



# Cornerstone TalentLink Roadmap

Q4 2022 - 2023

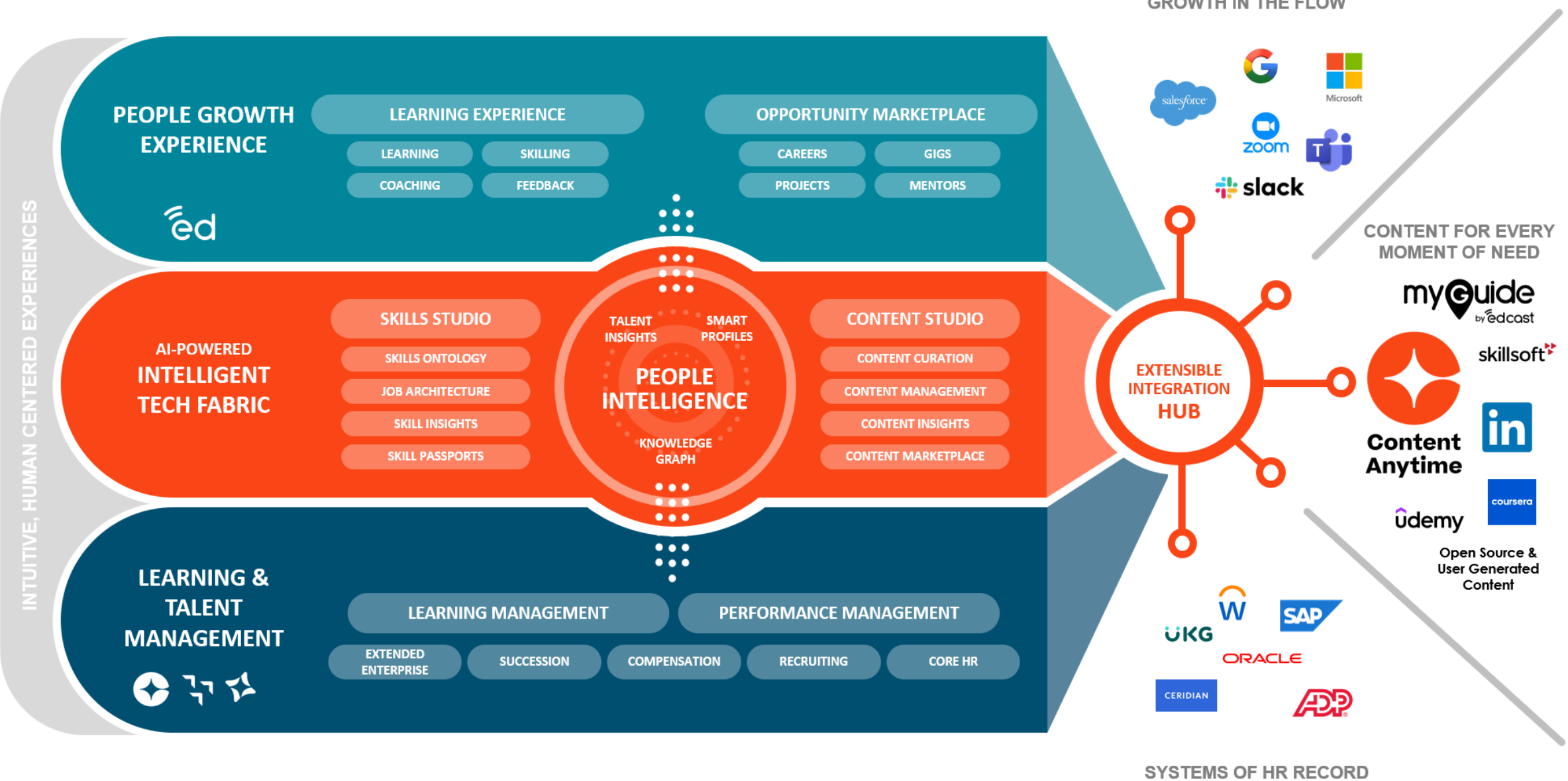


# SAFE HARBOR

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



# PRODUCT ETHOS

## Open Ecosystem

Future-proofed, interoperability with best-of-breed

## Craft

Magical moments, continuous innovation

## Strength in Numbers

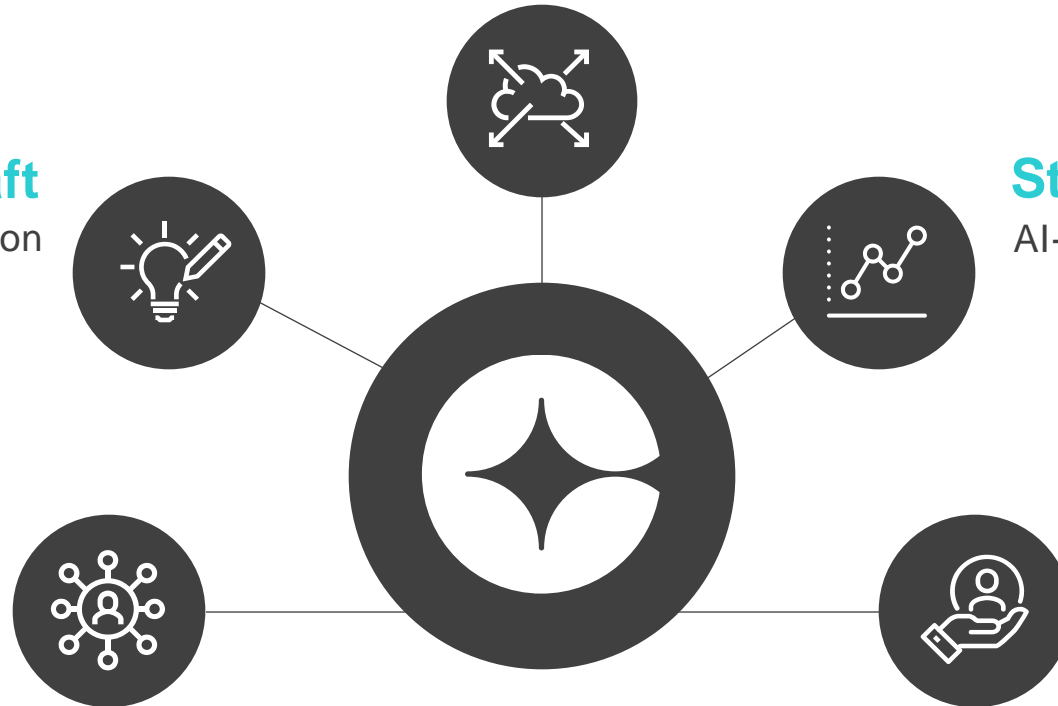
AI-Powered Actionable Insights

## Human Centered Design

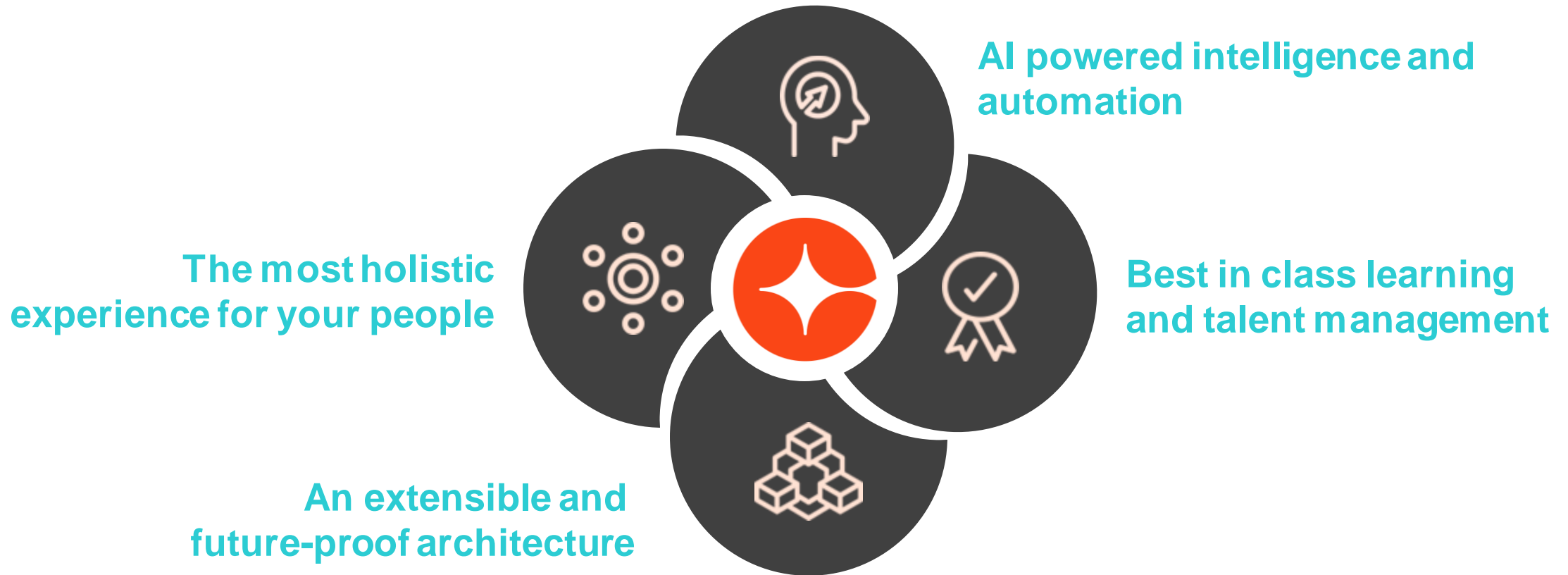
For the person in the professional

## Responsible

Ethical, Accessible, Inclusive



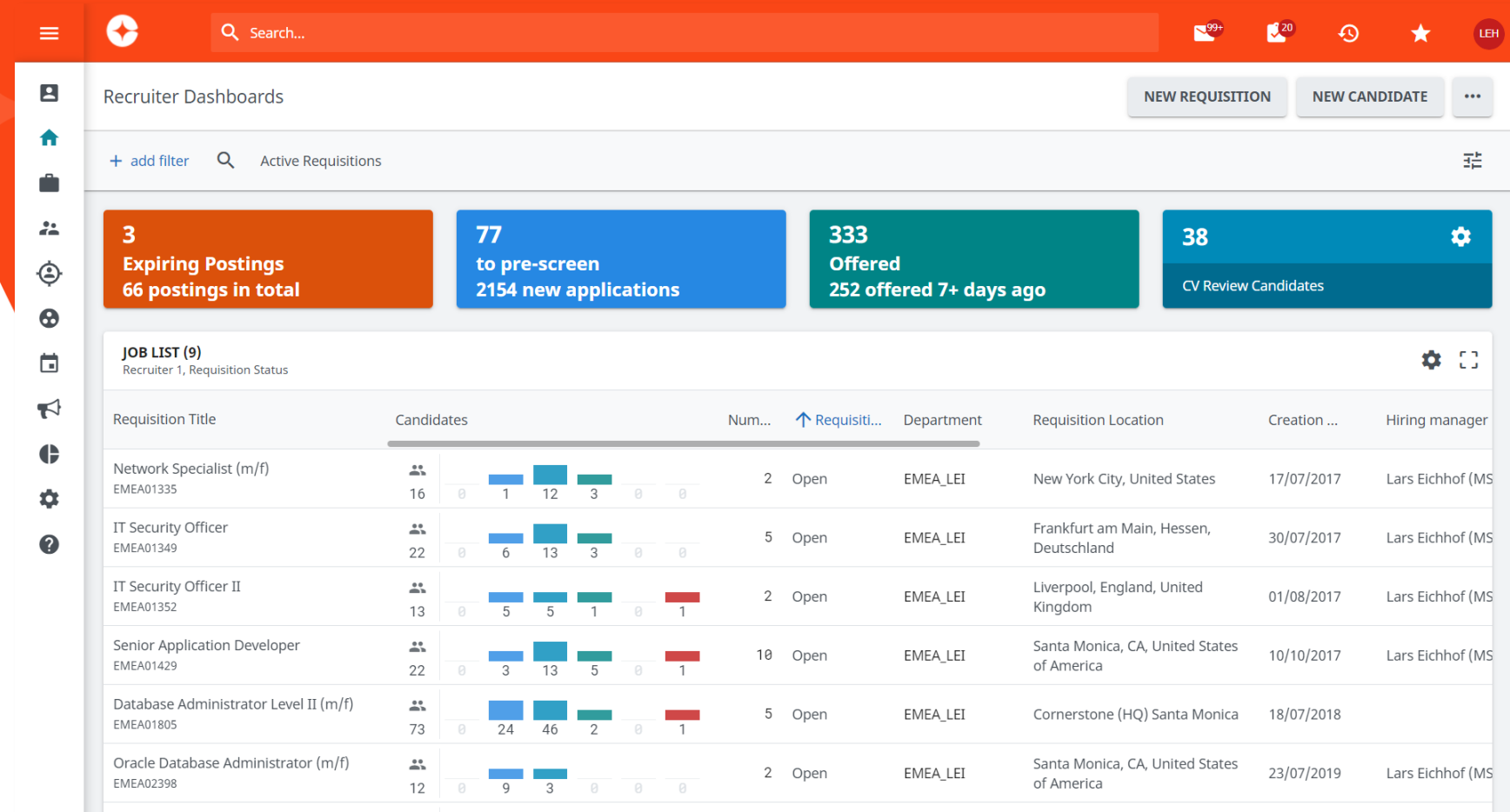
# AND ONLY CORNERSTONE CAN DELIVER...



# TalentLink

# TalentLink Roadmap Focus Areas

- Simplified experiences
- Improved extensibility support
- New communication channels





# 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

The screenshot shows the 'Communication Settings & Domains Configuration' page. The left sidebar contains navigation icons for Home, Users, Settings, and a search bar. The main content area is titled 'Communication Settings & Domains Configuration'. It features a 'EMAIL COMMUNICATION SETTINGS' section with options for 'Conversation ID placement' (checked for email address and header, unchecked for message body) and 'Light emails' (radio buttons for 'Send link when email is too big (over 10MB)' and 'All emails as links'). A 'SAVE' button is at the bottom. On the right, there are three expandable sections: 'EMAIL DOMAINS' (3/5 verified), 'CAMPAIGN DOMAINS' (1/2 verified), and 'DOMAIN MAPPINGS'. The 'DOMAIN MAPPINGS' section shows a table with columns for 'From' and 'Reply to', with a 'new mapping' button below it. The 'BOUNCED EMAILS LIST' section is partially visible at the bottom right.

# 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

The screenshot displays the 'Candidate Pages Management' interface. On the left, a sidebar contains navigation icons. The main area shows a 'Set for organization:' dropdown set to 'Company level'. Below this is a 'BRANDING TEMPLATE' section with a list of templates:

- System default (Use default system template)
- edited: 10.06.2022, CSOD branding (COMPANY DEFAULT, used (274))
- edited: 12.10.2022, Dr Reddy's (unused)
- created: 15.04.2022, External test (unused)
- edited: 15.09.2021, Site-P1CFK026203F3VB8M8N79V7PL (unused)
- created: 14.10.2022, Swiss Coca-Cola (unused)

A 'BRANDING UPDATE' modal is open, showing the following settings:

- Name of Branding:** Vanilla (required)
- HEADER SETTINGS:**
  - ☐ Show header (When no header is selected, the logo and any menu items will display on page background colour.)
  - Logo (URL):** (empty field)
- MAIN SETTINGS:**
  - Background colour:** #f0f4f8 (Colour used as page background.)
  - Font colour on background:** #495057 (Font colour of text displayed on the background.)
  - Main colour:** #002e6d (Colour used as a background on primary)
  - Font colour on main:** #ffffff (Font colour used on primary buttons.)

At the bottom of the modal are 'CANCEL' and 'UPDATE' buttons.

# Self Service Career Sites

Q1  
2023

## Value and Benefit

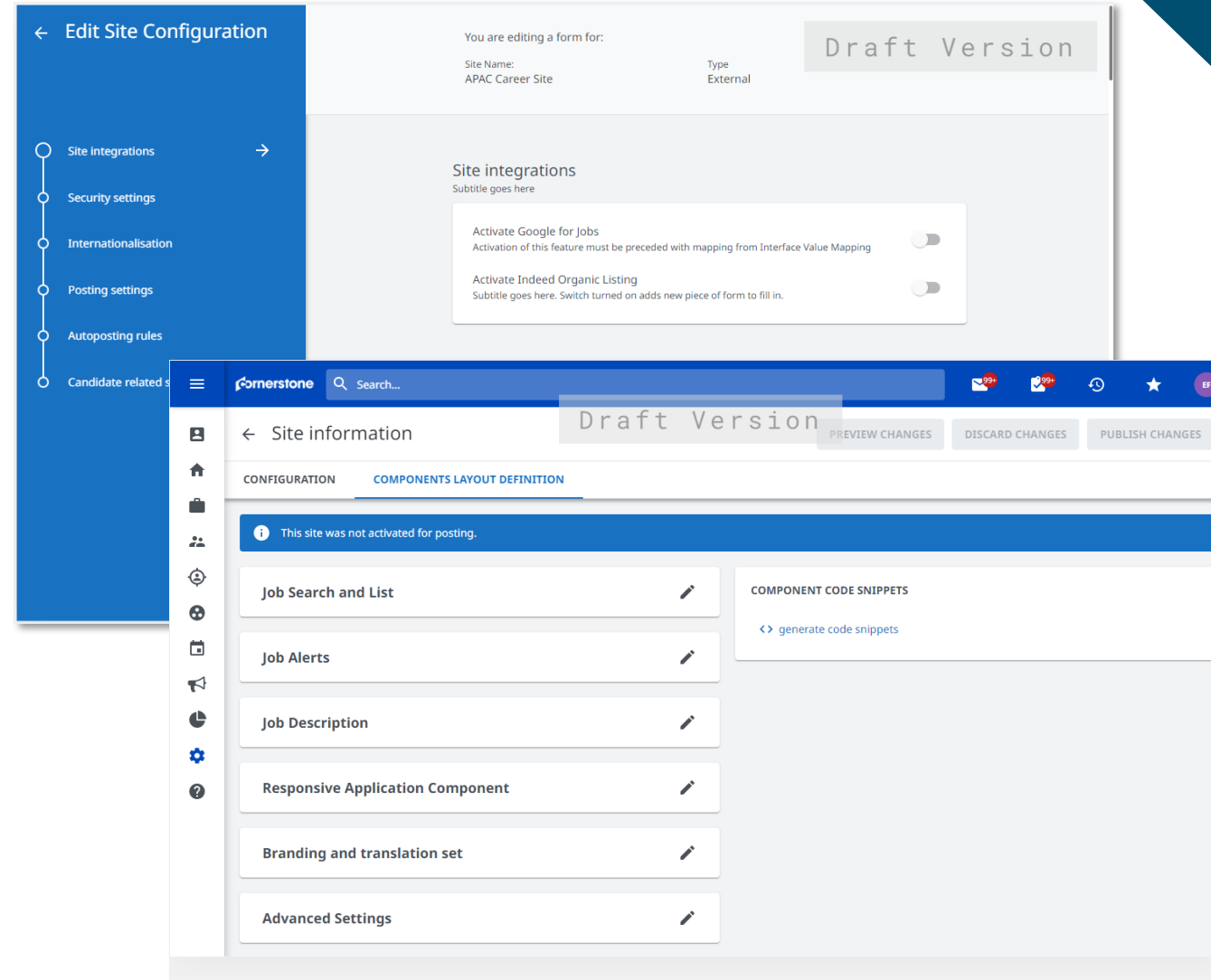
- Easily configure and launch an out-of-the-box, WCAG compliant career sites.
- Reduce time and costs for TalentLink implementations (CSOD Tech Services not needed)
- Reduce costs by eliminating need for external agencies
- Customers can use as interim Career Sites during Roll Out or as Campaign Sites

## Key Features

- Configure or edit standard formatting and feature options of Standard Career Sites by partner or Customer Administrator
- 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



# SMS Templates and Automation

## 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

The screenshot shows a 'CONTACT BY SMS' dialog box with the following fields and options:

- Recipients:** A list of recipients with a 'required' label. The list includes: Randy Price (+48 796 123 456), Alice Brown (with a warning icon), Rosetta Glover (+48 666 123 332), and Bettie Newman (+48 688 888 123). Each entry has a close 'X' button.
- Communication Template:** A dropdown menu currently showing '- new empty message -'.
- Message languages:** A section with a dropdown set to 'English (US)', navigation arrows, and a radio button for 'default language'. A note below states: '6/12 recipients will get this language version as preferred one.'
- From:** A dropdown menu showing 'Company phone number 1 (+48 755 100 100)'.
- Message content:** A large text area with a 'required' label and a placeholder '[%]'.
- Footer:** A status bar indicating '56 characters / 1 message' and a note: 'The length and number of messages sent may vary between recipients.' Below this are 'CANCEL' and 'SEND SMS' buttons.

# 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

The screenshot displays the 'User Settings' page for a user named 'emulle'. The interface is divided into two main sections: 'USER DATA AND PREFERENCES' on the left and a list of system settings on the right.

**USER DATA AND PREFERENCES:**

- Type:** Radio buttons for 'Advanced' (selected) and 'MSS'.
- Status:** Radio buttons for 'Active' (selected) and 'Disabled'.
- First name:** Text input field with '(various values)' and a red 'required' label.
- Last name:** Text input field with 'Muller' and a red 'required' label.
- Language:** Dropdown menu with '(various values)'.
- Currency:** Dropdown menu with '(various values)'.
- Distance units:** Radio buttons for 'Kilometers (km)' (selected) and 'Miles (mi)'.
- Time format:** Radio buttons for '12 hours (AM/PM)' (selected) and '24 hours'.

**System Settings (Right Panel):**

- LOG IN DETAILS:** emulle
- COMMUNICATION:** flastnamesky@company.com
- MEETINGS:** 1h:00m, Krakow / Jazz, TalentLink calendar
- NOTIFICATIONS:** Messages, Tasks, Events
- REQUISITIONS:** Assignment and personal templates
- ROLES:** Recruiter / Resourcer +17 User Roles
- ACCESS & SECURITY:** UI, API, mobile (app store), mobile (MDM)
- INTEGRATIONS:** Real time posting, DocuSign
- EMAIL GATEWAY:** disabled

The top navigation bar includes a search bar, a 'User Settings' breadcrumb, a 'BACK' button, and a red 'DELETE USERS' button. A sidebar on the left contains icons for various system functions, with the settings gear icon highlighted.

# 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

Candidate ID 49074 Java developer at Company co.	
<b>SKILLS</b>  Computer skills Java script • PHP • iOS Android • C++ • Word Ruby on rails	<b>PREVIOUS POSITIONS</b>  4 years Java senior developer Company co.  2 years Java developer Company 2  Support on additional sites. Implementing E-commerce sites as well as scaleable intranets  4 years Junior PHP developer Company co.
<b>LANGUAGES</b>  English Advanced  French Basic	<b>EDUCATION</b>  2 years Master Computer Science Oxford  4 years Bachelor Engineering Georgia Tech Study  4 years Math and science Edinburgh's Royal High School

# 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

The screenshot displays the TalentLink interface for a candidate named Maly, Stefan. The interface is divided into two main sections: 'Candidate Summary' and 'Your Assessment'.

**Candidate Summary:**

- Senior Database Administrator (DBA)**  
Senior Database Administrator (DBA) - Millennial Media, Inc  
Lutherville, MD
- Work Experience**  
Senior Database Administrator (DBA)  
Millennial Media, Inc  
January 2011 to Present  
Support for mobile advertising databases containing billing, optimization, reporting and scheduling information.  
  - On-call support, code reviews, and promotion of application releases to Production.
  - Support of two dozen MySQL databases from 1/2 to 9 terabytes with replication.
  - Installation, monitoring, troubleshooting, migration, tuning, and backup of MySQL.
  - 5 Oracle 11g databases of 1/2 to 2 terabytes with Active Data Guard replication for reporting and high availability.
  - RMAN hot backups, AWR and ADDM monitoring.
  - ASM installation and configuration.
  - OEM installation and configuration.
  - Tuning and optimization at both the instance and SQL statement level.
  - Shell scripting, I/O monitoring, SAN storage configuration and Linux tuning recommendations.
  - HP Vertica 5.1 and 6.1 columnar database administration and tuning.
- Database Administrator (DBA)**  
Select Computing, Inc  
January 2010 to January 2011  
Support of over 55 Oracle 10g and 11g DBs, both OLTP and DW.  
  - Proactive monitoring, tuning and problem avoidance using custom scripts, AWR/ADDM, & OEM Grid Control.
  - Installation, configuration, upgrade, and patching of Oracle in Solaris and zLinux environment with ASM.
  - Extensive coordination with multiple different contractors to meet client requirements.
  - On-call support, code reviews, and promotion of application releases to QA and Production.
  - Data refreshes, database cloning, and otherwise maintaining the development, validation and production environments using RMAN, data pump and custom SQL.
  - Troubleshooting including tracing, metalink research and SR creation and tracking with Oracle support.

**Your Assessment:**

Due: 30/08/2019

1 attachment  
1 attachment  
Please complete the feedback report / Feedback Report - Interview  
Goku Son  
16 minutes ago

**Skill rating**

Must have

Python

80

Advanced

+ add comment

Java Beginner 40

Ruby Intermediate 60

C++ Expert 100

iOS Not rated

+ add new skill

Nice to have



# Candidate Portal Extensions

## Value and Benefit

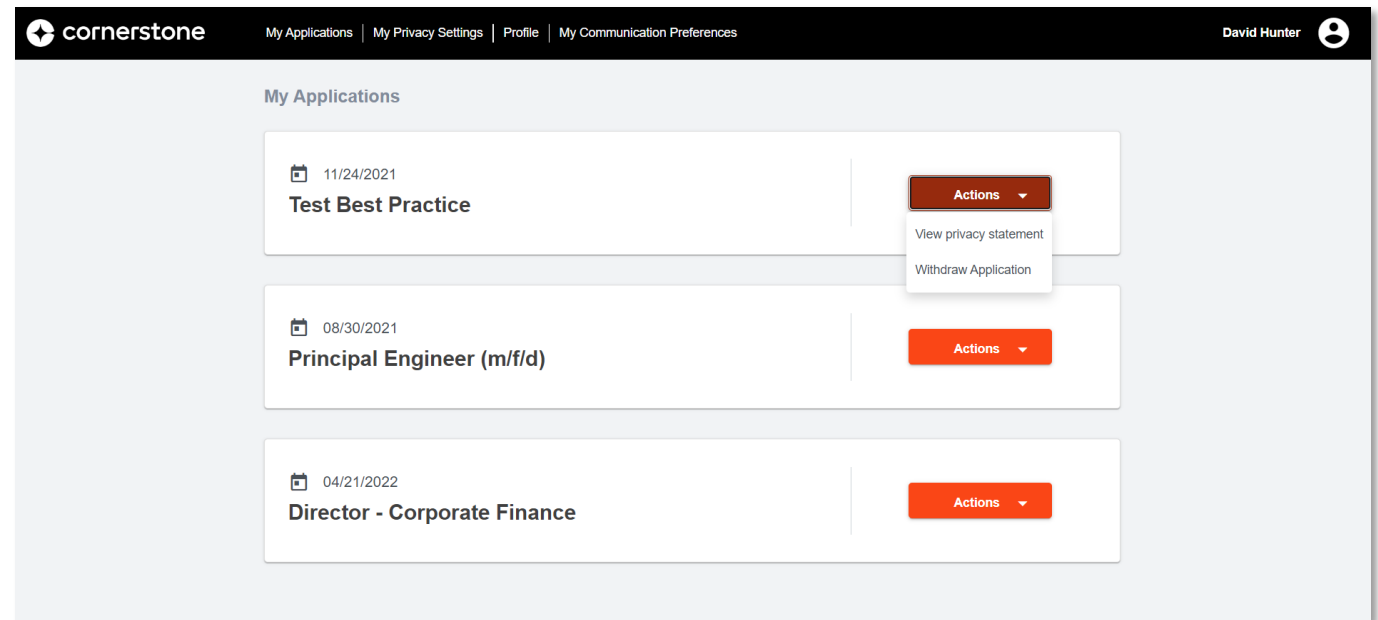
- Extending Candidate Portal functionality to foster Candidate Engagement
- Reduce admin tasks for recruiters

## 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



# Thank You!