



FEATURES & BENEFITS

Strengthen Your Workforce

Move to HR's most powerful software to attract, retain, and engage today's top talent.





Talent Development Starts Here.

Trakstar's fully integrated platform connects development opportunities at the critical intersections of the employee lifecycle to attract, retain, and engage top employees.



Innovating Talent Development

Trakstar is a platform purpose-built for HR talent development to connect the stages of the employee lifecycle. Our best-in-breed software simplifies key responsibilities of employee management, increases time for strategic planning, and lowers costs.

With over 3,700 customers, Trakstar is a modern solution for organizations with remote, hybrid, or in-person workforces. Our all-in-one platform provides workflows for HR leaders, managers, and employees to hire, onboard, upskill, and engage top talent.

Trakstar's software is purpose-built to support HR leaders and organizations with:

- ✦ Applicant Tracking
- ✦ Onboarding
- ✦ Performance Management
- ✦ Employee Engagement Surveys
- ✦ 360° Reviews
- ✦ Upskilling
- ✦ 9-box Succession Planning
- ✦ Learning & Content Distribution

Trusted By Industry-Leaders



Table of Contents

Introduction: Talent Development Starts Here.	1
Table of Contents.	2
Trakstar's Platform	
Make Better Decisions at the Intersection of People & Data.	3
Map Your Course for Organizational Success.	4
The Benefits of an All-In-One Platform.	5
Modern Software for the HR Leader.	6
The Trakstar Platform Journey.	7
Hire	
Start Out By Hiring the Right People.	8
Learn	
Next Stop: Onboarding.	9
In Transit: Employee Development.	10
Perform	
Stay On the Right Track with Performance Reviews.	11
Engage Your Workforce.	12
Last Stop: Succession Planning.	13
Insights	
Make More Informed Decisions Along the Way.	14
Streamline Your Journey with Integrations.	15
Implementation with Trakstar.	16



Make Better Decisions at the Intersection of People & Data

Trakstar's platform centers employee performance around pivotal moments in talent development and engages employees to build a culture of continuous improvement. Armed with our innovative software and support, make smarter decisions around these critical intersections across your workforce.

Key Intersections Within Your Organization

Hiring & Onboarding

Simplify your onboarding experience by automatically assigning critical e-learning courses in Trakstar to your new hires.

Upskilling & Performance

Upskill your teams by automatically assigning learning courses tied to core competencies in Trakstar's performance management system.



Hiring & Engaging

Accelerate employee productivity by automatically pushing new hires in Trakstar into your performance management system.





Map Your Course for Organizational Success

Accountability and growth move an organization forward. With Trakstar, planning the course for workforce success is easier than ever. To better serve your employees, our software increases accountability for managers and leaders, equipping them to identify skill-gaps, encourage engagement, and facilitate success.

Trakstar's Platform Empowers Your Leaders



Identify hidden talent



Evaluate commitment and effort



Identify skill gaps



Increase manager efficiency



Remove roadblocks in talent development



Improve employee engagement














Within successful organizations, **everyone needs to be on the same track**—even if they are in different locations. Trakstar ensures organizational alignment from the moment of hire and provides the map for continuous development to reach KPIs.


















The Benefits of an All-In-One Platform

Trakstar Platform

-  One Platform
-  Lower Total Cost of Ownership
-  One Contract To Manage
-  Planned Downtime
-  Integrated Implementation - Start Sooner
-  Complimentary Training
-  Compliant and Secure (SOC-2)
-  HRIS Integrations
-  SSO
-  Daily Reporting Across Platform
-  Industry Leadership
-  Single Source of Truth
-  Automation

Trakstar's platform streamlines workforce operations and offers unprecedented benefits to your organization.

Point Solutions









-  Multiple Tools To Learn
-  Expensive
-  Multiple Cards, Files, & Dates to Remember
-  Product Outages Don't Align
-  Slower Deployment Times to Align Products
-  Disjointed Training
-  Opening Your Company Up To Risk
-  HRIS Isolation
-  Multiple Log-Ins
-  No Connections Between Data
-  Shortsighted
-  Manual Entry Across Products
-  Swivel Chair





Modern Software for the HR Leader

Trakstar's platform was intentionally designed for the modern workforce with HR leaders in mind. It facilitates hiring, education, engagement, and performance management across time zones, departments, and even languages.

-  **Partnership:** Trakstar has a history of excellent customer support and partnership throughout all stages of product usage. With integrated implementation, support, and account management, the team at Trakstar becomes an extension of your own team.
-  **Cost Savings:** Trakstar's platform saves you money with a lower initial investment, less maintenance, and fewer interruptions. Combine four essential HR solutions into one value-driven platform.
-  **Time Savings:** Save the entire company time and effort with one contract for legal, one renewal, and one console for your employees to use for training, performance reviews, surveys, and more.
-  **Ease-of-Use:** Work within a simplified, intuitive dashboard that eliminates manual entry, reduces human error, and remains consistent.
-  **Security:** Trakstar prioritizes the security and confidentiality of customer data. Our protocols undergo an annual SOC 2 audit by a licensed CPA firm. 
-  **SSO:** Have a singular place to sign in with no need to remember multiple passwords, codes, or log-in information.
-  **Integrations:** Trakstar's platform integrates with leading HRIS and productivity tools to streamline your systems.







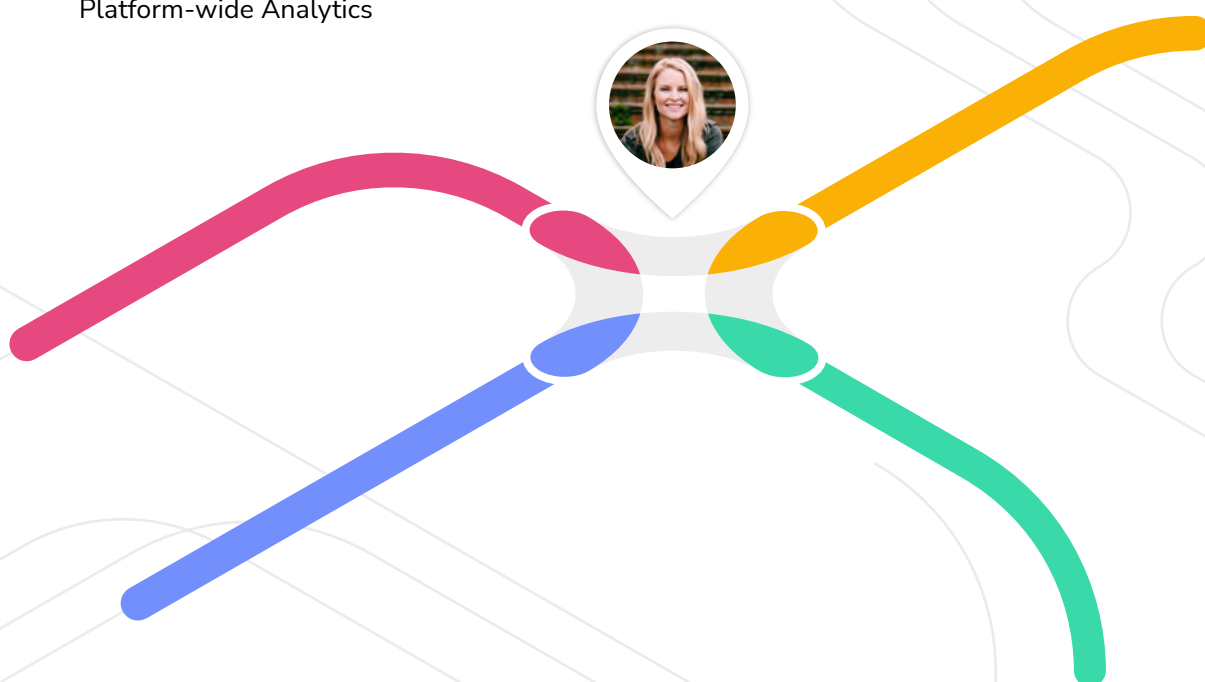


The Trakstar Platform Journey

Trakstar's platform consists of four complementary products that are used by thousands of clients. It supports organizations at the intersections where vital talent development moments meet powerful business decisions.

Together, Trakstar's solutions attract, retain, and engage your workforce. Meet the pieces of the platform:

-  **Hire**
Collaborative Hiring
-  **Learn**
Continuous Growth
-  **Perform**
Visibility and Engagement
-  **Insights**
Platform-wide Analytics





Start Out By Hiring the Right People

Simplify your hiring process, find qualified applicants, build talent pools, and fully staff your teams to meet business goals with Trakstar Hire.



Trakstar Hire Empowers HR Leaders



Attract Top Talent



Track Applicants & Offers



Automate Recruiting



Collaborate With Hiring Teams

Instantly post your job openings on the top job boards and start getting applicants. Automatically see the best candidates, highlight them, schedule interviews, receive feedback from coworkers, delegate tasks, and automatically take the “busy work” out of the hiring process.

Free up your time to focus on bringing the best people to your workforce in the shortest amount of time.

1M+

APPLICANTS INTERVIEWED

300K

APPLICATIONS ADDED IN
THE LAST 30 DAYS

5K

APPLICANTS HIRED PER MONTH



Next Stop: Onboarding

Effective onboarding is a crucial step for employee engagement and success. Trakstar Learn takes the information gathered during the hiring process and automatically enrolls new hires in onboarding training.

Trakstar Learn Empowers HR Leaders



Onboard New
Employees



Measure Your
Training Success

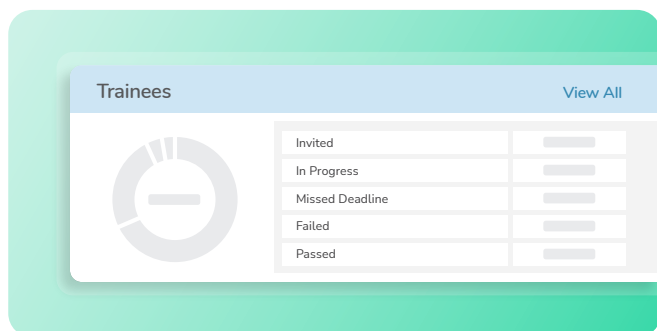


Empower Employees
Through Development



Invest In
Talent

Create captivating, interesting, and effective onboarding training for new hires using quizzes, assessments, screen shares, multimedia content, audio, documents, slide shows, and so much more—the possibilities are endless. Learn allows you to reduce your repetitive work and frees-up time to focus on new employees' overall experiences to ensure a warm welcome.

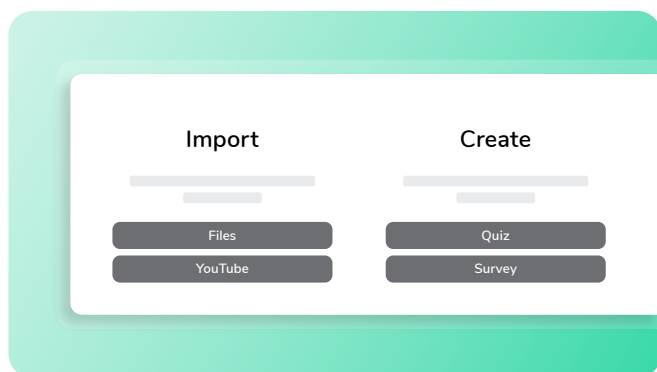


Auto-Enrollment

Auto-enroll specific departments, new employees, or your entire workforce in training courses through email. Save time and get through training faster.

In Transit: Employee Development

Invest in your employees and help them to grow within your organization with ongoing education, upskilling, and training to prevent employee churn and create a culture of excellence.



Training Content

Create employee training courses using your own materials. Our content-agnostic system fits your needs and helps you find the training programs that work for you.

Keep your employees and managers on track with training from anywhere, anytime, and on any device with **Trakstar Learn**. Additionally, you'll understand which employees excel and outperform their peers with completion announcements, unlimited course options, and other reporting tools through **Insights**.

10M+

COURSES ADMINISTERED

177

COUNTRIES

TRUSTED ACROSS THE GLOBE

97%

CUSTOMER SATISFACTION RATING



Stay On the Right Track with Performance Reviews

Measure employee competency with over 100 competencies, 360-degree reviews, goal setting, improvement plans, and actionable, effective coaching tips with Trakstar Perform.

Trakstar Perform Empowers HR Leaders



Create The Ideal
Performance
Review Process



Guide Employees
By Defining
Performance Goals

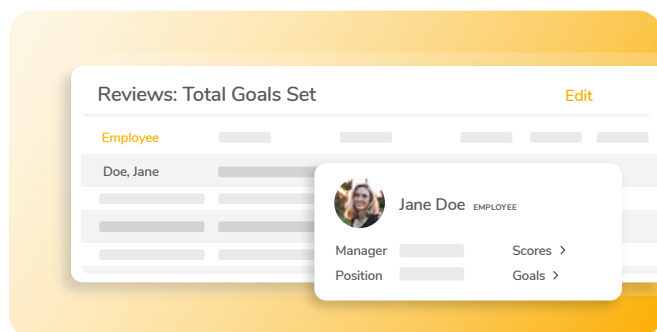


Provide Real-time
Performance
Coaching



Collect And Analyze
Performance
Management Data

You can't help your employees find fulfillment, growth, and progress with generic and time-consuming performance reviews. Customize your reviews for each employee, define specific goals, stay on track with regular check-ins, and make smarter business decisions by utilizing Trakstar Perform.

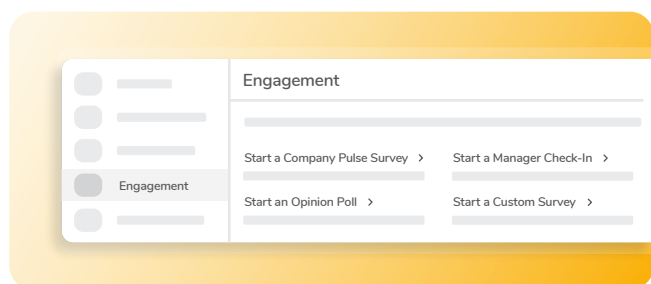


Goal Tracking

Trakstar Perform makes it easy to set, monitor and update goals across the workforce. Ensure every employee contributes to the success of the organization.

Engage Your Workforce

Measure and improve employee happiness and productivity to solve workforce-wide problems, shift culture, and produce outstanding results. Diagnostic, deep dive, mood, and engagement surveys pair with powerful analytics to give you micro and macro views of your employees.

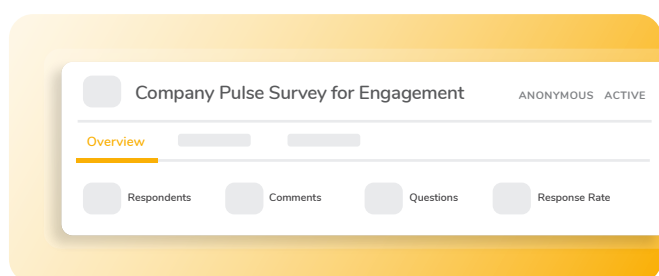


Survey Library

Take advantage of Trakstar's survey library proven to measure engagement. See example questions, survey topics, and schedules to make employee engagement a priority.

Encourage survey participation from every employee with automated email reminders. Employees seamlessly click from their inbox to the dashboard and can complete their survey with no login required.

With higher participation rates and **Trakstar Insights**, you can then view real-time dashboards, drill down into data, segment groups, and set specific time periods.

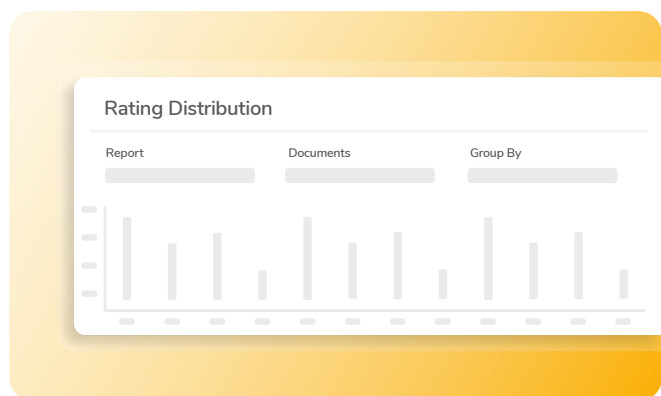


Automated Scheduling

Collect employee feedback with **Trakstar Engagement Surveys**. Easily send staff-wide surveys on a preset schedule and track results and sentiment over time.

Last Stop: Succession Planning

Planning for succession within a company, department, or role can be difficult. To eliminate bias and discreetly evaluate your workforce, Trakstar has succession planning capabilities.



Reports & Analytics

Collect and analyze performance management data in Perform to make better business decisions through better people decisions. Use Trakstar Reports to better understand your team's performance and discover actionable insights to improve the organization, plan the future, and expand your workforce.

Trakstar's platform is designed to make succession planning logical and simple. Instead of assuming an employee should or shouldn't be promoted, you can effectively assess the leadership qualities of everyone in your organization.

15%

INCREASE IN PERFORMANCE
REVIEW SCORES

100%

INCREASE IN ACCESS TO YOUR
EMPLOYEE ENGAGEMENT DATA

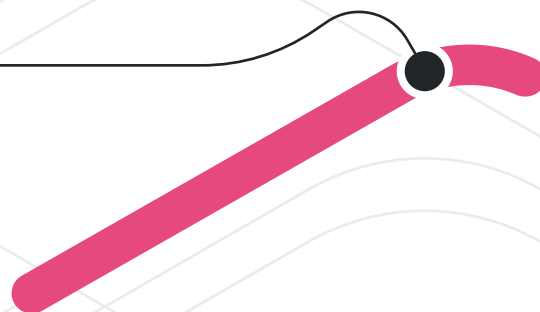
4X

INCREASE IN GOALS SET
AND COMPLETED



Make More Informed Decisions Along the Way

Insights is a data dashboard spanning across Hire, Learn, and Perform. It gives you invaluable data into the Key People Indicators that strengthen your workforce. This data informs better, more strategic decisions for your organization.



Trakstar Insights Empowers HR Leaders



Identify Top, Bottom,
& Middle Performing
Employees



Prioritize Opportunities
For Growth, Expansion
And Change



Engage C-Suite With
Measurable Key
People Indicators



Monitor Data Trends
Through Interactive
Dashboards

With critical workforce data, you can write your own narrative about how HR can help shape your great business outcomes. Insights offers modern analytics, unlocking key employee lifecycle moments around hiring, training, and performance. Now, you and your company can quantify the intersection of people and business.

20
YEARS

OF BENCHMARKING DATA

100+

DIFFERENT WAYS TO SORT
AND FILTER YOUR DATA

DAILY

RESULTS AND DATA UPDATES





Streamline Your Journey with Integrations

Trakstar's platform can integrate with many popular software partners, giving you the best of all worlds. Turn-key integrations enable Trakstar customers to streamline workflows between applications and automate routine tasks.

No Tools Left Behind

Connect Trakstar to your core HR and collaboration tools to improve workflow efficiency by saving time, clicks, and effort with automatic data sync. You don't have to do it alone: our implementation team can help you set up integrations so you can hit the ground running.

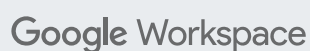
HRIS



SINGLE SIGN-ON



COMMUNICATION



AND MANY MORE...





Implementation with Trakstar

Experience a personalized implementation that aligns with your organizational needs and encourages fast adoption of your new solutions. Trakstar's implementation process is a sequenced series of meetings that empowers with best practices as you choose settings and processes.

Once you are ready to **Go Live**, you will have access to Trakstar's industry leading content in **Trakstar Academy**, an organized catalog of microlearning classes to extend your reach in software adaption.

