

Elevator Pitch

Semos Cloud helps organizations attract, engage, and retain top talent through a unified People & Culture Intelligence Platform that complements and extends SAP SuccessFactors. Our modular, AI-driven solution covers Total Rewards, Employee Communications, and Talent Development, connecting cultural insights, skills, and recognition into one seamless experience. Designed for global scalability and built on SAP BTP, Semos Cloud empowers HR teams to drive employee engagement, inclusivity, and business outcomes at scale.

Solution Differentiators

- Only platform unifying recognition, skills, communication & culture intelligence
- Multichannel delivery: SAP Work Zone, MS Teams, Outlook, Google, SMS
- Deskless-first capabilities (SMS + HCM ID access)
- No reward markups – 1 point = \$1 USD
- White-glove onboarding: consulting, communications, enablement
- Fully compliant: GDPR, ISO27001, SOC2

SF Compliment/Extend

- SAP SuccessFactors Employee Central, Learning, Compensation, Performance, and Work Zone
- SAP BTP, SAP Integration Suite, Joule AI
- Real-time sync with employee data, organizational structures, and triggers for comms, feedback, and recognition
- AI copilots embedded into SAP workflows to guide managers and employees

Feature Function

TOTAL REWARDS & RECOGNITION:

- AI-powered recognition tools (SAM.OS)
- Global, markup-free rewards catalog in 150+ countries
- Personalized Total Rewards Statements
- Automated celebrations (anniversaries, milestones)

EMPLOYEE COMMUNICATIONS:

- SMS-based comms for deskless employees
- Campaign builder with segmentation and analytics
- Personalized HR document generation
- Modern employee intranet and internal surveys

TALENT DEVELOPMENT & CULTURE:

- Continuous feedback and AI coaching
- Microcultures and team-specific programs
- Skills intelligence (validated soft/hard skills, projects)
- Culture profiles, DEI, manager impact analytics

Contacts

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Target Customers

- Enterprises with 1,000+ employees, including distributed and deskless workforces
- Companies seeking to improve talent retention, recognition culture, and communication reach
- Organizations prioritizing skills development, cultural alignment, and total rewards visibility
- Industries: Retail, Manufacturing, Financial Services, Real Estate, High-Tech, CPG, Energy, and more

Customer Value

- 2.3M recognitions delivered, 1M+ reward redemptions – SAP SE
- \$76K saved in 3 months on reward markups – Sun Communities
- 2100% increase in communications reach to deskless employees
- 180 hours/year saved on admin with SAP-integrated app
- +7x increase in recognition frequency – Coca-Cola BiG
- 90% TCO reduction through concierge services – Ryan Specialty