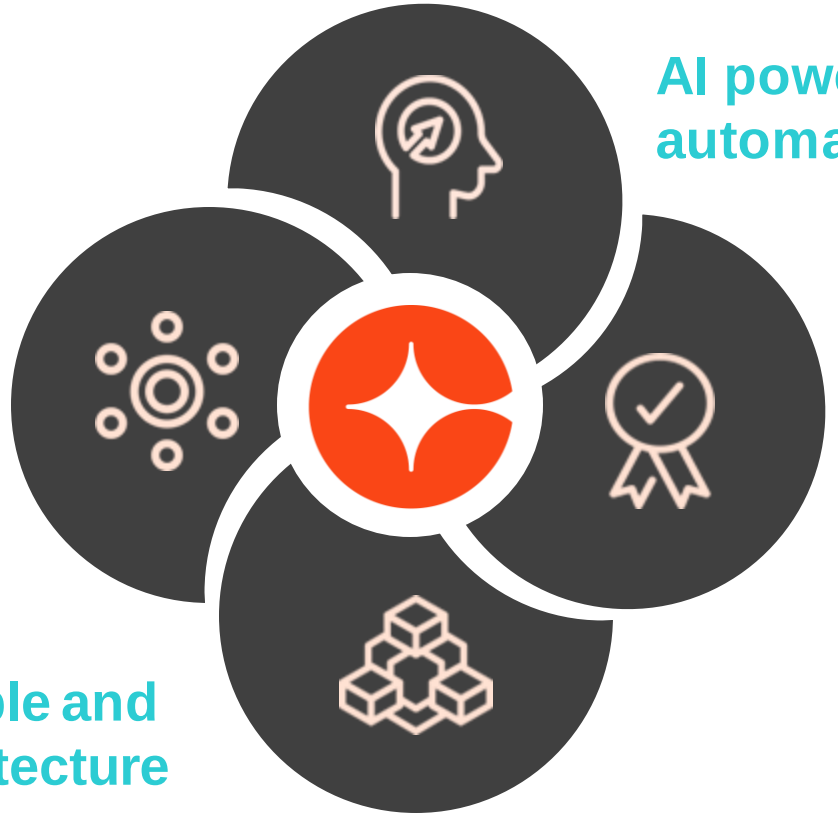
For the person in the professional

Responsible

Ethical, Accessible, Inclusive

AND ONLY CORNERSTONE CAN DELIVER...

AI powered intelligence and automation



The most holistic experience for your people

Best in class learning and talent management

An extensible and future-proof architecture

TalentLink

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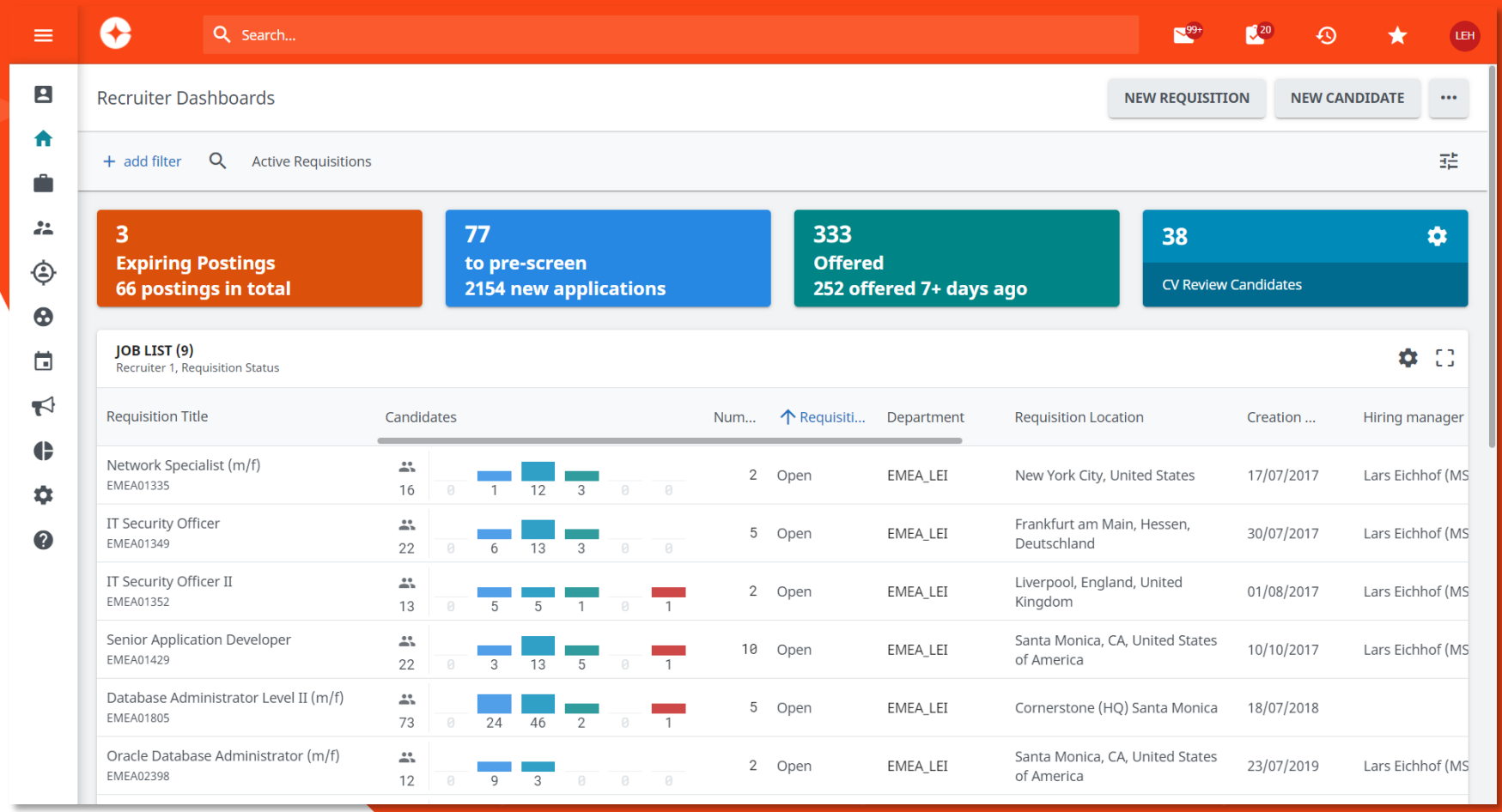
TalentLink Roadmap Focus Areas

- **Simplified experiences**
- **Improved extensibility support**
- **New communication channels**



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TalentLink Roadmap

RECENTLY DELIVERED (Q4 2022)

- ✓ Integrations Marketplace for 3rd Party Vendors
- ✓ Communication Center - Self-Service Configuration
- ✓ Branding Management for Candidate Pages
- ✓ New REST APIs - Assessment Provider, Queues, Timesheets
- ✓ Export Hired Candidates from TalentLink to CSOD Core
- ✓ Search for mail templates, forms and questionnaires
- ✓ VONQ Integration

NEXT RELEASE (Q1 2023)

- Self Service Career Sites
- SMS Templates and Automation
- Campaign Management – Auto Assign Tags on actions
- Pool Assignments from Pre Screening App
- Prescreening Tool and Candidate Review Tool - Visual Enhancements
- Displaying Videos in the Job Description Component
- New way of bulk start Selection Step

FOLLOWING RELEASE (Q2/Q3 2023)

- New User Management
- New Rights & Roles Management
- Skills Matching on Career Site
- Self Service SSO Configuration
- Anonymization enhancements (Flexible User Assignment)
- Anonymization enhancements (CV Config Options)
- New Group Interview UX

Q4 2023 AND BEYOND

- Skills rating and Confirmation on applications
- Skills based Candidate Comparison
- Responsive Feedback Forms
- CRM - Self Service Content and Landing Pages
- Candidate Portal Extensions – Phase I
- SMS/Whats App 2 way communication
- New Documents in Talent Profile UX

Recently Delivered

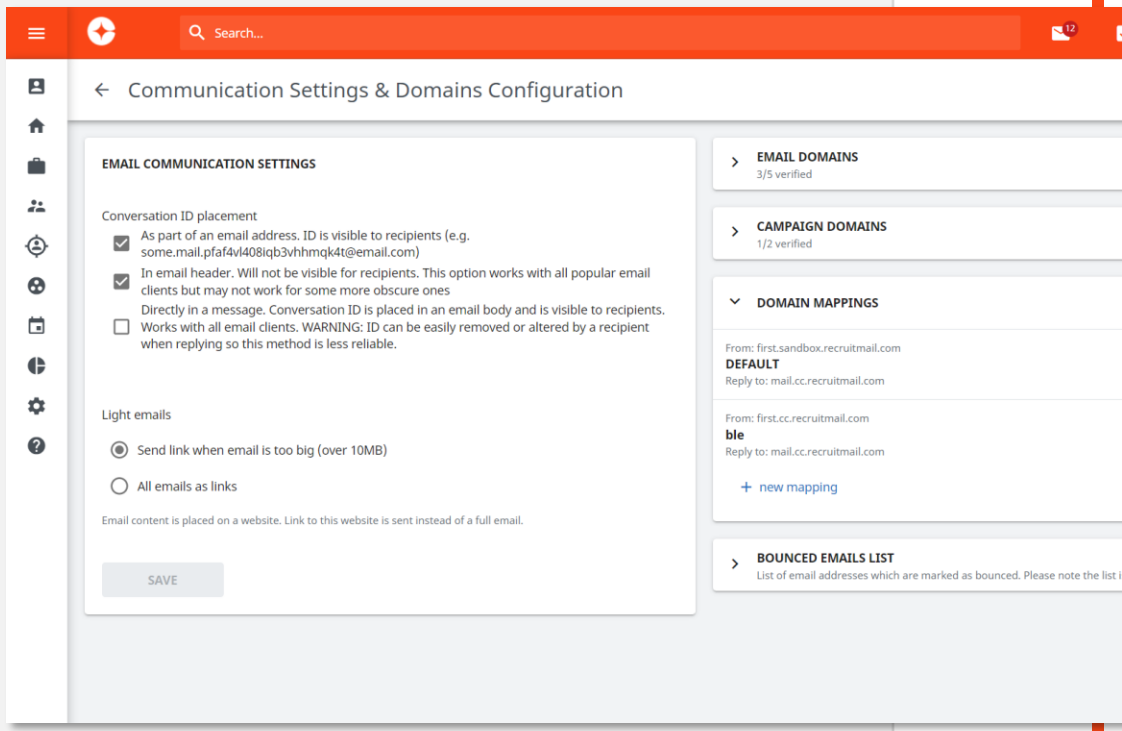
Self Configuration of Communication Center

Value and Benefit:

Self-Service configuration with the new configuration page, all management is done directly in TalentLink by the Administrator, removing the necessity to involve CTS or Support teams

Key Features:

- Configuring custom Email Domains which can be verified and authorized on customers' servers.
- Set up "reply-to" domains,
- Once a custom domain is verified administrator can define sub-domains as well.
- Create detailed mappings between various domains
- Sending email attachments in a standard or secured way (Secure Attachments)
- Signing emails with certificates
- Sending emails as links



Recently Delivered

Central Branding Configuration

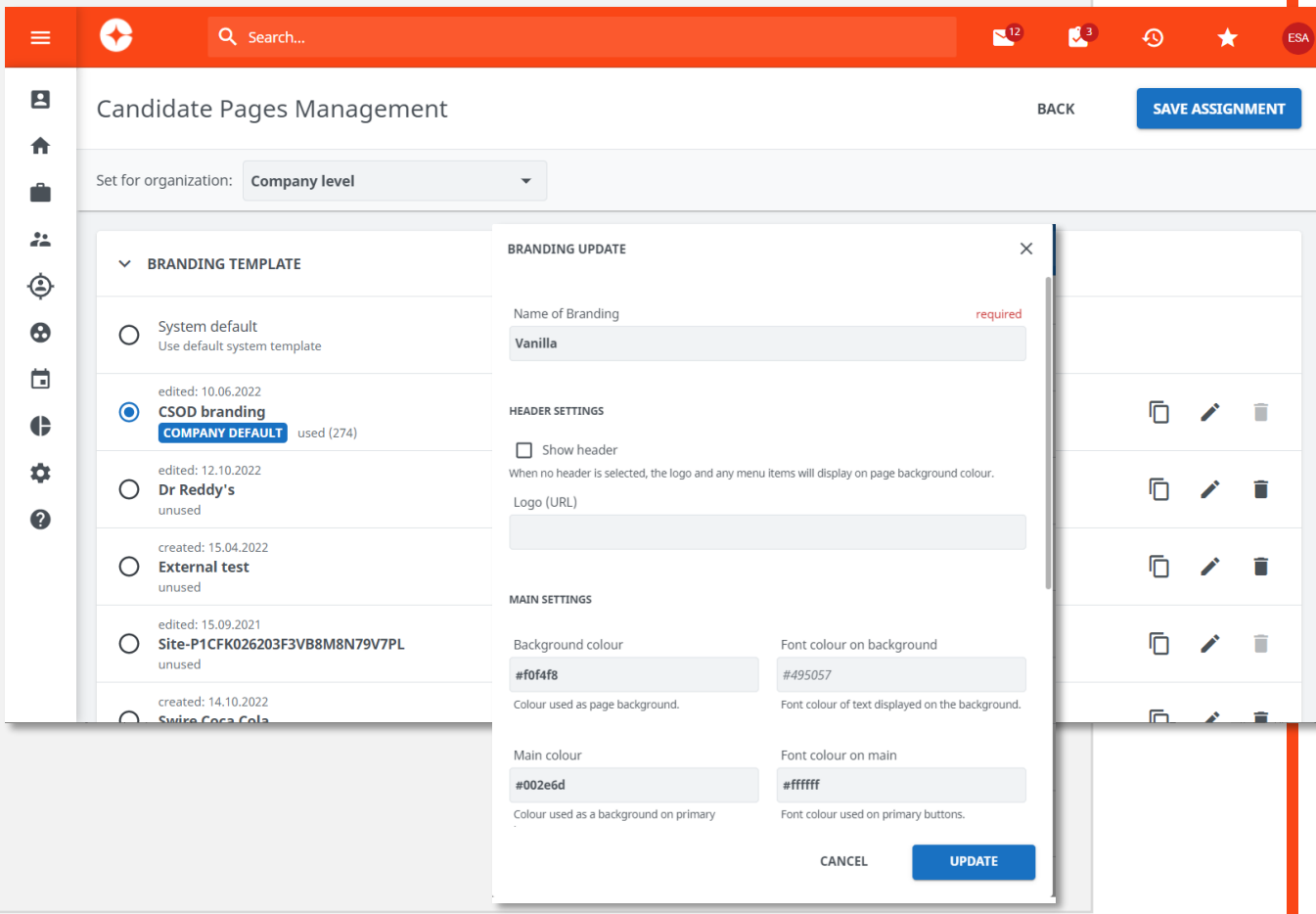
Value and Benefit:

Simplify managing different company brands and provide a consistent branding experience to candidates throughout their recruitment journey.

Key Features:

Candidate Pages Management allows to:

- Add/create multiple branding templates
- Set templates to be used as company default, i.e., to be used as the default template for all existing and each new organization on a TalentLink instance
- Assign a different template to be used only on a chosen OBS L1 (Organization(s) Level 1)
- Overview of all created templates and where they are used



Self Service Career Sites

Q1 2023

Value and Benefit

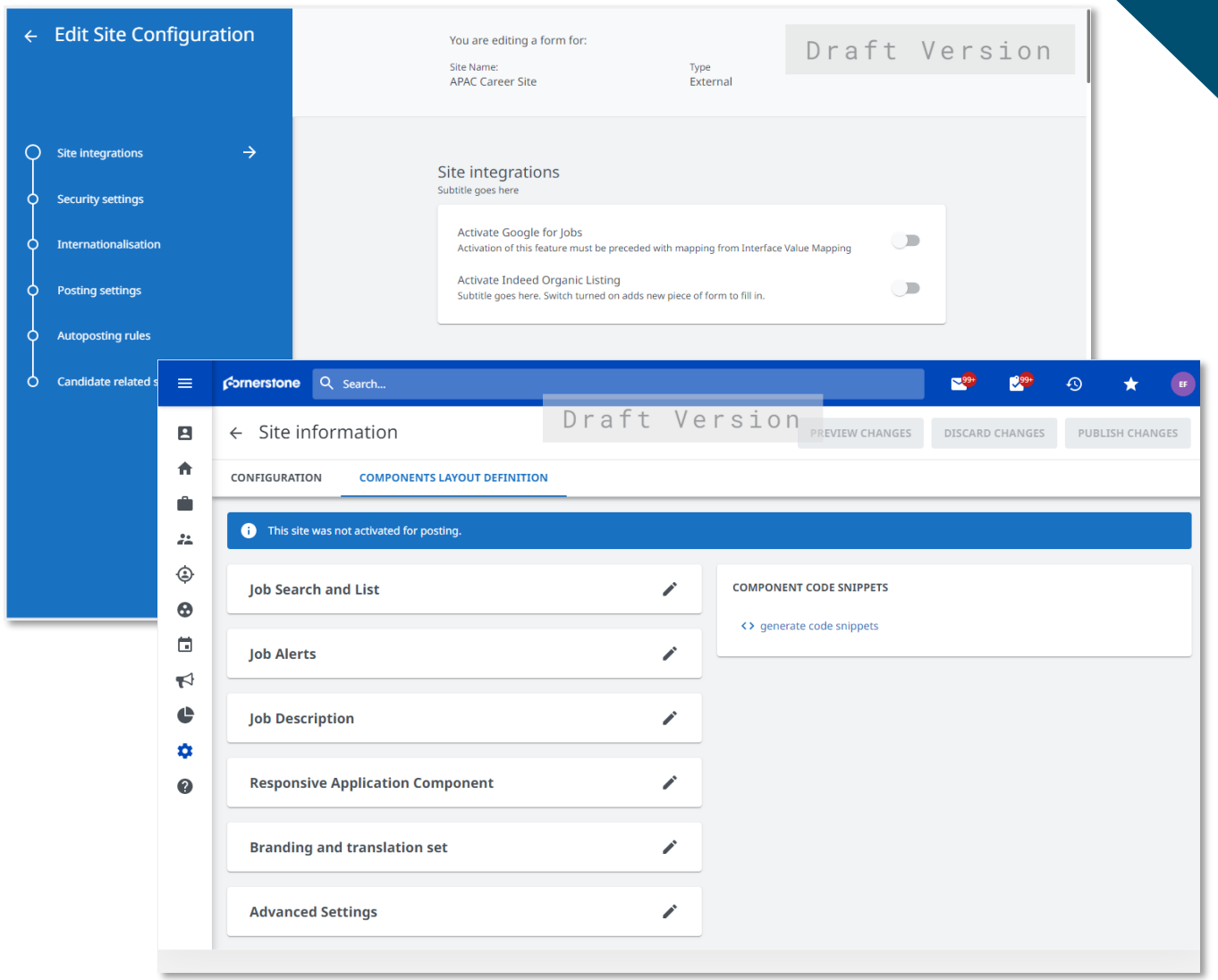
- Easily configure and launch an out-of-the-box, WCAG compliant career sites.
- Reduce time and costs for TalentLink implementations (CSOD Tech Services not needed)
- Reduce costs by eliminating need for external agencies
- Customers can use as interim Career Sites during Roll Out or as Campaign Sites

Key Features

- Configure or edit standard formating and feature options of Standard Career Sites by partner or Customer Adminstrator
- Export Career Site Components and embed in Customer page
- Alternatively new Career Site can be hosted by Cornerstone

Support

- **Languages**: All
- **Regions**: Global
- **Regulated Compliance**: WCAG 2.1



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SMS Templates and Automation

Q1
2023

Value and Benefit

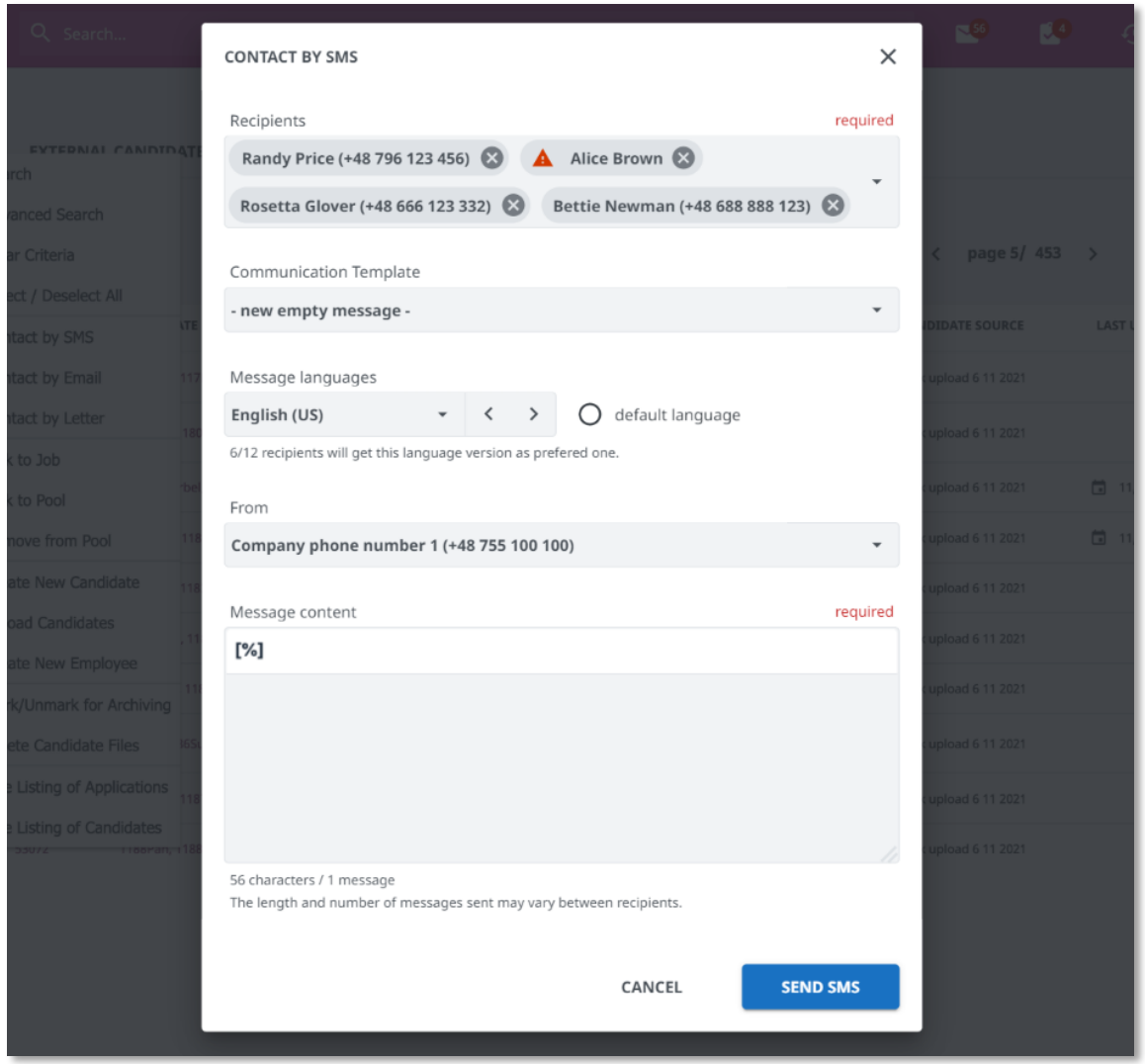
Automate SMS with templates and custom phone numbers to streamline candidate communications and ensure (employer) brand consistency

Key Features

- SMS Templates - Saves time and ensures brand consistency
- Ability to set unique SMS numbers/ sender Ids with customer brand name (region specific)
- Automation - SMS as new communication channel for candidate related Advanced Rules like interview or task reminders.

Support

- **Languages**: All
- **Regions**: Global
- **Regulated Compliance**: N/A



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Q3
2023

New User- and Roles & Rights Management

Value and Benefit

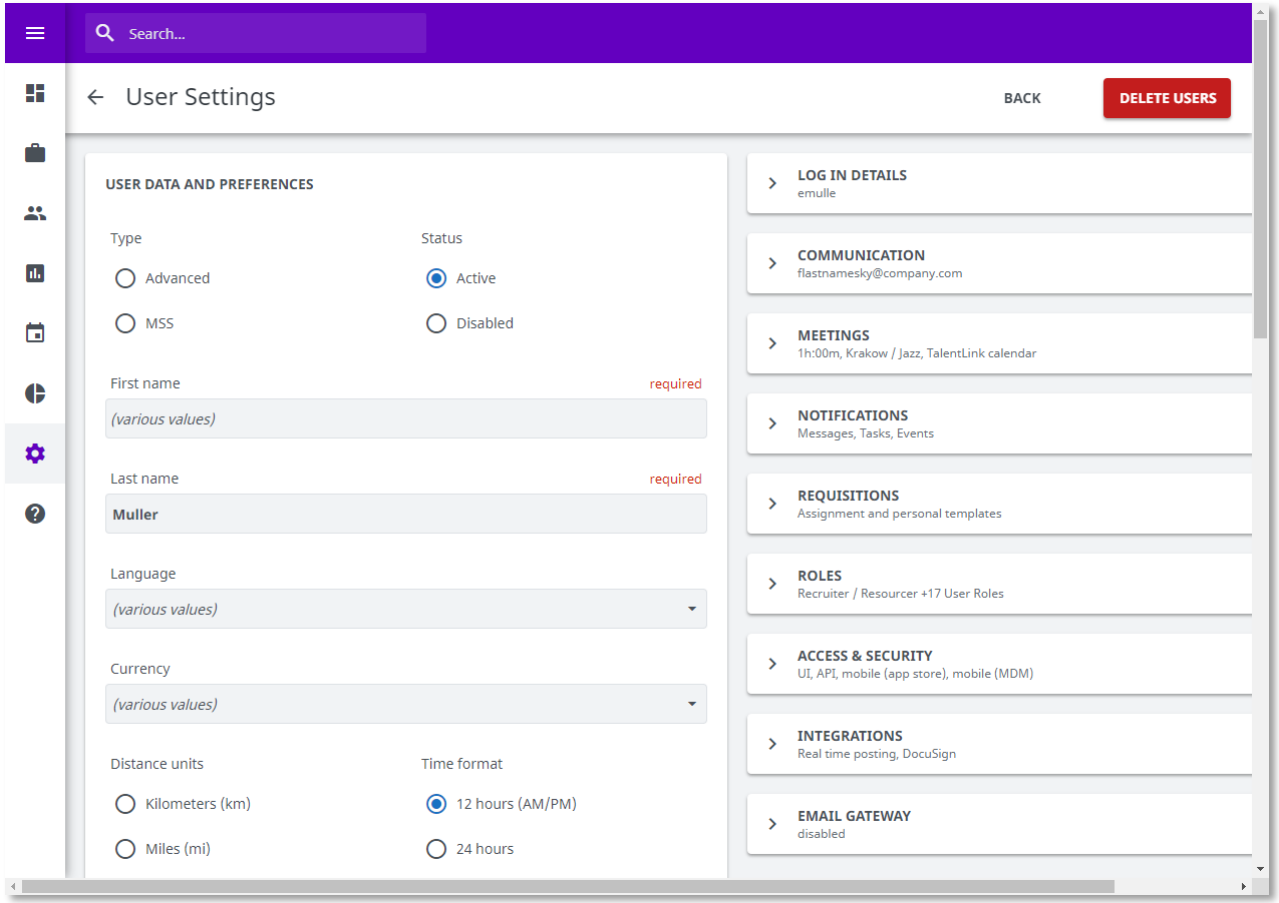
- Redesign of User & Roles Management to ease administration and speed up implementation of TalentLink
- Surfacing TLK Rights granularity to customers allows better alignment to customer user needs and profiles

Key Features

- Redesign of Roles Management to allow administrators to create custom roles based on rights and assign them into groups
- Simplified user creation and user management with bulk edit and Role Group assignments.

Support

- **Languages**: All
- **Regions**: Global
- **Regulated Compliance**: N/A



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Q3
2023

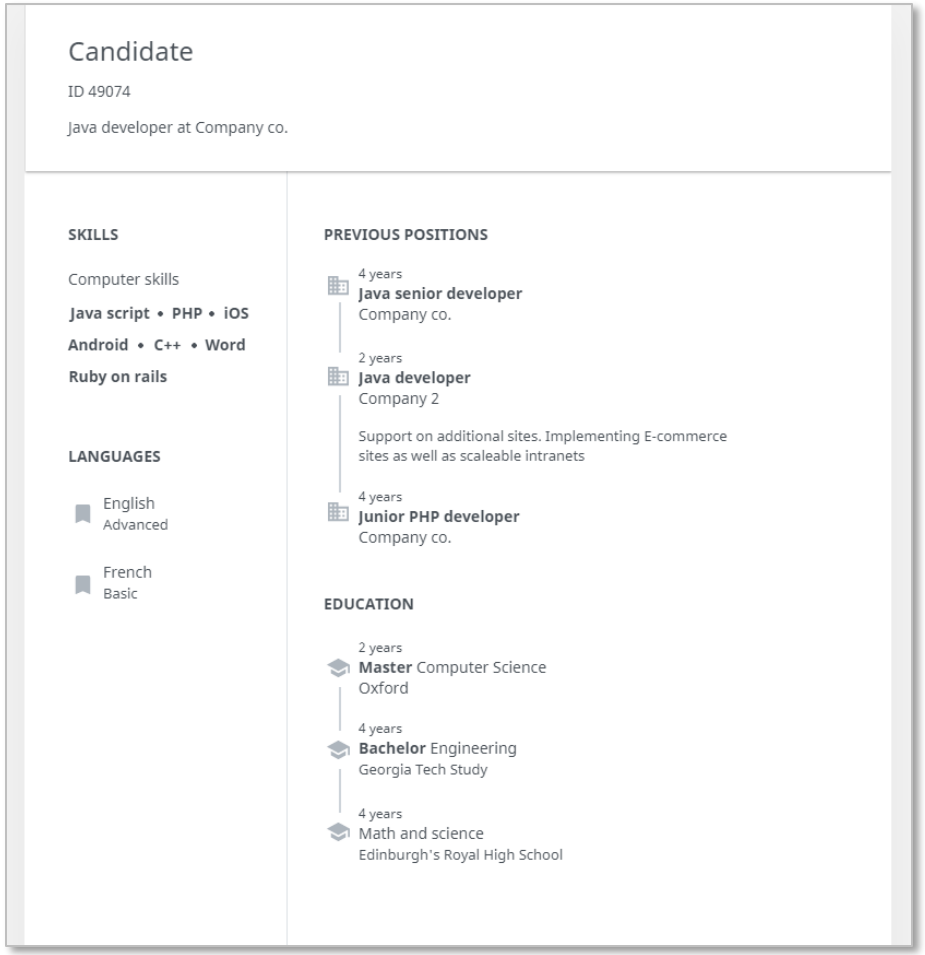
Enhanced Diversity Recruiting

Value and Benefit

Hiring candidates using a process that is free from biases for or against any candidate and support diversity recruiting strategies.

Key Features

- Configurable Resume Anonymization Options (what is left and what gets anonymized in the resume)
- Anonymization for single user groups (e.g. Hiring Managers only)
- Potentially considering NEW APPROACH with keeping original format



Support

- **Languages**: All
- **Regions**: Global
- **Regulated Compliance**: N/A

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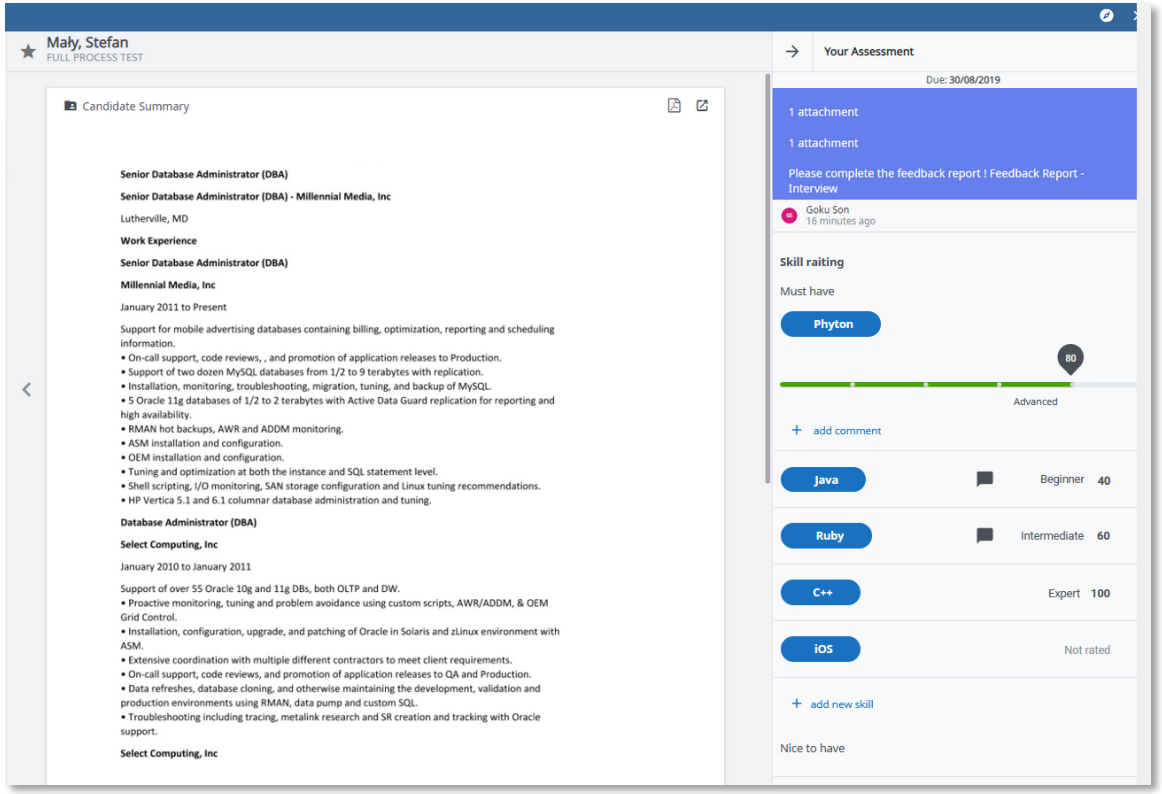
Skills - Rating and Confirmation & Comparison

Value and Benefit

- Continuation of Skills based recruitment in TalentLink: Sourcing, Screening and Hiring new employees based on the skills, capabilities, and talent - rather than their educational background or degree
- Adding more value to assigned skills if validated in interviews or assessments



Key Features

- Recruiting team or Hiring Manager can rate and confirm if a candidate has the skills defined in the requisition skills profile
- Confirmed skills enhance the information held about candidates in their Talent Profile and Talent Database.
- Ability to compare candidates based on Skills

Support

- **Languages**: All
- **Regions**: Global
- **Regulated Compliance**: N/A

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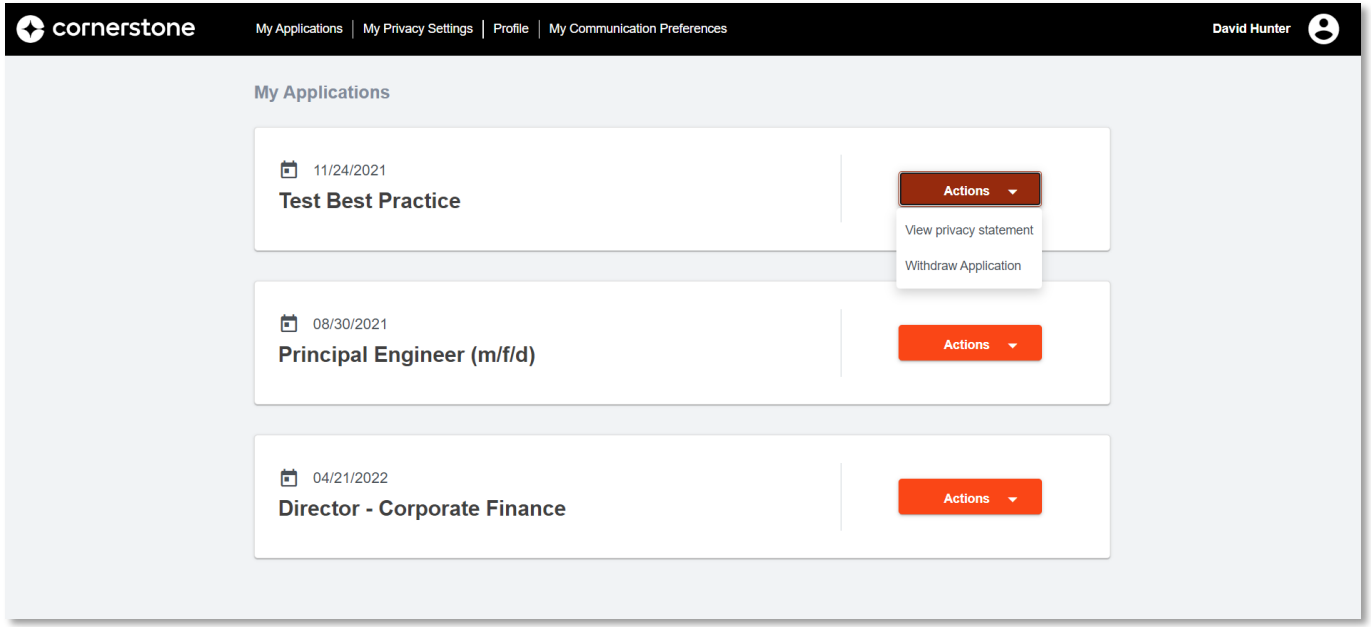
Candidate Portal Extensions

Value and Benefit

- Extending Candidate Portal functionality to foster Candidate Engagement
- Reduce admin tasks for recruiters

Key Features

- Phase I:
  - Login-Component that can be embed into customers career site
  - Logging to Candidate Portal using email and access code sent on request
- Phase II
  - Candidates can view their application status
  - Review submitted application
  - Candidates can send a new version of their application via Candidate Portal while recruiters have still access to both versions.



Support

- **Languages**: All
- **Regions**: Global
- **Regulated Compliance**: GDPR

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Thank You!

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