

Key clients: The Bon Ton Stores, Rue21, Banner Health, Fifth & Pacific Companies, Penn National Gaming, Treasure Island Las Vegas, Trump Entertainment Resorts Holdings L.P., Stantec and Bayada Home Health Care

Features and services:

- Connect
- Recruit
- Onboard
- Social Distribution

Most important metrics:

- Reduce cost per hire
- Reduce time to fill
- Reduce vendor reliance
- Reduce rate of turnover
- Reduce new hire time to productivity
- Improve compliance/reduce audit risk
- Increase talent pools/pipeline
- Increase sourcing/recruitment marketing effectiveness
- Increase recruiter productivity
- Improve candidate quality
- Increase recruitment reach and employment brand presence

4. Halogen Software

Website: www.halogensoftware.com

Halogen offers the first and only cloud-based talent management system that's been purpose-built from the ground up to reinforce and drive higher employee performance across all talent programs—whether that is recruiting, performance management, learning and development, succession planning,

or compensation. The company is committed to helping organizations build their workforces, get better results through a high performing, aligned, and engaged workforce, and establish their talent as a lasting competitive advantage.

Key clients: API Technologies

Corporation, SGT, Inc., NYU Hospitals Center, Stewart & Stevenson LLC, Bragg Communications Inc., Toshiba America Medical Systems, Inc., Thomson Directories Limited, Girl Scouts of the USA, Children's Miracle Network Hospitals, Herff Jones, Make-A-Wish Foundation of America, Viejas Enterprises, and The Nuance Group AG

Features and services:

- Halogen eAppraisal™ simplifies and streamlines the entire employee performance management process by conducting performance evaluations, developing critical talent, and ensuring employee goals are aligned with those of the organization.
- Halogen eSuccession™ uses a easy-to-use talent pool model.
- Halogen eLearning Manager™ schedules, manages, and tracks all learning activities, and measures the effectiveness of your training investments in terms of improved employee performance.
- Halogen eCompensation™ provides all levels of management with secure, simple-to-use tools for distributing merit-based compensation.
- Halogen e360 Multirater™ can conduct comprehensive 360-degree assessments over the web.

- Halogen Job Description Builder™ manages job descriptions and integrates them with the talent management processes to help ensure all employees know their current job responsibilities and clearly understand what's expected of them.
- Halogen eRecruitment™ aligns and integrates talent acquisition with talent strategy.

Most important metrics:

- Employee engagement
- Quality of hire
- Competency ratings and gap analysis
- Performance goals met or exceeded
- High potential metrics
- Turnover
- Training effectiveness
- Talent pool assignment

5. Hireology

Website: www.hireology.com

Hireology's selection management system helps companies organize their hiring process and leverage data to make better hiring decisions. Franchise systems, banks and financial institutions, healthcare systems, dealer networks, and small to midsize businesses use Hireology's web-based Selection Manager™ to deliver consistent and repeatable hiring decisions in the field, leading to better hiring decisions, lower turnover, and increased profitability.

Key clients: 1-800-GOT-JUNK?, Papa Johns Pizza, Coyote Logistics, Mario Tricoli/Red Door Salons,