

# HRO

TODAY

GLOBAL

# 2016 Resource Guide

We know that the readers of *HRO Today Global* magazine turn to us as the go-to resource in the industry—a resource that delivers trends, insights, and the top resources for all of their human resources operations and service needs. In our 2016 Resource Guide, we showcase providers and product vendors across 14 sectors of HR services.

Here you will find providers of everything from recruitment process outsourcing (RPO) to benefits administration to multiprocess HRO, not to mention a treasure trove of HR technology, consulting services, and other ancillary products. We hope that our 2016 Resource Guide will serve you well as a starting point in your search for an appropriate vendor.

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## Benefits Consulting

### WHAT YOU NEED TO KNOW:

Benefits programme design, cost containment, enrollment, actuarial analysis, and full-service benefits administration are the core contribution of benefits consulting providers. Other areas of focus include healthcare strategy and plans, retirement plan design, life insurance, long-term and disability selection of plan providers and administrators, and assessment of employee behavior and benchmarking.

COMPANY	URL	REACH	OTHER SERVICES
Alexander Forbes	<a href="http://www.alexanderforbes.co.za">www.alexanderforbes.co.za</a>	EU	F&A
Capita	<a href="http://www.capitaemployeebenefits.co.uk">www.capitaemployeebenefits.co.uk</a>	EU	B, IT
Partena	<a href="http://www.bepartena.be">www.bepartena.be</a>	EU	
Aon Hewitt	<a href="http://www.aon.com">www.aon.com</a>	Global	HB, HRM, EH, P, REC

### Aon Hewitt

Aon Hewitt is the global leader in human resource solutions, serving more than 20,000 clients worldwide. We advise, design and execute a wide range of consulting and outsourcing solutions that enable clients to cultivate talent to drive organizational and personal performance and growth, navigate retirement risk while providing new levels of financial security, and redefine health solutions for greater choice, affordability and wellness.

Aon Hewitt  
[www.aon.com](http://www.aon.com)



Bcerta	<a href="http://www.bcerta.com">www.bcerta.com</a>	Global	
Generali	<a href="http://www.generali.com">www.generali.com</a>	Global	
Jardine Lloyd Thompson Group	<a href="http://www.jlt.com">www.jlt.com</a>	Global	
Thomsons Online Benefits	<a href="http://www.thomsons.com">www.thomsons.com</a>	Global	IT, BC
Towers Watson	<a href="http://www.towerswatson.com">www.towerswatson.com</a>	Global	EH, HB, HRM, IT, P, REC, REL, SCR, T&D, WEL, HRIS, I

## Financial Services, Accounting & Research Analysts

### WHAT YOU NEED TO KNOW:

Financial and administrative outsourcing services include accounts payable, accounts receivable, claims processing, credit and collections, general accounting, financial management, financial reporting and risk management, investor relations, payroll and expense management, recovery audit, tax management, and treasury and investment management.

COMPANY	URL	REACH	OTHER SERVICES
Itella Information	<a href="http://www.itella.com">www.itella.com</a>	EU	
Pantheon Financial	<a href="http://www.pantheonfinancial.co.uk">www.pantheonfinancial.co.uk</a>	EU	
Platin Outsourcing	<a href="http://www.platinoutsourcing.com">www.platinoutsourcing.com</a>	EU	P
TAK-Outsourcing Ltd	<a href="http://www.tak-outsourcing.com">www.tak-outsourcing.com</a>	EU	
Webster Buchanan	<a href="http://www.websterb.com">www.websterb.com</a>	EU	P, HRM
AirPlus International	<a href="http://www.airplus.com">www.airplus.com</a>	Global	
BasWare	<a href="http://www.basware.com">www.basware.com</a>	Global	P
BNY Mellon	<a href="http://www.bnymellon.com">www.bnymellon.com</a>	Global	
Capita Group	<a href="http://www.capita.co.uk">www.capita.co.uk</a>	Global	
Catalyst Corporate Finance	<a href="http://www.catalystcf.co.uk">www.catalystcf.co.uk</a>	Global	
Elan Financial Services	<a href="http://www.elanfinancialservices.com">www.elanfinancialservices.com</a>	Global	P
Everest Research Group	<a href="http://www.research.everestgrp.com">www.research.everestgrp.com</a>	Global	
Fidelity	<a href="http://www.fidelity.com">www.fidelity.com</a>	Global	
IDC	<a href="http://www.idc.com">www.idc.com</a>	Global	
ING Bank	<a href="http://www.ing.com">www.ing.com</a>	Global	
NelsonHall	<a href="http://www.nelsonhall.com">www.nelsonhall.com</a>	Global	
NCR Corporation	<a href="http://www.ncr.com">www.ncr.com</a>	Global	
Phoenix ARC	<a href="http://www.phoenixarc.co.in">www.phoenixarc.co.in</a>	Global	
PRGX	<a href="http://www.prgx.com">www.prgx.com</a>	Global	
TD Ameritrade	<a href="http://www.tdameritrade.com">www.tdameritrade.com</a>	Global	
The Hackett Group	<a href="http://www.thehackettgroup.com">www.thehackettgroup.com</a>	Global	EH



## HR BPO/Multi-Process HRO

### WHAT YOU NEED TO KNOW:

Multi-process HRO (MPHRO) is growing: According to an Everest Group's Multi-Process HR Outsourcing study released Sept 15, MPHRO continued its steady growth rate, expanding almost four per cent in 2014 to reach \$3.42 billion worldwide. Perhaps most surprising, in 2014 the share of new deals globally grew to 47% of MPO deals. MPHRO services include benefits consulting and administration, employee recognition and incentives, HRIS and HRIT, payroll, recruiting and staffing, relocation, screening, training and development. Or more—the end goal of enterprise providers is to ultimately do it all.

COMPANY	URL	REACH	OTHER SERVICES
Acerta HR Group	<a href="http://www.acerta.be">www.acerta.be</a>	EU	
Aditro Group	<a href="http://www.aditro.com">www.aditro.com</a>	EU	F&A, FS, HCM, HRIS, IT, P, T&D
Alinga	<a href="http://www.acg.ru">www.acg.ru</a>	EU	CON, P, HRM, F&A
Ascender	<a href="http://www.ascenderhcm.com">www.ascenderhcm.com</a>	EU	APAC

### Ascender

Ascender (formerly Talent2), is the leading payroll outsourcing provider in the Asia-Pacific region. Their people, processes and technology can integrate seamlessly with your current systems, or provide a holistic, human experience, for all your Human Capital Management needs. Their unrivalled multi-country processing capabilities are why so many of the region's largest companies love partnering with Ascender. Say hello at [ascenderhcm.com](http://ascenderhcm.com)

Ascender:  
[www.ascenderhcm.com](http://www.ascenderhcm.com)

Ascender

Bowland Solutions	<a href="http://www.bowlandsolutions.com">www.bowlandsolutions.com</a>	EU	HRM, IT, T&D
Cap Gemini	<a href="http://www.capgemini.com">www.capgemini.com</a>	EU	F&A, IT, HRM, CON
Equinity ICS	<a href="http://www.equiniti-ics.com">www.equiniti-ics.com</a>	EU	HRIS, F&A, P, REC, HRM, IT
Grafton Employment Group	<a href="http://www.grafton-group.com">www.grafton-group.com</a>	EU	HRM, T&D, REC
HR Factory	<a href="http://www.hrfactory.com">www.hrfactory.com</a>	EU	HRM, REC, T&D
IntercompGlobal	<a href="http://www.intercompglobal.com">www.intercompglobal.com</a>	EU	REC, P, HRIS
plusHR	<a href="http://www.plushr.com">www.plushr.com</a>	EU	HRM, REC, HRIS
RAET	<a href="http://www.raet.nl">www.raet.nl</a>	EU	HRIS, P, REC, T&D, IT
RnR Outsourcers	<a href="http://www.rnrdatalex.com">www.rnrdatalex.com</a>	EU	HRM, F&A
SilentEdge	<a href="http://www.silentedge.co.uk">www.silentedge.co.uk</a>	EU	
Valuentis	<a href="http://www.valuentis.com">www.valuentis.com</a>	EU	
ZEST Outsourcing	<a href="http://www.hr-outsourcing.com.ua">www.hr-outsourcing.com.ua</a>	EU	

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COMPANY	URL	REACH	OTHER SERVICES
Accenture	<a href="http://www.accenture.com">www.accenture.com</a>	Global	EH, HRM, HRIS, IT, REC, CON, T&D
ACS a Xerox company	<a href="http://www.acs-inc.com">www.acs-inc.com</a>	Global	
ADP, Inc.	<a href="http://www.adp.com">www.adp.com</a>	Global	BC, HRIS, P, PEO, SCR, F&A, HRM
Ajyal Human Resources Solution and Services	<a href="http://www.ajyal-hr.com">www.ajyal-hr.com</a>	Global	
Ataway	<a href="http://www.ataway.com">www.ataway.com</a>	Global	HRM, T&D, P, F&A, HRIS, IT
Bearing Point	<a href="http://www.bearingpoint.com">www.bearingpoint.com</a>	Global	HRM
BPOpronet	<a href="http://www.bpopronet.com">www.bpopronet.com</a>	Global	HRM, REC, T&D
CaliberPoint Business Solutions	<a href="http://www.caliberpoint.com">www.caliberpoint.com</a>	Global	BC, F&A, FS, HRM, IT, P, REC, REL, SCR, T&D
CGS	<a href="http://www.cgsinc.com">www.cgsinc.com</a>	Global	HRIS, IT, T&D, REC
Convergys Corporation	<a href="http://www.convergys.com">www.convergys.com</a>	Global	BC, F&A, HRM, HRIS, IT, P, REL, SCR, T&D
Egon Zehnder	<a href="http://www.egonzehnder.com">www.egonzehnder.com</a>	Global	REC, F&A, CON, HRM, IT
Genpact	<a href="http://www.genpact.com">www.genpact.com</a>	Global	F&A, HRIS, I, IT, P, T&D
Group NP	<a href="http://www.groupnp.com">www.groupnp.com</a>	Global	HRM, REC, PEO
Hewlett Packard	<a href="http://www.hp.com">www.hp.com</a>	Global	IT, HRIS, T&D, HRM
Infosys BPO Limited	<a href="http://www.infosysbpo.com">www.infosysbpo.com</a>	Global	F&A, HRM, HRIS, P, REC, CON
Liberata PLC	<a href="http://www.liberata.com">www.liberata.com</a>	Global	P, IT, F&A
McTranz Global	<a href="http://www.mctranz.com">www.mctranz.com</a>	Global	HRM, T&D, IT, F&A
Neyox Outsourcing	<a href="http://www.neyox.com">www.neyox.com</a>	Global	IT, HRIS, P, F&A, HRM
NGA Human Resources	<a href="http://www.ngahr.com">www.ngahr.com</a>	Global	EH, HRM, HRIS, P
Satyam BPO	<a href="http://www.mahindrasatyam.com">www.mahindrasatyam.com</a>	Global	
Tata Consulting Services	<a href="http://www.tcs.com">www.tcs.com</a>	Global	IT, HRIS, HRM
WNS Global Services	<a href="http://www.wns.com">www.wns.com</a>	Global	F&A, HRM, CON
Xchanging	<a href="http://www.xchanging.com">www.xchanging.com</a>	Global	F&A, BC, HRM, HRIS, IT, T&D

## HR Management Consultants

### WHAT YOU NEED TO KNOW:

HR management consultants offer a broad array of business consulting services (as related to HR). Examples include organisational consulting, change management solutions, and leadership development.

COMPANY	URL	REACH	OTHER SERVICES
AdviserPlus Business Solutions	<a href="http://www.adviserplus.com">www.adviserplus.com</a>	EU	
Better Business (2B)	<a href="http://www.betterbusinesspartners.biz">www.betterbusinesspartners.biz</a>	EU	
CGI Group, Inc.	<a href="http://www.cgi.com">www.cgi.com</a>	EU	IT, EH
CloudEleven	<a href="http://www.cloud11hr.com">www.cloud11hr.com</a>	EU	REC, T&D
Crepin Consult	<a href="http://www.crepinconsult.nl">www.crepinconsult.nl</a>	EU	REC, T&D
Croner	<a href="http://www.cronersolutions.co.uk">www.cronersolutions.co.uk</a>	EU	BC, P, CON, F&A
Datamonitor	<a href="http://www.datamonitor.com">www.datamonitor.com</a>	EU	BC, F&A
Emphasis	<a href="http://www.emphasis.uk.com">www.emphasis.uk.com</a>	EU	BC, CON, P, T&D, REC
European Human Resource Consultants	<a href="http://www.ehrc.net">www.ehrc.net</a>	EU	REC
Gem	<a href="http://www.gemhr.com.au">www.gemhr.com.au</a>	EU	
Groupe Finaxim	<a href="http://www.finaxim.fr">www.finaxim.fr</a>	EU	REC
Human Factors International	<a href="http://www.humanfactors.com">www.humanfactors.com</a>	EU	T&D
Kirkman Company	<a href="http://www.kirkmancompany.com">www.kirkmancompany.com</a>	EU	
Konsult Human Capital Solutions	<a href="http://www.konsulthcs.com">www.konsulthcs.com</a>	EU	REC
Lee Hecht Harrison	<a href="http://www.lhh.com">www.lhh.com</a>	EU	REC, T&D
Management Centre Europe	<a href="http://www.mce-ama.com">www.mce-ama.com</a>	EU	
Mercer Human Resource Consulting	<a href="http://www.mercer.us">www.mercer.us</a>	EU	F&A, T&D, BC
OriginHR	<a href="http://www.originhr.in">www.originhr.in</a>	EU	
Orion Partners	<a href="http://www.orion-partners.com">www.orion-partners.com</a>	EU	
Quistor	<a href="http://www.Quistor.com">www.Quistor.com</a>	EU	HRIS, EH
Sailfish Change Consulting	<a href="http://www.sailfishchangeconsulting.com">www.sailfishchangeconsulting.com</a>	EU	
SD Worx	<a href="http://www.sdworx.com">www.sdworx.com</a>	EU	P, CON
Sopra Group	<a href="http://www.hraccess.com">www.hraccess.com</a>	EU	EH, HRIS
Symbio Business Solutions	<a href="http://www.soprahr.com">www.soprahr.com</a>	EU	REC, T&D
Synatus	<a href="http://www.synatus.com">www.synatus.com</a>	EU	
Thomann Consulting	<a href="http://www.thomannconsulting.ch">www.thomannconsulting.ch</a>	EU	
Trilations	<a href="http://www.trilations.com">www.trilations.com</a>	EU	

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COMPANY	URL	REACH	OTHER SERVICES
APT, Inc.	<a href="http://www.aptmetrics.com">www.aptmetrics.com</a>	Global	HRIS
Bay Group International	<a href="http://www.baygroup.com">www.baygroup.com</a>	Global	
Chazey Partners	<a href="http://www.chazeypartners.com">www.chazeypartners.com</a>	Global	PEO, IT
Cognizant	<a href="http://www.cognizant.com">www.cognizant.com</a>	Global	IT, HRIS, F&A, EH
Deloitte Consulting LLP	<a href="http://www.deloitte.com">www.deloitte.com</a>	Global	BC, HRIS, IT, CON, F&A
Development Dimensions International	<a href="http://www.ddiworld.com">www.ddiworld.com</a>	Global	REC, T&D
Ecode	<a href="http://www.ecode.org.uk">www.ecode.org.uk</a>	Global	
EGartner	<a href="http://www.gartner.com">www.gartner.com</a>	Global	F&A, CON
Glass Bead Consulting	<a href="http://www.glassbeadconsulting.com">www.glassbeadconsulting.com</a>	Global	
HumanConcepts	<a href="http://www.humanconcepts.com">www.humanconcepts.com</a>	Global	HRIS, T&D, IT
IQ Business	<a href="http://www.iqbusiness.co.za">www.iqbusiness.co.za</a>	Global	
ISG	<a href="http://www.isg-one.com">www.isg-one.com</a>	Global	F&A, CON
KPMG International	<a href="http://www.kpmg.com">www.kpmg.com</a>	Global	F&A, P, CON
Manpower Group	<a href="http://www.manpowergroup.com">www.manpowergroup.com</a>	Global	EH
PA Consulting Group	<a href="http://www.paconsulting.com">www.paconsulting.com</a>	Global	IT, CON
PricewaterhouseCoopers	<a href="http://www.pwc.com">www.pwc.com</a>	Global	F&A, CON

## HRIS & Web-Based Services

### WHAT YOU NEED TO KNOW:

More and more organisations are moving their business processes to the cloud: SaaS-based, cloud technologies provide platforms for strategic operational enhancements that can generate efficiencies whilst leveraging newfound flexibility and capabilities. Cloud-based solutions are noteworthy for their lowering cost capabilities and improvement to an organisation's bottom line.

COMPANY	URL	REACH	OTHER SERVICES
Advanced Computer Software Group	<a href="http://www.advancedcomputersoftware.com">www.advancedcomputersoftware.com</a>	EU	F&A, IT, HRM, P
Computers in Personnel	<a href="http://www.ciphr.com">www.ciphr.com</a>	EU	HRM, IT, T&D
GlobeSoft	<a href="http://www.globesoft.se">www.globesoft.se</a>	EU	
Midland HR	<a href="http://www.midlandhr.com">www.midlandhr.com</a>	EU	HRM, P
Parity Training	<a href="http://www.parity.net">www.parity.net</a>	EU	REC, IT, T&D
Primacy	<a href="http://www.theprimacy.com">www.theprimacy.com</a>	EU	
Seertech	<a href="http://www.seertechsolutions.com">www.seertechsolutions.com</a>	EU	
ServiceFrame	<a href="http://www.serviceframe.com">www.serviceframe.com</a>	EU	CON, HRIS
TalentSoft	<a href="http://www.talentsoft.com">www.talentsoft.com</a>	EU	REC, T&D, P, HRM, IT
Visma	<a href="http://www.visma.com">www.visma.com</a>	EU	F&A, P
Xpertivity	<a href="http://www.xpertivity.com">www.xpertivity.com</a>	EU	IT, T&D
Zalaris HR Services	<a href="http://www.zalaris.com">www.zalaris.com</a>	EU	P, REC, T&D
Accu-Time Systems, Inc.	<a href="http://www.accu-time.com">www.accu-time.com</a>	Global	IT, P, HRM
AcquireTM	<a href="http://www.acquiretm.com">www.acquiretm.com</a>	Global	IT, T&D, REC, SCR
Avanade	<a href="http://www.avanade.com">www.avanade.com</a>	Global	F&A, IT
Callidus Software	<a href="http://www.calliduscloud.com">www.calliduscloud.com</a>	Global	T&D
Ceridian	<a href="http://www.ceridian.com">www.ceridian.com</a>	Global	P
Cezanne Software	<a href="http://www.cezannehr.com">www.cezannehr.com</a>	Global	
Cisco WebEx	<a href="http://www.webex.com">www.webex.com</a>	Global	T&D
CloudPay	<a href="http://www.cloudpay.net">www.cloudpay.net</a>	Global	P
DCR Workforce, Inc.	<a href="http://www.dcrworkforce.com">www.dcrworkforce.com</a>	Global	EH, HRM, IT, P
Enigma Resources	<a href="http://www.enigma.com">www.enigma.com</a>	Global	
EPI-USE Systems	<a href="http://www.epiuse.com">www.epiuse.com</a>	Global	HRM, IT, P, F&A, T&D
Ernst & Young	<a href="http://www.ey.com">www.ey.com</a>	Global	F&A
Frontier Software	<a href="http://www.frontiersoftware.com">www.frontiersoftware.com</a>	Global	HRM, IT, REC, T&D, P,
Global Radix Technologies	<a href="http://www.globesoft.com">www.globesoft.com</a>	Global	
Hanse Orga	<a href="http://www.hanseorga-group.com">www.hanseorga-group.com</a>	Global	CON, HRM, F&A
Hrsmart, Inc.	<a href="http://www.hrsmart.com">www.hrsmart.com</a>	Global	HRM, T&D
Infor	<a href="http://www.infor.com">www.infor.com</a>	Global	EH, CON
IQ Navigator	<a href="http://www.iqnavigator.com">www.iqnavigator.com</a>	Global	REC, HRM
LionBRIDGE	<a href="http://www.lionbridge.com">www.lionbridge.com</a>	Global	
Lumesse	<a href="http://www.lumesse.com">www.lumesse.com</a>	Global	REC, T&D, P, EH



## HRIS & Web-Based Services

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COMPANY	URL	REACH	OTHER SERVICES
Meta4	<a href="http://www.meta4.es">www.meta4.es</a>	Global	P, HRM
NewGen Software	<a href="http://www.newgensoft.com">www.newgensoft.com</a>	Global	F&A, P
Oracle	<a href="http://www.oracle.com">www.oracle.com</a>	Global	HRM, BC, F&A, IT, P
Pageup People	<a href="http://www.pageuppeople.com">www.pageuppeople.com</a>	Global	REC, T&D, HRM, P, F&A
Peoplefluent	<a href="http://www.peoplefluent.com">www.peoplefluent.com</a>	Global	REC, T&D
Pilat HR Solutions	<a href="http://www.pilat.com">www.pilat.com</a>	Global	HRM, HRIS, IT
Provade VMS	<a href="http://www.Provade.com">www.Provade.com</a>	Global	
Ramco	<a href="http://www.ramco.com">www.ramco.com</a>	Global	T&D, HRM
RChilli Inc.	<a href="http://www.rchilli.com">www.rchilli.com</a>	Global	
Sage Software/Sage Accpac Division	<a href="http://www.sagesoftware.com">www.sagesoftware.com</a>	Global	IT
SAP AG	<a href="http://www.sap.com">www.sap.com</a>	Global	EH
SAS Institute Inc.	<a href="http://www.sas.com">www.sas.com</a>	Global	EH, HRM, F&A
SkillSurvey	<a href="http://www.skillsurvey.com">www.skillsurvey.com</a>	Global	
Small Improvements	<a href="http://www.small-improvements.com">www.small-improvements.com</a>	Global	
SpinifexIT	<a href="http://www.spinifexit.com">www.spinifexit.com</a>	Global	P
SumTotal	<a href="http://www.sumtotalsystems.com">www.sumtotalsystems.com</a>	Global	EH, REC, P, T&D
TalentWise, Inc.	<a href="http://www.talentwise.com">www.talentwise.com</a>	Global	SCR
Ultimate Software	<a href="http://www.ultimatesoftware.com">www.ultimatesoftware.com</a>	Global	HRM, P, REC
Workday	<a href="http://www.workday.com">www.workday.com</a>	Global	IT, F&A
Zapoint, Inc.	<a href="http://www.skillsmapper.com">www.skillsmapper.com</a>	Global	HRM, REC, T&D

## Incentives and Recognition

### WHAT YOU NEED TO KNOW:

According to the 2015 Globoforce recognition report, 81 per cent of companies have formal recognition programs—an all-time high—and 90 per cent of those surveyed said they perceived a positive impact on values-based recognition programs. Organisations that spend more than one per cent of total payroll on rewards programmes have the most effective programmes, according to the study.

COMPANY	URL	REACH	OTHER SERVICES
BI WORLDWIDE	<a href="http://www.BIWORLDWIDE.com">www.BIWORLDWIDE.com</a>	Global	
Globoforce	<a href="http://www.globoforce.com">www.globoforce.com</a>	Global	
Meet in Ireland	<a href="http://www.meetinireland.com">www.meetinireland.com</a>	Global	
Michael C Fina	<a href="http://www.mcfrecognition.com">www.mcfrecognition.com</a>	Global	
O.C. Tanner	<a href="http://www.octanner.com">www.octanner.com</a>	Global	
Rideau Recognition Solutions	<a href="http://www.rideau.com">www.rideau.com</a>	Global	
Rymax Marketing Services	<a href="http://www.rymaxinc.com">www.rymaxinc.com</a>	Global	
TharpeRobbins	<a href="http://www.TharpeRobbins.com">www.TharpeRobbins.com</a>	Global	

## Information Technology

### WHAT YOU NEED TO KNOW:

According to a recent Computer Economics's outsourcing study, IT Outsourcing Statistics 2014/2015, outsourcing spend is averaging 10.2 per cent of total IT spending. Services include application development; architecture consulting; business intelligence; content management; data security and warehousing; enterprise resource planning; e-procurement; system integration; technology infrastructure; and web hosting, development, and services; to name a few.

COMPANY	URL	REACH	OTHER SERVICES
Infineon	<a href="http://www.infineon.com">www.infineon.com</a>	EU	
Interquest Group	<a href="http://www.interquestgroup.com">www.interquestgroup.com</a>	EU	REC
KPN	<a href="http://www.kpn.com">www.kpn.com</a>	EU	
OfficeField	<a href="http://www.officefield.com">www.officefield.com</a>	EU	
Siemens	<a href="http://www.siemens.com">www.siemens.com</a>	EU	
Abbott	<a href="http://www.abbott.com">www.abbott.com</a>	Global	
AMD	<a href="http://www.amdi.net">www.amdi.net</a>	Global	
Atos Origin	<a href="http://www.atos.net">www.atos.net</a>	Global	
Computer Science Corporation	<a href="http://www.csc.com">www.csc.com</a>	Global	F&A, HRIS, P
Fujitsu	<a href="http://www.fujitsu.com">www.fujitsu.com</a>	Global	HRIS
Getronics	<a href="http://www.getronics.com">www.getronics.com</a>	Global	
Ingentis	<a href="http://www.ingentis.com">www.ingentis.com</a>	Global	
LG Corp	<a href="http://www.lg.com">www.lg.com</a>	Global	
ovum	<a href="http://www.ovum.com">www.ovum.com</a>	Global	
Perceptive Software	<a href="http://www.perceptivesoftware.com">www.perceptivesoftware.com</a>	Global	REC, F&A, P, CON, HRIS
Pillsbury Winthrop Shaw Pittman	<a href="http://www.pillsburylaw.com">www.pillsburylaw.com</a>	Global	F&A
Replicon Inc.	<a href="http://www.replicon.com">www.replicon.com</a>	Global	
Sopra	<a href="http://www.soprasteria.com">www.soprasteria.com</a>	Global	HRM
Telefonica	<a href="http://www.telefonica.com">www.telefonica.com</a>	Global	
TietoEnator Corp	<a href="http://www.tieto.com">www.tieto.com</a>	Global	
Unisys Corporation	<a href="http://www.unisys.com">www.unisys.com</a>	Global	HRIS
Wipro Technologies	<a href="http://www.wipro.com">www.wipro.com</a>	Global	HRM, F&A, HRIS

## Professional Associations & Education

### WHAT YOU NEED TO KNOW:

Nowhere is the role of professional associations more important than in HR.

COMPANY	URL	REACH	OTHER SERVICES
Accent International	<a href="http://www.accentintl.com">www.accentintl.com</a>	EU	
Amano	<a href="http://www.amanotech.com">www.amanotech.com</a>	EU	T&D, IT
Exact Learning Solutions	<a href="http://www.exact-learning.com">www.exact-learning.com</a>	EU	IT, HRM, T&D
IESE Business School	<a href="http://www.iese.edu">www.iese.edu</a>	EU	T&D
International Institute for Management Development	<a href="http://www.imd.org">www.imd.org</a>	EU	
Head Heart + Brain	<a href="http://www.headheartbrain.com">www.headheartbrain.com</a>	EU	
London Business School	<a href="http://www.london.edu">www.london.edu</a>	EU	
Center for Creative Leadership	<a href="http://www.ccl.org">www.ccl.org</a>	Global	T&D
Global Knowledge	<a href="http://www.globalknowledge.com">www.globalknowledge.com</a>	Global	T&D, IT
INSEAD	<a href="http://www.insead.edu">www.insead.edu</a>	Global	T&D
Tribal Group	<a href="http://www.tribalgroup.com">www.tribalgroup.com</a>	Global	T&D
UCL Louvain School of Management	<a href="http://www.uclouvain.be/lsm.html">www.uclouvain.be/lsm.html</a>	EU	

**PEOs, ASOs, and Payroll Services (PEO, P)****WHAT YOU NEED TO KNOW:**

The payroll outsourcing market is the second largest HRO service next to benefits administration. Drivers for payroll outsourcing include control of cost, standardisation of process and governance, risk management, need for payroll expertise, and access to better technology. Professional employer organisations (PEOs) offer companies a co-employment service, wherein employees are paid under the PEO's federal employer identification number (FEIN) and placed on the PEO's benefits programme and workers' compensation policy. Administrative services organisations (ASOs) offer many of the same services as PEOs (e.g., payroll and benefit administration) but do so without the co-employer relationship.

COMPANY	URL	REACH	OTHER SERVICES
Amano		Global	T&D, IT
Intuit	<a href="http://www.intuit.com">www.intuit.com</a>	EU	HRIS
Hilan	<a href="http://www.hilan.co.il">www.hilan.co.il</a>	EU	IT
Sutherland Global Services INC.	<a href="http://www.sutherlandglobal.com">www.sutherlandglobal.com</a>	EU	EH, F&A, HRIS
Trianon	<a href="http://www.trianon.ch">www.trianon.ch</a>	EU	BC
Aditro	<a href="http://www.aditro.com">www.aditro.com</a>	Global	HRIS
Cintra	<a href="http://www.cintra.es">www.cintra.es</a>	Global	
Elanor	<a href="http://www.elanor.eu">www.elanor.eu</a>	Global	HRIS
FMP *Fully Managed Payroll	<a href="http://www.fullymanagedpayroll.com">www.fullymanagedpayroll.com</a>	Global	HRM
Payroll Services Alliance	<a href="http://www.payrollservicesalliance.com">www.payrollservicesalliance.com</a>	Global	
Neeiamo	<a href="http://www.neeyamo.com">www.neeyamo.com</a>	Global	EH
Safeguard World	<a href="http://www.safeguardworld.com">www.safeguardworld.com</a>	Global	
Seresco	<a href="http://www.seresco.es">www.seresco.es</a>	Global	HRIS, T&D, HRM

## Recruiting, Staffing, & Search

### WHAT YOU NEED TO KNOW:

Divided into five types of services—online, recruitment technology, search, contingent labour management, and full-service recruitment process outsourcing (RPO)—this category is rapidly changing to help employers compete in the war for talent. Everest Group estimates the current total contract growth was 13% in 2014 (the latest year statistics are available), and the value for the RPO marketplace at about \$1.7 billion.

COMPANY	URL	REACH	OTHER SERVICES
Actonomy	<a href="http://www.actonomy.com">www.actonomy.com</a>	EU	HRIS
Advance Resource Managers	<a href="http://www.arm.co.uk/">www.arm.co.uk/</a>	EU	
Ascender	<a href="http://www.ascenderhcm.com">www.ascenderhcm.com</a>	EU	
Atkinson Stuart Management	<a href="http://www.atkinsonstuart.com">www.atkinsonstuart.com</a>	EU	HRM, REC
Conciliat	<a href="http://www.conciliat.ch">www.conciliat.ch</a>	EU	
CPL Group	<a href="http://www.cpl.ie">www.cpl.ie</a>	EU	HRM, PEO
CVMail	<a href="http://www.cvmail.net">www.cvmail.net</a>	EU	IT, HRIS, EH
de Poel	<a href="http://www.depoel.co.uk">www.depoel.co.uk</a>	EU	IT, HRM
Elemense	<a href="http://www.elemense.com">www.elemense.com</a>	EU	IT
Elevate Direct	<a href="http://www.elevatedirect.com">www.elevatedirect.com</a>	EU	HRIS
hyphen recruitment outsourcing	<a href="http://www.hyphen.com">www.hyphen.com</a>	EU	
Longbridge 360	<a href="http://www.longbridge.com">www.longbridge.com</a>	EU	
MRINetwork	<a href="http://www.mrinetwork.com">www.mrinetwork.com</a>	EU	
Modis	<a href="http://www.modis.com">www.modis.com</a>	EU	
Monster	<a href="http://www.monster.com">www.monster.com</a>	EU	SCR, T&D
Muovo	<a href="http://www.muovo.eu">www.muovo.eu</a>	EU	
Myjobgroup	<a href="http://www.myjobgroup.co.uk">www.myjobgroup.co.uk</a>	EU	
Natek	<a href="http://www.natek.com">www.natek.com</a>	EU	
Office Angels	<a href="http://www.office-angels.com">www.office-angels.com</a>	EU	
Serendi	<a href="http://www.serendi.com">www.serendi.com</a>	EU	
Staff Poland	<a href="http://www.staff.pl">www.staff.pl</a>	EU	
Talent Club	<a href="http://www.talentclublondon.com">www.talentclublondon.com</a>	EU	
REC TalentPeople	<a href="http://www.talentpeople.net">www.talentpeople.net</a>	EU	
Supplemental Health Care	<a href="http://www.supplementalhealthcare.com">www.supplementalhealthcare.com</a>	EU	REC
Work Group	<a href="http://www.workgroup.plc.uk">www.workgroup.plc.uk</a>	EU	
3Desk	<a href="http://www.3desk.com">www.3desk.com</a>	Global	
ACA Talent	<a href="http://www.acatalent.com">www.acatalent.com</a>	Global	
Advantage xPO	<a href="http://www.advantagexpo.com">www.advantagexpo.com</a>	Global	
AMN Healthcare	<a href="http://www.amnhealthcare.com">www.amnhealthcare.com</a>	Global	



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COMPANY	URL	REACH	OTHER SERVICES
Agile•1	<a href="http://www.agile-1.com">www.agile-1.com</a>	Global	P, HRM, HRIS
Ajilon	<a href="http://www.ajilon.com">www.ajilon.com</a>	Global	
Allegis Global Solutions	<a href="http://www.allegisglobalsolutions.com">www.allegisglobalsolutions.com</a>	Global	P
Alexander Mann Solutions	<a href="http://www.alexandermannsolutions.com">www.alexandermannsolutions.com</a>	Global	REC, HRM, IT
Allen Recruitment Consulting	<a href="http://www.allenrec.com">www.allenrec.com</a>	Global	HRIS, T&D
Antal	<a href="http://www.antal.com">www.antal.com</a>	Global	IT
Avature	<a href="http://www.avaturecrm.com">www.avaturecrm.com</a>	Global	IT, T&D, HRIS, EH
Boyden	<a href="http://www.boyden.com">www.boyden.com</a>	Global	HRM
Candidate Manger	<a href="http://www.candidatemanager.net">www.candidatemanager.net</a>	Global	HRIS, T&D, HRM, SCR
CareerBuilder	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	Global	SCR
Cielo	<a href="http://www.cielotalent.com">www.cielotalent.com</a>	Global	
Exec-appointments.com	<a href="http://Exec-appointments.com">Exec-appointments.com</a>	Global	
Fircroft	<a href="http://www.fircroft.com">www.fircroft.com</a>	Global	P
Futurestep, a Korn/Ferry Company	<a href="http://www.futurestep.com">www.futurestep.com</a>	Global	HRIS, IT
Geometric Results, Inc.	<a href="http://www.geometricresultsinc.com">www.geometricresultsinc.com</a>	Global	HRM, SCR, CON
GoodJob	<a href="http://www.goodjob.com">www.goodjob.com</a>	Global	
Guidant Group	<a href="http://www.guidantgroup.com">www.guidantgroup.com</a>	Global	
Hays plc	<a href="http://www.hays.com">www.hays.com</a>	Global	HRM
Heidrick & Struggles	<a href="http://www.heidrick.com">www.heidrick.com</a>	Global	HRM
Hudson	<a href="http://www.hudsonrpo.com">www.hudsonrpo.com</a>	Global	
IBM	<a href="http://www-935.ibm.com">www-935.ibm.com</a>	Global	I, P, CON, T&D, EH, FS, HRM, HRIS, IT, SCR
Integrated Search Solutions Group	<a href="http://www.issg.net">www.issg.net</a>	Global	
Jibe	<a href="http://www.jibe.com">www.jibe.com</a>	Global	
Kelly Outsourcing & Consulting Group	<a href="http://www.kellyocg.com">www.kellyocg.com</a>	Global	BC, EH, HRM, CON

### Kelly OCG

People are one of the greatest assets of any organization. Attracting and retaining the right talent can be complex and costly. With over 20 years of global experience, KellyOCG partners with clients to augment the recruitment process to deliver agile RPO solutions. Accelerate your talent strategy and discover KellyOCG.

KellyOCG:  
[www.kellyocg.com](http://www.kellyocg.com)

**KELLYOCG**  
OUTSOURCING & CONSULTING GROUP

Mindoor	<a href="http://www.mindoor.com">www.mindoor.com</a>	Global
MPS Enterprises Ltd	<a href="http://www.mpsglobe.com">www.mpsglobe.com</a>	Global
Novotus	<a href="http://www.novotus.com">www.novotus.com</a>	Global

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COMPANY	URL	REACH	OTHER SERVICES
PrincetonOne	<a href="http://www.princetonone.com">www.princetonone.com</a>	Global	
Pontoon	<a href="http://www.pontoonsolutions.com">www.pontoonsolutions.com</a>	Global	HRM, SCR, CON, T&D,
Qandidate.com	<a href="http://www.qandidate.com">www.qandidate.com</a>	Global	
Randstad Sourceright	<a href="http://www.randstadsourceright.com">www.randstadsourceright.com</a>	Global	
Resource Solutions, Inc.	<a href="http://www.resourcesolutions.com">www.resourcesolutions.com</a>	Global	IT, P, CON, HRM, REL
Robert Walters Group	<a href="http://www.robertwalters.com">www.robertwalters.com</a>	Global	EH
Russell Reynolds Associates	<a href="http://www.russellreynolds.com">www.russellreynolds.com</a>	Global	SCR
Search Wizards	<a href="http://www.searchwizards.net">www.searchwizards.net</a>	Global	CON
Seven Step RPO	<a href="http://www.sevensteprpo.com">www.sevensteprpo.com</a>	Global	

### Seven Step RPO

At Seven Step RPO, we are passionate about conquering your hardest-to-fill positions while helping you hire the best talent. We go to extraordinary lengths to enhance your organization to help you grow and succeed. Demand more from your RPO provider. Visit us at [www.SevenStepRPO.com](http://www.SevenStepRPO.com).

Seven Step RPO  
[www.SevenStepRPO.com](http://www.SevenStepRPO.com)

**SEVENSTEP**

Social Talent	<a href="http://www.socialtalent.co">www.socialtalent.co</a>	Global	
Spencer Stuart	<a href="http://www.spencerstuart.com">www.spencerstuart.com</a>	Global	
Staff Management	<a href="http://www.staffmanagement.com">www.staffmanagement.com</a>	Global	
WilsonHCG	<a href="http://www.wilsonhgc.com">www.wilsonhgc.com</a>	Global	HRM, T&D

WilsonHCG is a top global recruitment process outsourcing (RPO) and human capital consulting provider that operates on the principle of providing true partnership to its clients. Creating scalable and customizable human capital solutions, the company is revolutionizing the recruitment process and bringing innovation to the industry. While maximizing clients' talent acquisition processes is essential, WilsonHCG recognizes the relationships it develops lead to the results its clients realize. Better People, Better Business.®

WilsonHCG  
[WilsonHCG.com](http://WilsonHCG.com)



Work4Labs	<a href="http://www.work4labs.com">www.work4labs.com</a>	Global	
Yoh, A Day and Zimmermann Company	<a href="http://www.yoh.com">www.yoh.com</a>	Global	REC

## Relocation

### WHAT YOU NEED TO KNOW:

According to the 2015 Atlas Van's Corporate Relocation Survey, 49 per cent of companies surveyed relocated more people last year than in 2013, and 47 per cent of firms reported relocation budgets increase as well.

COMPANY	URL	REACH	OTHER SERVICES
Eurohome Relocation Services	<a href="http://www.eurohome-relocation.com">www.eurohome-relocation.com</a>	EU	
Executive Relocations	<a href="http://www.executive-relocations.com">www.executive-relocations.com</a>	EU	REC
Human Entrance	<a href="http://www.humanentrance.com">www.humanentrance.com</a>	EU	
Newcomers Relocation Sweden	<a href="http://www.newcomers.se">www.newcomers.se</a>	EU	
Santa Fe Relocation Service	<a href="http://www.santaferelo.com">www.santaferelo.com</a>	EU	
Saunders 1865	<a href="http://www.saunders1865.com">www.saunders1865.com</a>	EU	SCR, F&A
SIRVA Relocation	<a href="http://www.sirva.com">www.sirva.com</a>	EU	
Thorey Relocation Services	<a href="http://www.thorey-services.de">www.thorey-services.de</a>	EU	
TTH Relocation Management	<a href="http://www.tth.co.uk">www.tth.co.uk</a>	EU	
Brookfield Global Relocations Services	<a href="http://www.brookfieldgrs.com">www.brookfieldgrs.com</a>	Global	F&A, P
Cartus	<a href="http://www.cartus.com">www.cartus.com</a>	Global	T&D
Crown Worldwide Moving & Storage	<a href="http://www.crownwms.com">www.crownwms.com</a>	Global	BC, T&D, F&A
Global Mobility Solutions	<a href="http://www.gmsmobility.com">www.gmsmobility.com</a>	Global	
Graebel Relocation	<a href="http://www.graebel.com">www.graebel.com</a>	Global	BC, FS, HB
IMPACT Group	<a href="http://www.impactgrouphr.com">www.impactgrouphr.com</a>	Global	T&D
Irish Relocation Services	<a href="http://www.irishrelo.com">www.irishrelo.com</a>	Global	
MoveCenter	<a href="http://www.movecenter.com">www.movecenter.com</a>	Global	BC, F&A
OneSource Relocation	<a href="http://www.OneSourceRelocation.com">www.OneSourceRelocation.com</a>	Global	
TEAM Relocations	<a href="http://www.teamrelocations.com">www.teamrelocations.com</a>	Global	
TheMIGroup	<a href="http://www.themigroup.com">www.themigroup.com</a>	Global	
TTHCURZON Relocation	<a href="http://www.tthcurzonrelo.com">www.tthcurzonrelo.com</a>		
Weichert Workforce Mobility	<a href="http://www.weichertworkforcemobility.com">www.weichertworkforcemobility.com</a>	Global	T&D, F&A
Worldwide Relocations	<a href="http://www.worldwide-relocations.com">www.worldwide-relocations.com</a>	Global	

## Screening & Workplace Security

### WHAT YOU NEED TO KNOW:

Screening services continue to offer employment and education verification as well as criminal background checks to help companies mitigate risk. Technology advancements have made electronic employment verification possible through E-Verify and Form I-9 solutions.

COMPANY	URL	REACH	OTHER SERVICES
First Advantage	<a href="http://www.fadv.com">www.fadv.com</a>	EU	

First Advantage provide easy-to-understand background checks so you can confidently make decisions about prospective employees, and contractors. Now in 26 locations, 12 countries, First Advantage conducts over 23 million international background screens annually. Trusted Knowledge. Exceptional People.

First Advantage  
[www.FADV.com](http://www.FADV.com)



**First Advantage**

A Symphony Technology Group Company

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Screening services continue to offer employment and education verification as well as criminal background checks to help companies mitigate risk. Technology advancements have made electronic employment verification possible through E-Verify and Form I-9 solutions.

COMPANY	URL	REACH	OTHER SERVICES
Security Watchdog	<a href="http://www.securitywatchdog.org.uk">www.securitywatchdog.org.uk</a>	EU	
Accurate Background, Inc.	<a href="http://www.AccurateBackground.com">www.AccurateBackground.com</a>	Global	SCR
ApexAnalytix	<a href="http://www.apexanalytix.com">www.apexanalytix.com</a>	Global	IT
BackCheck	<a href="http://www.backcheck.net">www.backcheck.net</a>	Global	
Backgrounds Online	<a href="http://www.backgroundsonline.com">www.backgroundsonline.com</a>	Global	
CARCO Group, Inc.	<a href="http://www.carcogroup.com">www.carcogroup.com</a>	Global	HRIS, REC
Corporate Screening Services, Inc.		Global	
HR ProFile Employment Screening, Inc.	<a href="http://www.hrprofile.com">www.hrprofile.com</a>		
Justifacts Credential Verification, Inc.	<a href="http://www.justifacts.com">www.justifacts.com</a>	Global	
Kroll Inc.	<a href="http://www.krollbackgroundscreening.com">www.krollbackgroundscreening.com</a>	Global	IT
PeopleG2	<a href="http://www.peopleg2.com">www.peopleg2.com</a>	Global	
Thales	<a href="http://www.thalesgroup.com">www.thalesgroup.com</a>	Global	

## Sourcing Consultants & Legal Services

### WHAT YOU NEED TO KNOW:

Without lawyers and sourcing advisors, there would be no BPO. These high-priced consultants provide advice that makes buyers brave enough to face their CEOs with their HRO decisions. With costs as high as \$2 million per mega-assignment, these advisors hold the key to continued HRO and BPO growth.

COMPANY	URL	REACH	OTHER SERVICES
Blake Morgan	<a href="http://www.blakemorgan.co.uk">www.blakemorgan.co.uk</a>	EU	
Capital Law	<a href="http://www.capital-law.co.uk">www.capital-law.co.uk</a>	EU	
Dentons	<a href="http://www.dentons.com">www.dentons.com</a>	EU	
Foot Anstey	<a href="http://www.footanstey.com">www.footanstey.com</a>	EU	
Graphite HRM Ltd	<a href="http://www.graphitehrm.com">www.graphitehrm.com</a>	EU	T&D
Allen & Overy	<a href="http://www.allenoverly.com">www.allenoverly.com</a>	Global	
Alsbridge	<a href="http://www.alsbridge.com">www.alsbridge.com</a>	Global	
Baker & McKenzie	<a href="http://www.bakermckenzie.com">www.bakermckenzie.com</a>	Global	
Bersin by Deloitte	<a href="http://www.home.bersin.com">www.home.bersin.com</a>	Global	F&A REC, HRM, HRIS, EH, T&D
Berwin Leighton Paisner	<a href="http://www.blplaw.com">www.blplaw.com</a>	Global	
Bird & Bird	<a href="http://www.twobirds.com">www.twobirds.com</a>	Global	
DLA Piper	<a href="http://www.dlapiper.com">www.dlapiper.com</a>	Global	
Freshfields Bruckhaus Deringer	<a href="http://www.freshfields.com">www.freshfields.com</a>	Global	
law KPO	<a href="http://www.lawkpo.com">www.lawkpo.com</a>	Global	
Linklaters	<a href="http://www.linklaters.com">www.linklaters.com</a>	Global	
Mayer Brown	<a href="http://www.mayerbrownrowe.com">www.mayerbrownrowe.com</a>	Global	
Morgan, Lewis & Bockius LLP	<a href="http://www.morganlewis.com/go/outourcing">www.morganlewis.com/go/outourcing</a>	Global	
Morrison Foerster	<a href="http://www.mofo.com">www.mofo.com</a>	Global	
Squire Patton Boggs	<a href="http://www.squirepattonboggs.com">www.squirepattonboggs.com</a>		

## Training & Development

### WHAT YOU NEED TO KNOW:

The global market for outsourcing learning and training remains strong. Technology has changed the marketplace and encouraged its growth. Classroom-led training is not necessarily a thing of the past, but is often combined with some of the newer on-demand learning techniques and web-based tools. Organisations are seeing the benefit of modern learning: in a virtual Intranet; via social media networks; on smartphones and tablets; through YouTube videos.

COMPANY	URL	REACH	OTHER SERVICES
Cegos International	<a href="http://www.cegos.com">www.cegos.com</a>	EU	REC
Exect Partners Group	<a href="http://www.exectgroup.com">www.exectgroup.com</a>	EU	
JSB Training and Development	<a href="http://www.jbsinternational.com">www.jbsinternational.com</a>	EU	
KnowledgePool	<a href="http://www.knowledgepool.com">www.knowledgepool.com</a>	EU	
Making Great Leaders	<a href="http://www.makinggreatleaders.com">www.makinggreatleaders.com</a>	EU	
Revelation Training	<a href="http://www.revelationtraining.co.uk">www.revelationtraining.co.uk</a>	EU	
Saffron Interactive	<a href="http://www.saffroninteractive.com">www.saffroninteractive.com</a>	EU	IT
SkillSoft	<a href="http://www.skillsoft.com">www.skillsoft.com</a>	EU	
SpaceMinds	<a href="http://www.spaceminds.com">www.spaceminds.com</a>	EU	HRM
Adayana	<a href="http://www.adayana.com">www.adayana.com</a>	Global	IT, HRM, T&D
Infor	<a href="http://www.infor.com.com">www.infor.com.com</a>	Global	IT
Cornerstone On Demand	<a href="http://www.cornerstoneondemand.com">www.cornerstoneondemand.com</a>	Global	HRIS, REC
Expertus	<a href="http://www.expertus.com">www.expertus.com</a>	Global	HRIS, REC, CON, EH
Global Learning Partners	<a href="http://www.globalelearningpartners.com">www.globalelearningpartners.com</a>	Global	
Hemsley Fraser	<a href="http://www.hemsleyfraser.co.uk">www.hemsleyfraser.co.uk</a>	Global	
ILX Group	<a href="http://www.ilxgroup.com">www.ilxgroup.com</a>	Global	
Inlingua Language Center	<a href="http://www.inlingua.com">www.inlingua.com</a>	Global	
Intrepid Learning Systems	<a href="http://www.intrepidlearning.com">www.intrepidlearning.com</a>	Global	HRM, HRIS
Kineo	<a href="http://www.kineo.com">www.kineo.com</a>	Global	
McKinney Rogers	<a href="http://www.mckinneyrogers.com">www.mckinneyrogers.com</a>	Global	
Mohive	<a href="http://www.crossknowledge.com">www.crossknowledge.com</a>	Global	HRIS
NIIT	<a href="http://www.niit.com">www.niit.com</a>	Global	

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