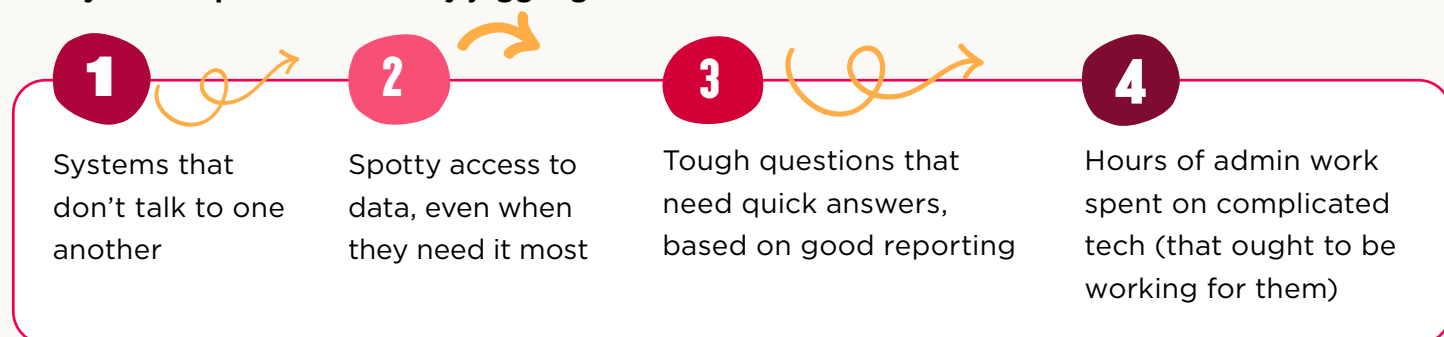


MEET BOB, THE MODERN HR PLATFORM FOR MODERN BUSINESS

At HiBob, we know work is changing, and the way companies manage people has to change, too.

The last thing an HR leader needs is an HCM that adds to their already complicated work life.

Today's HR superstar is usually juggling:



Without strategic data and a well-functioning tech stack, how is an HR team supposed to do all the stuff that makes their job sing? Like launching employee initiatives and setting their sights on what's next for the business?

To get there, they're going to need a flexible, intuitive system that can be configured to meet their needs and save them oodles of time along the way.

“Bob was a great fit for us as it was the easiest, most intuitive, and flexible system we saw. As we grew as a company, it felt like Bob grew with us. When we had a new need, Bob was one step ahead in creating that solution for us.”



Shir Birenbaum
People Operations
and Analytics
Logz.io

The answer is Bob

Bob offers resilient, agile technology that wraps all the complexities of HR processes into a game-changing, user-friendly tool that touches every employee across the business.



Core HR and so much more

Bob is designed from the ground up to be the single system of connection for HR, IT, Finance, and Employees. It combines the depth and power of enterprise solutions with the agility, scalability, and intuitive UI of a modern HCM.

From out-of-the-box onboarding, workflows, performance management, and compensation management to integrations with leading payroll providers and more—Bob's breadth of core HR functionally gives your team everything they need to operate efficiently.

Time to value

It's quick to get started with Bob and see real value, right away.

Modern + connected

Bob is fun to use, and keeps your employees feeling and operating like a team.

Bob grows with you

It's scalable and configurable for any scenario.

All-in-one-functionality

No more disparate systems that don't talk to one another—Bob covers the full employee lifecycle.

Born global

If your company is growing, you need tools that can flex no matter where you use them. Bob was born and raised as a global platform, designed to support employees and sites across the globe with localized and separate calendars, currencies, workflows, and localized fields.

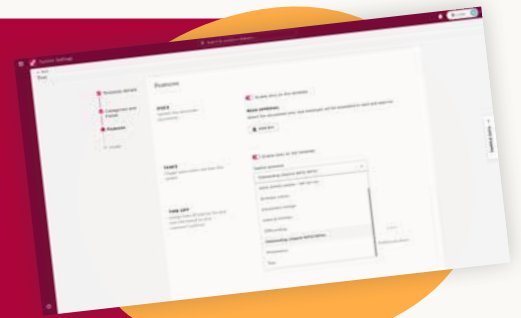


So, what's it actually like to use Bob?



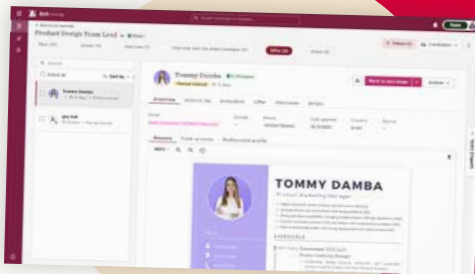
Customizable

All of Bob is customizable with drag-and-drop fields and easy-to-follow/easy-to-change interfaces. You don't have to learn a brand new software language to use Bob. It's intuitive and automated to fit your needs.



Configurable

Bob's open API means our customers can build Bob however they need to. We have hundreds of integrations, and more coming out all the time. Growing businesses fare great with our core module, but if you need workforce planning or a sandbox to try out workflows before you launch them. We've got those, too.



Downright Delightful

If your employees know how to use social media, they'll know how to use Bob.

The Bob platform is a place for everyone in your organization to connect, interact, and share. But unlike social media, everything that happens on Bob fuels productivity and innovation. When people feel seen, heard, and connected they tend to show up to work ready to give their all.

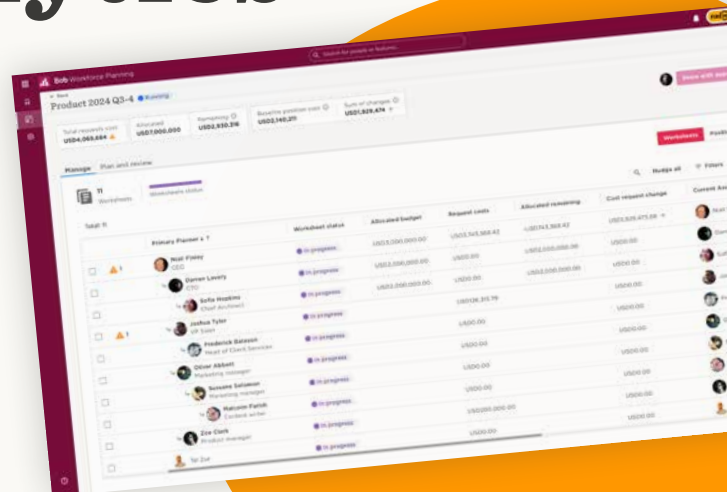


Workforce planning and people analytics

Whether you've got 100 employees, or 10,000, Bob can help define and forecast all your talent needs.

Bob's flexibility makes it easy to set things up, change, and change again, allowing you to maneuver from 50 to 2500 employees or more with ease. With configurable fields, site settings, time off policies, and workflows help you scale quickly and adjust processes as you grow, you can finally ditch the frustration of spreadsheets for good.

We know HR teams work fast and lean, and need a system that's easy to administer, without skimping on flexibility. Want to see how we do it?



Get a bird's eye view, without leaving your seat

Within Bob you can build a single view of positions—both current and planned—and add, edit, postpone, or cancel them as your plans evolve. Keep the big picture in view by creating timelines and hiring plans for your recruitment team, and delegate by giving managers access to view and request positions as needed.



“Over time, what has really impressed me about Bob is the data. We take our KPI dashboards to our Board to understand department by department what's happening. What are the trends? What are we seeing? I wanted quality data, and that's what other tools couldn't provide.”



Karthika Baiju
Head of People
Vita Mojo

Make event planning a team sport

If you're opening a new site, planning a reorg, or prepping for an acquisition, Bob can help you create multiple headcount plans. Get managers involved by letting them design events that align with their goals, and invite finance to run budget management and allocation. (A finance pro's favorite part of any party.)

Hard numbers, without the hard work

With as a little as three clicks inside the Bob platform, you'll get access to powerful analytics about what's happening in your organization. Use pre-built or custom reports to organize insights. Whether it's hiring execution, growth, internal mobility, or backfill—Bob can help you find the data you need to make faster, more informed, hiring decisions.


People data for all

Bob's People Analytics puts all your people data in one place and gives you real-time, cross-platform insights. Plus, with Bob's built-in connectivity, it's easy to uncover and share data from KPIs, reports, proactive insights, and attrition indicators with anyone and everyone who needs to be in the know.



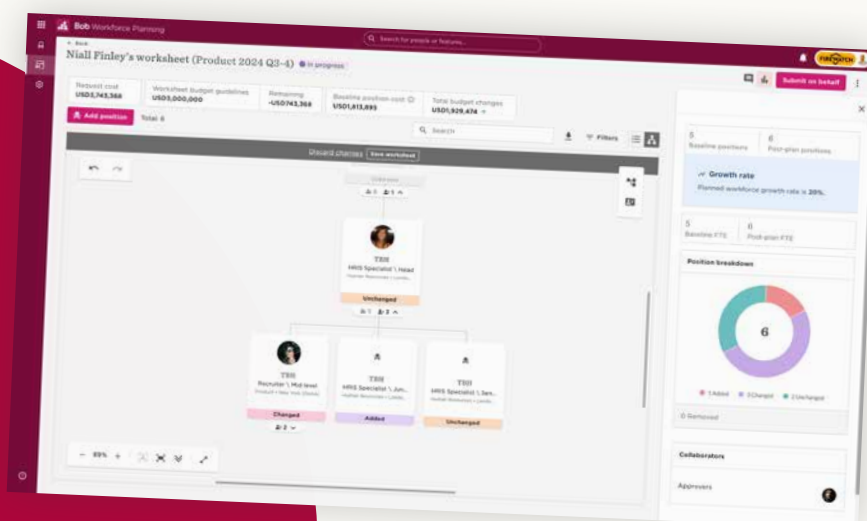
3.5M
reports exported

**THREE
CLICKS TO:**

-  Vital HR KPIs
-  Centralized, current workforce data
-  Everything you need to strategize, quickly

No advanced degrees required

Did we mention that all of this happens without any coding on your part? Everything in Bob is fully customizable, with drag and drop functionality, mobile optimized and easy to configure.



Hiring and onboarding

Grow your team to grow your business.

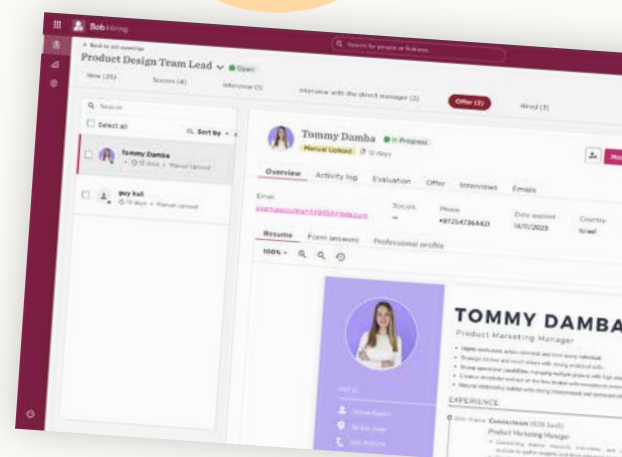
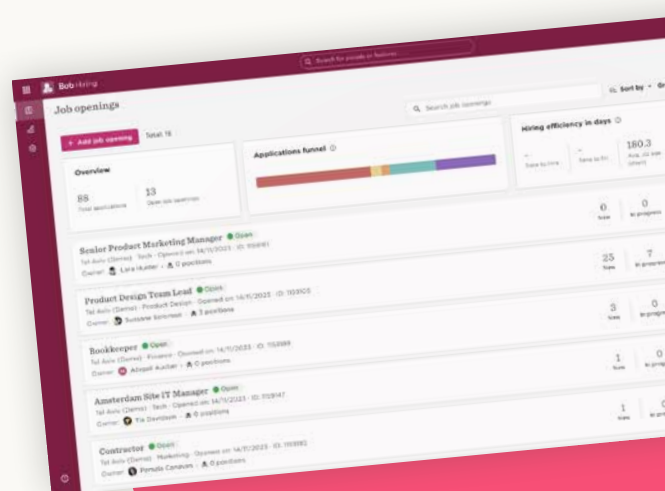
When your organization is growing, every bit of time put back in the hands of your HR team counts. Ditch the spreadsheets and use Bob to simplify the manual work and coordination burden of workforce planning—from planning and collaboration to tracking and analysis.

Post, offer, hire

With Bob Hiring you have total flexibility to ask the right questions (drag and drop fields in your application forms) and involve the right departments in every candidate's journey, from application to final offer. Communicate with candidates, schedule interviews across calendars, evaluate top contenders, and send offers via eSign, all from inside Bob.

Find great talent, anywhere

There are a lot of fish in the sea, and there's no better way to find right-fit candidates than by casting a wide net. With multi-channel job postings options, you can post open positions on 1500+ global job boards and share your openings on your site's career page. Sweeten the pot by rewarding employees for referrals with your very own candidate referral program.



“AlgoSec grew from a small, family-oriented company to a global company, and we had to drive much faster. HR needed a more robust infrastructure to support our growth and provide us with reliable people data.”



Rinat Kuper
Executive VP
Human Resources
AlgoSec

Modern tools for modern job seekers

Reflect your brand's culture and personality with Bob-created applications and candidate profiles. Keep potential hires engaged with a modern, user-friendly profile that gives them all the info they need to track their application progress and control their personal data. Candidates are happy, HR teams spend less time fielding requests, and you'll stay compliant with data privacy regulations.

One stop hiring shop

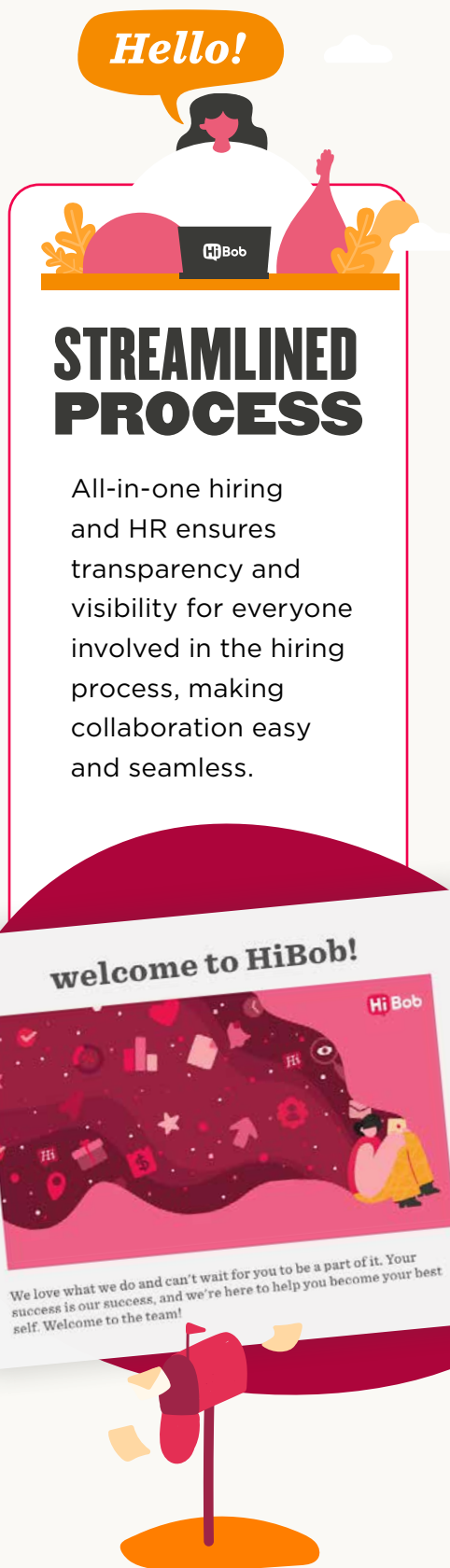
With Bob, you'll get a single hiring platform that seamlessly integrates workforce planning, hiring, and onboarding. All of it fully automated and easy to administer.

- Use custom hiring team permissions to manage the entire hiring process
- Create centralized tasks for hiring managers
- Track and report on Lifecycle Analytics to understand hiring quality

Onboarding made personal

Use Bob to create an onboarding experience that feels like it was tailor-made for successful candidates, and specific to their department or talent profile. Get them off to a strong start with pre-boarding IT tasks, eSign for employee agreements, new hire orientation, and personalized company announcements.

Bob's automated workflows and task lists are completely customizable, so they reflect your company's unique needs. As an HR administrator, it only takes a few clicks to enter a new employee into the platform and create a personalized, warm welcome. For your employees, they'll feel taken care of from day one with instant access to the culture and connection that thrives with Bob.



Engagement and learning

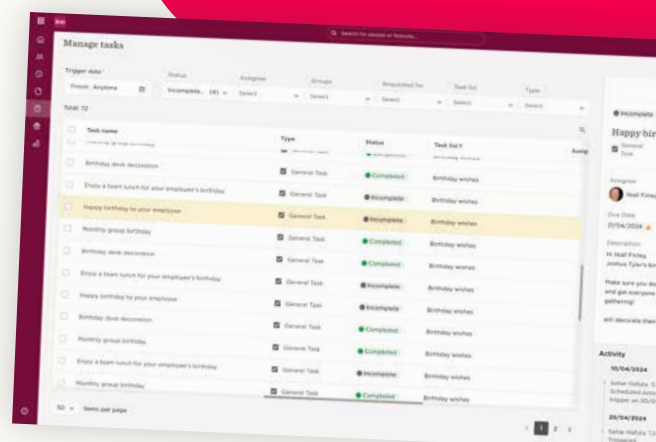
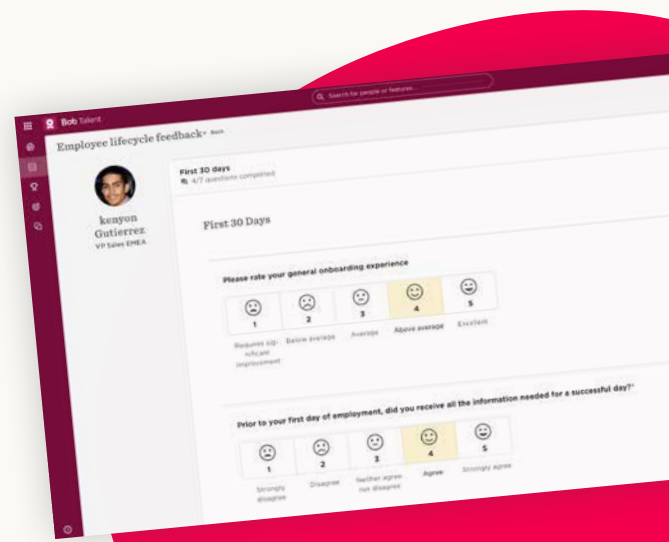
Connect your employees, from hire to retire.

Unlike nearly every other HCM out there, Bob is fun and easy for clients to use. Clunky legacy solutions can't touch us when it comes to culture, and neither can our more modern competitors. Because Bob isn't fun for fun's sake, it's also designed for a purpose: going beyond traditional HR to impact the success of the entire organization.

Reports as unique as your business

Automatically compile insights from Bob survey data to identify strengths and weaknesses in your teams, as well as issues that require attention. With a dashboard summary, response breakdown of the highest and lowest scoring questions, and a visual heatmap, Bob can provide powerful analytics to help you:

- Break down data by category, site, or department
- Give managers, team leads, and execs access to relevant results so they can take the right action, right away
- Compare sentiment across your organization



“Besides supporting HR and talent development, Bob helps us with our ‘One IDH agenda.’ We are a global organization spread over 15 different countries and different time zones, and Bob allows everyone at IDH to tap into what’s happening and connect with each other.”



Daan Wensing
CEO
IDH

Their experience is your business

Bob helps you keep tabs on employee experience by creating and sending feedback surveys ad-hoc or at prescheduled times during the employee journey. Include standard questions to measure things like eNPS (Employee Net Promoter Score), or create your own need-to-know metrics.

Culture is everything

HR leaders love Bob for the ease-of-use and powerful analytics. Employees love it because it's fun. Through Bob, they can engage with their team and feel less alone on solo workdays. In a hybrid or WFH world, that kind of connection is more important than ever. It's also deeper than remote work: it's about making people feel included and seen at every opportunity.

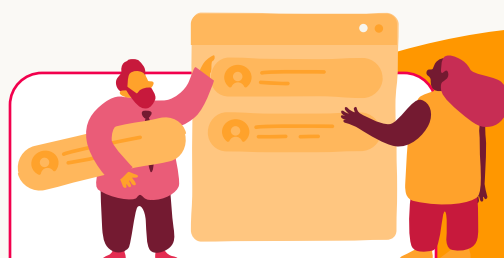
Kudos, all around

Nothing builds connections between employees quicker than mutual admiration. Make it easy for your team to publicly give and receive peer recognition to increase those communal good vibes. It's easy to refer back to these recognitions during performance cycles or use them to gauge participation across teams and departments.

Bob stands alone

Legacy solutions have the functionality, but miss the mark on culture. They can scale, but they can't flex. There's nothing configurable here, not without a coding certification.

Modern HCM competitors boast user-friendly functions, but don't know how to scale. They like to talk a big game when it comes to culture, but employees aren't logging in daily to be a part of what they have to offer.



85%

of Bob users
login to the
platform at least
twice per week.



Legacy
solutions

Bob

Modern
HCMs

**Bob is the only platform
that does both. Modern
interface + enterprise
scalability.**

Performance and compensation

Inspire and reward employee growth.

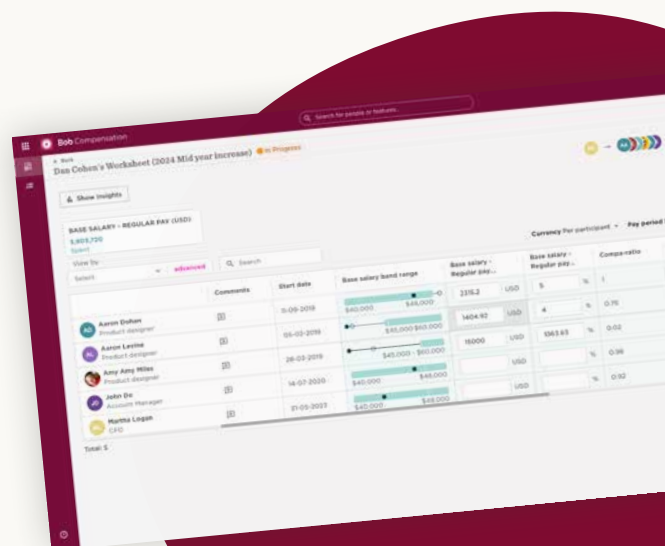
Performance reviews and compensation management go hand-in-hand, so we've built Bob to run both seamlessly on one platform. Use Bob's insights and analytics to make compensation decisions that reflect goals reached and milestones achieved, while keeping equity top of mind.

Help employees help themselves

We know that employees who set goals are more likely to reach them. Empower growth with goals and 1:1 check-ins to keep the big swings in sight, and aligned with the business mission.

The Bob platform can also help:

- Set clear expectations between managers and direct reports
- Set goals by department, team, and individual
- Track progress to inform performance reviews



“We love Bob’s flexibility. The other HR systems tell you how to manage performance. That was not our objective. We wanted to create and develop skills for leaders and allow employees to have a voice and a dialogue with their managers. Bob gave us the flexibility to do that.”



Sonia Clark
Interim VP of
Human Resources
Elation Health

360° feedback, 365 days a year

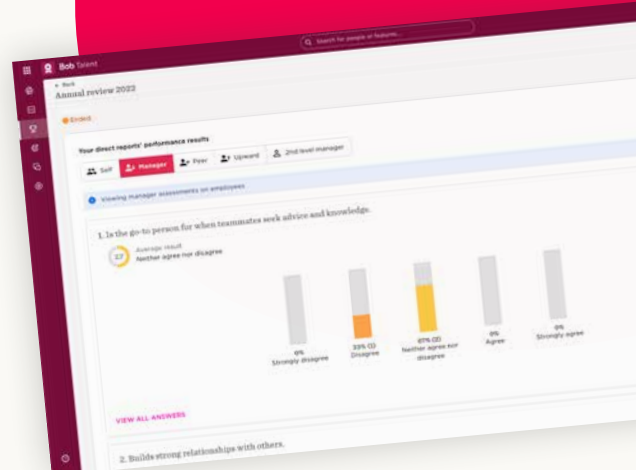
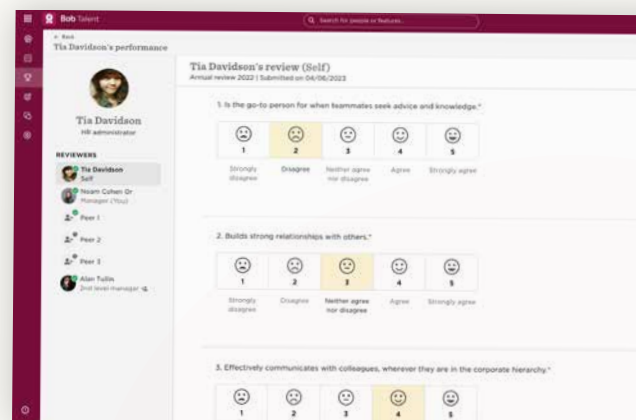
In a few clicks, employees can collect reviews from every angle: self, manager, and direct reports. You can even encourage team members to take a more active role, by selecting their own peer reviewers. The entire review process happens in Bob, with no need for emails or spreadsheets.

Clear, unbiased performance analytics

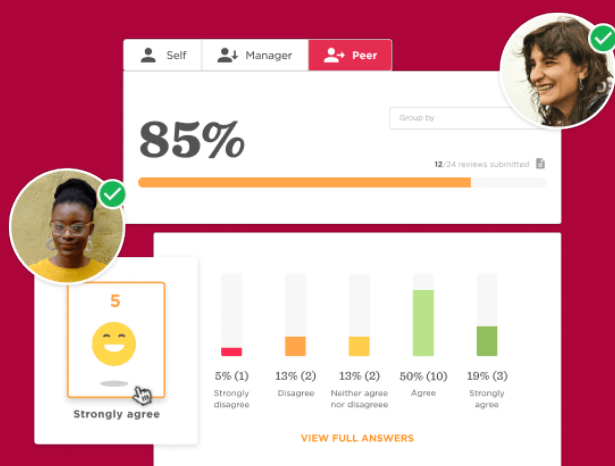
Bob makes it easy to analyze performance data so that you can track employee progress, measure against company objectives, and nip issues in the bud, early. The compensation management tool also includes comp worksheets that provide managers with important data like:

- Compensation history
- Performance results and recommendations
- Guidelines
- External salary benchmarks

All features that help drive fair decision-making and ensure pay parity across genders, locations, and roles.



Collect reviews from every angle



Manager

Direct reports

Peer reviewers

Self

🌐 Compensation management

The best part of Bob's compensation management tool? If you need a simple plan, streamlined across departments: you can do that. If you need to juggle base pay, shifting bonus structures, and complex equity plans across multiple teams with varying currencies: you can do that, too.

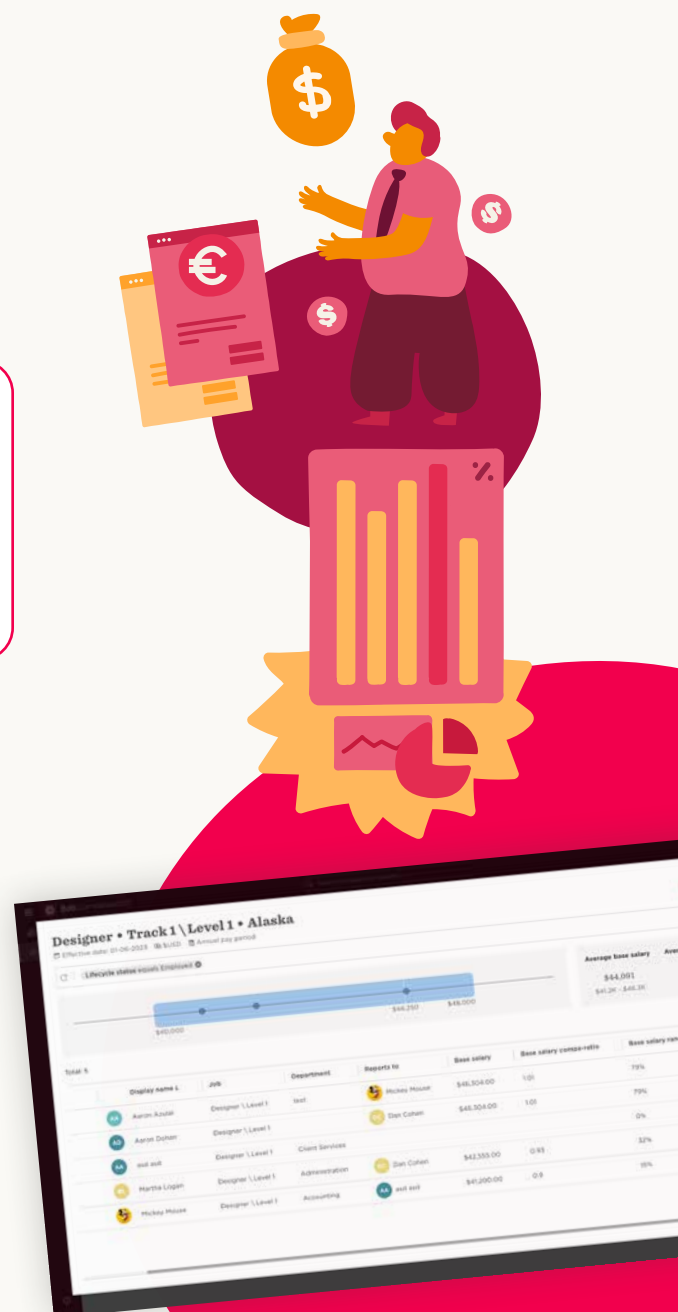
Bob can manage:

- Multiple currency management
- Localized currency views
- Local salary benchmarks*
- Diverse pay periods

Bob is also built to empower planners and managers to contribute to compensation decisions for their teams. With Bob, anyone who needs a seat at the table—from regional HR to site managers and C-level—gets one.

🌐 Be confident you measure up

Bob uses Mercer's global compensation data to benchmark compensation levels between peers across industry and geography. Known to have one of the largest, most granular comp datasets in existence, Mercer sets pull from over 300,000 employers in over 9000 different jobs across 50+ countries.



“I’m sure that we saved a week of work running compensation in Bob. This leaves us more time to focus on talent development and help our people managers grow and develop their teams.”

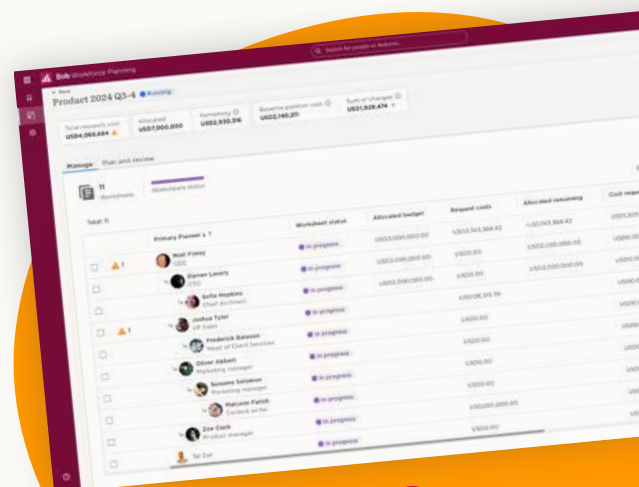


Roza Tapini
Head of People
Operations
Skrutz

Payroll

Accurate, efficient, centralized payroll

HiBob was built to make life easier. Yours. Your employees'. That's why we designed Bob to keep all your data in one place, even with multiple providers. Save time, reduce errors, and simplify every payroll cycle by effortlessly integrating payroll data from anywhere you need.



The possibilities are endless

1

Sync with leading global payroll systems, via direct integrations to official payroll partners or with Payroll Connect.

2

Map between the Bob system language and the terminology of the payroll system, and generate payroll reports per cycle.

3

Connect unlimited pay cycles to a single payroll system, migrate easily from one payroll system to another, or add additional payroll systems with ease.



“Running payroll involves many small details that you need to sync with multiple interfaces and systems. From the smallest detail like a change of address or a title change, getting everything ready and ensuring that it was correct was a lot of manual work. Bob's Payroll Hub integrates all those systems, reminds you about changes and updates, and then automatically pushes them out to the payroll provider. It's a huge difference, which has saved us many hours every cycle.”



Shir Birenbaum
People Operations
and Analytics
Logz.io

Integrity matters

With multiple data-capture touch points throughout the employee lifecycle, your Bob data is always current. We use data validation processes to confirm that any data submitted is correct and approved before being updated in the system. Then changes are automatically flagged in Payroll Hub, so payroll managers can review the changes relevant to them.

Follow the trail

Bob's Payroll Hub automatically maps and formats your current data to match the preferred format of your payroll system—no need for duplicate data or manually moving it from one location to another. These validated updates are then automatically pulled into Payroll Hub, so your payroll managers have hot-off-the-presses data, all the time.

Clocking in, clocking out, and taking off

Employees can make time off requests from within Bob, and managers can approve them via push notifications from Slack or MS Teams. Out of the office? They can approve with a few clicks, via the Bob app. HR teams can customize bulk time off policies for different levels, sites, and sets of employees.

Plus, time tracking is simplified with Bob's automated reports and historical data. It's easy to check an employee's current balance, type of time requested, and time off from this or previous cycles.

Keep benefits in sync

Manage benefits administration from within the Bob Payroll Hub. Simply connect your provider and send the data together with your payroll cycle or on a custom schedule. Syncing your benefits data with Bob reduces the risk of manual error and saves time for HR and your people.

HiBob currently partners with leading benefits administration solutions, including bswift and Sequoia Tech.



8.3M

time-off requests
managed



Global payroll, without the headache

Unite payroll operations in one system that can handle different time zones, languages, currencies, and regulatory environments.

That way, you can ensure people get paid accurately and on time, no matter where they work.

We couldn't have said it better ourselves.

“There are many platforms that specialize in one specific area of HR, whether performance or onboarding. We wanted an innovative platform that did a bit of everything, supported our overall goals, and would grow with us.”



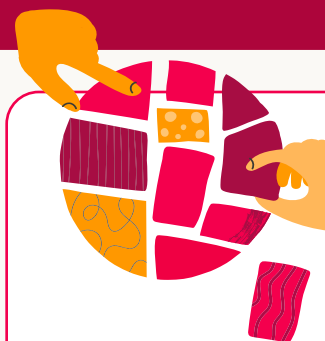
Alyssa Henriques
Senior Manager,
People Operations
Customer

When you say hi to Bob, you get to say so long to yesterday's stale, old-school HCM.

HiBob is on the forefront of understanding how work is evolving, and we're evolving with it. Our core principles of flexibility, visibility, and ease of use are woven throughout the Bob platform, and our modern aesthetic and scalable functionality make us a customer favorite.

What's in it for you if you make the switch to Bob?

- 1 Unmatched HR efficiency**, business productivity, and employee engagement
- 2 Customization and automation** in every part of the platform, all designed to increase ROI
- 3 A platform that can flex** and scale to meet your organizations changing needs
- 4 Powerful insights** and visual dashboards to generate maximum value from your HR data
- 5 125+ seamless integrations**, with more on the way



**GLOBAL.
FLEXIBLE.
INTUITIVE.**

Won't you come and say hello?

Get a more in-depth tour of Bob with one of our experts.

Book your demo now!

