

## Renewed Energy



### The Problem

At around 900 employees, Nikkiso Cryogenic Industries had reached the limit of what they could accomplish with paper-based hiring and onboarding. Their candidate reach was limited, and an inefficient, laborious candidate experience meant they were losing out on top performers. More importantly, their existing processes lacked transparency, organization, and consistency. As a government contractor, they were expected to provide regular reporting for compliance - a near-impossibility without a comprehensive database. Even when great employees were hired, the lack of structured performance management held back their long-term development and professional growth.

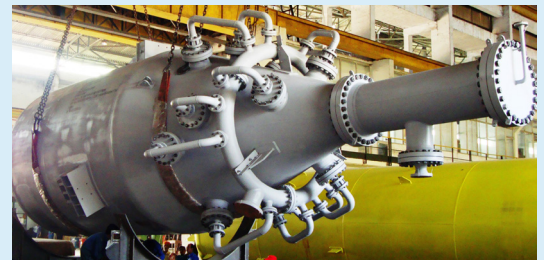
*"Everything was paper - our resume process, our background check process. We were an affirmative action company, and we needed to improve our applicant tracking process. I knew we had to find a way to automate our recruiting and our retention of candidate information."*

### About the Company

As one of the world's leading manufacturers of engineered cryogenic equipment for the clean energy and industrial gases industries, Nikkiso Cryogenic Industries provides a critical link to the energy that powers our homes and businesses. A clean energy company that provides a range of design, engineering, and manufacturing services, Nikkiso needs top talent to continue their growth trajectory. For years, they had been able to manage with manual talent processes, but they needed to step up their hiring, onboarding, and performance management to truly thrive.



**ClearCompany software covers the complete talent cycle, including recruiting, onboarding, and performance management, all supported by leading-edge planning and analytics tools.**



*"We were a huge organization and still relying on paper. It was very slow getting new hires started. Onboarding them would be like a ritual for an organization of 50 people, but we have 900."*



**Jennifer Iles**

Director of HR Global Operations, Nikkiso Cryogenic Industries



## The Solution

Nikkiso Cryogenic Industries turned to ClearCompany to radically reinvent their entire talent process. ClearCompany immediately provided them with a state-of-the-art recruiting platform, paperless onboarding, comprehensive performance management, and intuitive analytics tools to monitor their progress every step of the way. It was all seamlessly integrated with payroll using ClearCompany's industry-leading bi-directional connector with ADP, creating a complete Human Capital Management solution.

*"Implementation couldn't have been easier, and it couldn't have been more organized. Workflows and best practices are already embedded in your implementation process, and we built it out with our Implementation Manager. We haven't had to modify it at all since we went live a year and a half ago."*

Equally important, ClearCompany provided an implementation process built to meet their specific needs. Nikkiso Cryogenic Industries took advantage of additional professional services consulting to help them create the internal processes and make the fundamental culture shift necessary for sustained talent success.

*"We have more candidates now because we're automatically posting to more places, and candidates can apply online. We have a database, a candidate pipeline, and helpful metrics. And the Performance module has been great! I can quickly pull analytics directly from the performance review tools. It's been very easy to use."*

## The ClearCompany Difference

"Nikkiso Cryogenic Industries not only needs to hire a large and diverse staff to design, engineer, and build critical energy infrastructure but also to retain that staff long term. ClearCompany is honored to have been chosen to provide the tools, processes, and best practices to make it happen. We look forward to partnering with Nikkiso Cryogenic Industries for many years to help them find the talent to fulfill their mission and vision."



**Christine Rose**

Vice President of Customer Success,  
ClearCompany

## The Results

Nikkiso Cryogenic Industries' new automated postings to multiple job boards are bringing in more candidates, faster than ever. Detailed analytics and key metrics, including critical compliance reporting, are available in a snap. And ClearCompany's performance tools allow Nikkiso Cryogenic Industries to easily launch review cycles and track an employee's development across their entire tenure. And this complete, holistic talent process is backed by ClearCompany's award-winning customer support. ClearCompany powers their talent process, so they can build the machinery to power our lives, for years to come.



**ClearCompany offers award-winning support, including a library of self-guided courses and materials, a dedicated Customer Success team, and Support representatives available via email, phone, or webchat.**



*"The ADP Connector is a game changer. It's almost like ClearCompany and ADP are one. It's pretty fantastic. There are no discrepancies in the data. Everything is clean going into our system of record."*



**Jennifer Iles**

Director of  
HR Global Operations,  
Nikkiso Cryogenic  
Industries

