

Human Resources New Technology Quarterly Summary: Q2 2021



Introduction

The rate of new technologies being developed and companies providing them is exponentially increasing each year. To track the players and the innovation they bring, *HRO Today* Magazine produces quarterly reports that summarize activity in technology advancements and funding initiatives that support product innovation in the HR world.

This data reveals critical information about new technologies, their applications, and the companies offering them in the human capital management (HCM) technology sector. HCM systems covered in this summary are those that include recruitment, employee records, performance, learning and compensation management, and compliance.

The report is organized by months in the quarter, and then further divided within those months by the type of activity reported. There are announcements focused mostly on products, funding announcements for companies providing HR technology solutions, and merger and acquisition activity that had direct technology implications for HR.

Second Quarter 2021 Overview

The frequencies and funding of announcements for advancing technologies to support human resources in the second quarter of 2021 remained high. In total, there were 150 major announcements (those with at least \$1 million in funding), up slightly from 145 announced in the first quarter of 2021.

Private equity and venture capital firms continued to invest heavily in HR technology, totaling \$4.37 billion in the quarter, up a substantial 41% from Q1 2021's \$3.10 billion. The average investment increased to \$49.1 from \$32.0 million in 1Q 2021. The number of announcements and associated funding for HR technology were the highest reported in any quarter for more than four years and continue the upward trend from 1Q 2021.

One hundred one of the announcements were from companies located in the United States, five from Canada, 21 from EMEA, 12 from APAC and one from Latin America. Additionally, there were ten joint announcements by geography: seven US/EMEA, and three US/Canada. In the United States, 30 of the announcements were from companies in or near Silicon Valley, while in the EMEA region,

5 were from London-based companies. The most common type of announcement was funding-related, with 93 citations. There were 29 product and 29 merger and acquisition announcements. While funding-related activity always accounts for the bulk of announcements, product-related announcements rose by 70.6% from Q1 2021.

Most announcements were around funding for small or start-up organizations, though there were fifteen announcements of at least \$100 million. The largest investment announcement came in the amount of

\$500 million from DailyPay. The New York, NY-based company plans to use the investment to expand into new markets and extend its market leadership position in employee on-demand pay.

The next largest announcement for \$300 million was for Workrise. Workrise, located in Austin, TX, offers a platform that connects skilled laborers with companies in the energy sector.

Another particularly significant investment of \$280 million was for Collective Health. Collective Health provides an integrated solution that allows self-funded employers to administer plans and control costs. The company will use the funding to enhance its platform so companies and individuals can more easily understand, navigate, and pay for healthcare.

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HUMAN RESOURCES NEW TECHNOLOGY QUARTERLY SUMMARY: Q2 2021

Artificial Intelligence (AI) and machine learning technologies continued to be a major part of new technology in the second quarter, with 17 announcements totaling \$622.7 million in funding. Companies continue to adopt the technology for HR purposes, and emphasize its inclusion.

Human Capital Management (HCM)/Core HR includes a broad array for HR department areas of responsibility and accounts for the single largest area of investment at nearly \$1 billion dollars. There were more announcements for Marketplace Job Boards (14) than any other area, other than HCM. The largest areas of funding are show below, with remote working included due to its significance as the world economy recovers from the impact of COVID-19. Note that while employee Mental Wellness had five announcements totaling \$256 million, \$200 million of that was for Lyra Health.

2Q 2021 HR Technology Investment

	Number of Announcements	Total Funding (Millions)
HCM/Core HR	42	\$926.30
Payroll	9	\$685.00
Marketplace Job Boards	14	\$637.60
Learning/Upskilling	11	\$368.20
Mental wellness	5	\$255.80
Remote working	11	\$124.50

Given the high level of investment being made in talent acquisition technology as part of HCM and marketplace job boards during the second quarter, talent leaders will need some guidance in sorting out what it all means. To help understand how technology can improve TA functions and outcomes, **Elaine Orler, Senior Vice President—Technology Consulting, Cielo**, has provided five key tech advancements that can become a critical part of the TA strategy. ■

5 Key Technology Improvements for TA Success

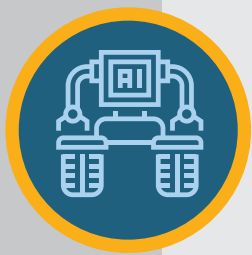
By Elaine Orler

Senior Vice President—Technology Consulting, Cielo

With the growing investments and developments in recruitment technology, today's talent acquisition leaders have endless options to make the hiring process more efficient for hiring managers and candidates. The industry has certainly come a long way since the first applicant tracking system (ATS) I used in 1993—the now antiquated Resumix 2.1. While the core capabilities of applicant tracking remain, advancements in technology mean TA teams can handle larger volume, receive more valuable insights, and deliver results faster.

To help talent leaders understand how tech-enabled talent acquisition can improve TA functions and outcomes, here are five key tech advancements I believe you should incorporate into your TA strategy:

AI Matching



Systems today offer artificial intelligence (AI) tools for matching candidates to job requisitions, helping identify quality talent quickly. Using AI and algorithms, this technology can search a company's talent database and external job boards to provide hiring managers a ranking of candidates based on who best fits the qualifications. While the AI matching tool varies depending on the provider—some run automatic searches and present results, others deliver results based on provided criteria—it is made to efficiently deliver ideal candidates for the job.

Intelligent Automation



The ability to perform bulk actions on a set of candidates is now a reality with intelligent automation, allowing recruiters to focus on business-critical tasks. This feature means recruiters can swiftly move candidates through the interview process, from resume review to scheduling to interviews. It removes the potential human error by prompting recruiters and others involved in the hiring process on pending activities, delays, interview confirmations. Intelligent automation not only saves time, it helps improve the hiring experience for both hiring managers and candidates, whether they get the job or not.

HUMAN RESOURCES NEW TECHNOLOGY QUARTERLY SUMMARY: Q2 2021



Predictive Analytics

Instead of manually tracking the performance of talent acquisition strategies, predictive analytics delivers talent acquisition teams with real-time insights and process recommendations. When creating a new requisition, predictive analytics allow hiring managers to quickly see the results of similar requisitions, including best sources for hire, time-to-fill, and candidate flow. These useful insights ensure you are not starting from scratch each time you open a new requisition. This both saves time and delivers more valuable observations to drive better outcomes.



Conversational AI

Just a few years ago, the talent acquisition community was excited about the ability to text candidates using a chatbot. Nowadays, chatbots can take candidates through the entire recruiting process. Conversational AI works across devices and creates a personal yet consistent experience for candidates. Though chatbots are incredibly beneficial, they are not the end all be all. There are times when candidates will need to connect with a member of the talent acquisition team to answer more in-depth questions or if they just want to talk to a person.



Platform Model

With the number of disparate systems used in recruiting today, technology integrations are increasingly necessary to support talent acquisition outcomes. A cloud- or platform model is a fully integrated approach that manages the candidate relationship management system, ATS, and onboarding, allowing data to seamlessly flow between the systems. It provides a framework that can be executed at scale based on stakeholder and business needs, now and in the future. The future of TA technology is increasingly platform-based, with an ecosystem of apps or point solutions catering to different use cases or shifts in the market while maintaining a centralized place from which to work, drive experience, and manage data.

These five technology advancements are a glimpse at the ever-evolving options for tech-enabled talent acquisition solutions, so it can be difficult to know where to start. First, consider your existing technology investments and their capabilities to expose any gaps in your solutions or identify the need for a more holistic approach. If you need help navigating the market offerings and finding the best solution to meet your business needs, you may want to partner with a technology consultant. To learn more about the concepts you should consider when investing in new tech or contemplating changing your technology model, download Cielo's recent whitepaper, [Tech-Enabled Talent Acquisition: A Strategic Investment for Success](#). ■



About *HRO Today* Magazine

HRO Today is the property of SharedXpertise Media and offers the broadest and deepest reach available anywhere into the HR industry. Our magazines, web portals, research, e-newsletters, events and social networks reach over 180,000 senior-level HR decision-makers globally with rich, objective, game-changing content. Our No. 1 strength is our reach. HR leaders rely heavily on the *HRO Today*'s Baker's Dozen rankings across six different categories when selecting an HR service provider.



About Cielo

Cielo is the world's leading strategic Recruitment Process Outsourcing (RPO) partner and industry innovator delivering RPO, Total Talent Acquisition, Consulting, and Executive Search services in over 100 countries. We design comprehensive, people-centric solutions and leverage Cielo TalentCloud—our agile technology platform featuring CRM, AI, automation, and analytics capabilities—to help our clients find, attract and hire the specific talent to move their businesses forward. To learn more, visit www.cielotalent.com.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
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PRODUCT ANNOUNCEMENTS

Fiserv and Instant Financial Brookfield, WI and Vancouver, Canada	Product	N/A	N/A	Fiserv, a technology provider for financial services companies, partnered with Instant Financial, an employee financial wellness platform.	Fiserv and Instant Financial will provide an Earned Wage Access solution. The Earned Wage Solution will provide payroll to employees on-demand, and will be free for both the employer and to the workers.
HireVue South Jordan, UT	Product	N/A	N/A	HireVue helps companies discover, engage, and hire the best talent.	HireVue released HireVue Builder, which will enable teams to create structured interviews based on predetermined skills for the job.
Magic San Francisco, CA	Product	N/A	N/A	Magic is a remote hiring service for consumers and businesses.	Magic launched the Magic Dedicated Assistants to help companies hire assistants for \$10 per hour without contracts or an annual commitment.
RippleMatch New York, NY	Product	N/A	N/A	RippleMatch is a platform for college recruiting for employers and students.	RippleMatch released a new CRM for early-career hiring. The CRM will allow employers to track candidate relationships over time.
LinkedIn Mountain View, CA	Product	N/A	N/A	LinkedIn is a professional networking site that allows individuals to create business connections, find jobs, and find clients.	LinkedIn launched LinkedIn Learning Hub and Skills Taxonomy. LinkedIn Learning Hub is a complete learning experience platform that has learning tools and integrates skills and content from other companies. The Skills Taxonomy is a data base of skills that is updated to refer to jobs, learning content, and people.
Oracle Austin, TX	Product	N/A	N/A	Oracle is a technology company that sells database software, cloud engineered system, and enterprise software products.	Oracle added a new employee experience platform to its Oracle Fusion Cloud Human Capital Management software. The employee experience platform will help HR teams create, tailor, and deliver personalized digital workflows through professional events.
Funnelting The Hague, Netherlands	Product	N/A	N/A	Funnelting offers e-commerce, CRM, and marketing solutions for all kinds of businesses.	Funnelting launched FunnelRecruit crowdsourced marketplace to connect employers with small recruiters.
HackerEarth Bengaluru, India	Product	N/A	N/A	HackerEarth is a software that helps companies with their hiring needs.	HackerEarth launched HackerEarth for Enterprises which is a platform that helps unite every step of the tech employee lifecycle from sourcing to interviewing and engaging their company's talent.
Talroo Austin, TX	Product	N/A	N/A	Talroo is a talent attraction platform that helps companies advertise jobs, hire candidates at scale, and delivers recruiting insights.	Talroo released a new product called Talroo Ad Platform. The new product will bring together all of Talroo's products into a single platform.

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PRODUCT ANNOUNCEMENTS (cont'd.)

Pro Unlimited San Francisco, CA	Product	N/A	N/A	Pro Unlimited is a workforce management solutions provider.	Pro Unlimited launched NorthStar HCM offers human capital management and consulting solutions for the contingent workforce industry.
isolved Charlotte, NC	Product	N/A	N/A	isolved is a human capital management (HCM) platform that provides talent management, HR and payroll, workforce management, and employee engagement management.	isolved released a comprehensive 401(k) plan as part of their benefits service. In addition to 401(k) offerings, isolved will provide easily available payroll data, manage annual audits for 100 companies with over 100 employees, provide tax-credit compliance, and manage company's retirement plans.

FUNDING ANNOUNCEMENTS

Arc Palo Alto, CA	Round Unknown	Unknown	\$1 Million	Arc is a Job Board Marketplace that focuses on hiring remote developers and building engineering teams.	Arc will use the investment to help further develop its Job Board Marketplace.
InterviewVector San Francisco, CA	Seed Round	Titan Capital	Funding Undisclosed	InterviewVector is an Interview-as-a-Service company that provides technical interviewing panels.	InterviewVector will use the funding in order to double down on its technology capabilities and hiring for technology and business roles.
interviewIA Denver, CO	Seed Round	The Colorado Impact Fund	\$2 Million	interviewIA is a technology platform that helps recruiters with job interview workflow.	InterviewIA will use the funding to hire additional employee for product development, and for future growth initiatives.
Connecteam Tel-Aviv, Israel	Series B	Insight Partners, OG tech, and Wix's leadership team	\$37 Million	Connecteam is a deskless workforce management platform that provides workforce communication, engagement operations, and training.	With the funding, Connecteam will expand its business reach.
Salary.com Waltham, MA	Round Unknown	Accel-KKR Credit Partners, Centre Lane, and Wells Fargo Capital Finance	\$67 Million	Salary.com is a website that provides compensation data and software solutions.	Salary.com will use the investment to help expand hiring and "accelerate innovation".
CareRev Los Angeles, CA	Series A	Transformation Capital	\$50 Million	CareRev is a labor marketplace platform that connects hospitals and health systems with healthcare professionals.	CareRev will use the investment to invest in their product and operations including incorporating more AI and machine learning.
Aisera Palo Alto, CA	Series C	Icon Ventures	\$40 Million	Aisera is a service experience platform that utilizes artificial intelligence to automate operations and support for IT, HR, sales, and customer service.	Aisera will use the investment to help the company's expansion and deployment of its AI-platform.
Würk Denver, CO	Series AA	Wurk Investment Partnership	\$3.5 million	Würk allows companies to manage payroll, HR, timekeeping, scheduling, and tax compliance along with minimizing compliance risk.	Würk will use the investment to expand their product integration capabilities, improve customer support, and invest in employee training programs.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
FUNDING ANNOUNCEMENTS (cont'd.)					
Jobilla Turku, Finland	Round Unknown	Unknown	€2.16 Million	Jobilla is an all-in-one Applicant Tracking System (ATS), Employer Branding and recruitment website.	Jobilla will use the investment to expand into Germany, Austria, and the Netherlands, scale its operations in the United States, and develop AI-powered candidate filtering.
Deel San Francisco, CA	Series C	Andreessen Horowitz and Spark Capital	\$156 Million	Deel is a payroll and compliance platform for employees and contractors.	With the investment, Deel will continue its international expansion by expanding into new markets and set up 80 Deel-owned entities. Additionally, Deel plans on hiring more talent and plans on improving, building, and growing their product offerings.
Mathison Los Angeles, CA	Seed Round	Bain Capital Group	\$4.2 Million	Mathison is an all-inclusive platform for diversity hiring and retention.	The investment will be used to grow Mathison's technology, expand their team, and increase their growth.
ExecOnline New York, NY	Series D	OMERS Growth Equity	\$45 Million	ExecOnline provides companies with executive training solutions.	ExecOnline will use the investment to accelerate growth by investing in sales and marketing, expand the company's Experience Library, and enhance its technology platform.
RippleMatch New York, NY	Venture Round	Invus Opportunities	\$23.5 Million	RippleMatch is a college recruiting platform for employers and students.	RippleMatch will use the investment to continue building out their platform.
Mindgram Warszawa, Poland	Pre-seed	Market One Capital	\$2.3 Million	Mindgram is an employee wellbeing app that focuses on mental wellness.	Mindgram will utilize the investment to expand across Europe.
Virtual Gurus Calgary, Canada	Seed Round	Western Economic Diversification	\$1.7 Million	Virtual Gurus is a marketplace for virtual assistants and freelancers.	Virtual Gurus will use the funding to expand their team and invest in machine learning technologies to increase efficiencies of qualifying and onboarding virtual assistants.
Degreed Pleasanton, CA	Series D	Sapphire Ventures and Riverwood Capital	\$153 Million	Degreed is an upskilling platform for individuals and organizations to build and learn new skills.	Degreed will use the investment in order to accelerate product growth, enhance their data infrastructure, fuel the company's expansion, and pursue acquisitions.
Torre San Francisco, CA	Seed Round	"Various Executives and Private Investors"	\$10 Million	Torre is a marketplace job board that allows candidates to find jobs and employers find candidates and post jobs.	Torre will utilize the funding to expand into new markets and develop a new user platform.
Creatively New York, NY	Seed Round	Link Ventures	\$5 Million	Creatively helps designers, photographers, illustrators, and creative professionals find work.	Creatively will use the investment to help grow its revenue and lower its customer acquisition costs.
Vericred New York, NY	Series B	Aquiline Technology Growth	\$23 Million	Vericred is a data services platform that powers the distribution of health insurance and employee benefits.	Vericred will use the investment to expand its teams in New York, NY and Omaha, NE, build its marketing and sales functions, and grow participants on its platform.

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FUNDING ANNOUNCEMENTS (cont'd.)

Fuel50 Laguna Niguel, CA	Series B	PeakSpan Capital and Shearwater Capital	\$15.5 Million	Fuel50 is an AI-powered marketplace that delivers internal mobility and workplace reskilling.	Fuel50 will use the funding to increase its presence in the US, EMEA, and Australasia and accelerate product innovation.
Attensi Oslo, Norway	Venture Round	Lugard Road Capital, DX Ventures, and existing share-holder Viking Venture	\$26 Million	Attensi is a corporate learning and development technology platform.	Attensi will use the funding to expand its product suite and technology platform, along with expanding its presence in North America and Europe.
Spot Seattle, WA	Seed Round	Founders' Co-op	\$1.7 Million	Spot is a hybrid work platform, offering organizations a virtual hub for their use.	Spot will use the investment to help grow and expand the company.
Pathlight San Francisco, CA	Series B	Insight Partners	\$25 Million	Pathlight is a Software-as-a-Service (SAAS) platform that helps manage the performance of their customer-facing employees.	Pathlight will use the investment to grow the company by expanding their sales and marketing while investing in product innovations.
Phenom Philadelphia, PA	Series D	B Capital Group	\$100 Million	Phenom is an AI powered talent experience management platform.	Phenom will use the funding to help innovate and improve its Talent Experience Management Platform.
Workshop Omaha, NE	Seed Round	Ludlow Ventures, M25, and Linseed Capital	\$3.5 Million	Workshop is an internal communications platform for companies that gives employees a place to find important info.	Workshop will use the funding to build its engineering team to help further develop its product.
Velocity Global Denver, CO	Round Unknown	FFL Investments	\$100 Million	Velocity Global is an employment solutions provider that provides a platform to help employ remote teams internationally.	The investment will be used towards additional acquisitions by Velocity, above and beyond their acquisition of iWorkGlobal. Further, funds will be used for technology development and expansion of the company's global footprint.
Enboarder Sydney, Australia	Round Unknown	Next Coast Ventures	\$6.6 Million	Enboarder is a company that creates engaging on-boarding experiences for new employees.	The funding will be used to expand their product offerings.
Glints Singapore	Series C	Persol Holdings	\$22.5 Million	Glints is an online job platform where companies can discover and hire talent.	Glints will use the funding to build more features and solutions along with scaling its product and engineering teams.
PrimePay West Chester, PA	Private Equity Round	Aquiline Capital Partners	Funding Undisclosed	PrimePay is a payroll, human capital management (HCM), and benefit services company.	PrimePay will use the investment to help further grow their business.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
MERGERS & ACQUISITIONS, STARTUPS					
PrimePay and Synchron West Chester, PA and Denver, CO	Acquisition	N/A	N/A	PrimePay, a payroll, human capital management, and benefit services company, acquired Synchron, a Human Capital Management Platform that streamlines HR, benefits, and payroll management for mid-sized businesses.	The acquisition will help both companies scale among both medium-sized and emerging businesses. Additionally it will help PrimePay scale the capabilities and products that they offer.
Ceridian and Ideal Minneapolis, MN and Toronto, Canada	Acquisition	N/A	N/A	Ceridian, a Human Capital Management (HCM) company that provides human resources, payroll, benefits, workforce management and talent management services, acquired Ideal, a talent intelligence system that uses AI to analyze data across an entire employee lifecycle.	The acquisition will help optimize Ceridian's talent management offerings by integrating Ideal's capabilities.
15Five and Emplify San Francisco, CA and Fishers, IN	Acquisition	N/A	\$50 Million	15Five, a performance management platform, acquired Emplify, an employee engagement company that helps executives gauge employee feedback.	The acquisition of Emplify will help 15Five meet the market demand for a single platform for employee engagement and a performance measurement.
Jobvite and JazzHR Indianapolis, IN and Pittsburgh, PA	Acquisition	N/A	N/A	Jobvite, a comprehensive talent acquisition suite, acquired JazzHR, a recruiting software for SMB's.	The acquisition will further expand Jobvite's product portfolio.
Jobvite and NXTThing RPO Indianapolis, IN and Columbus, OH	Acquisition	N/A	N/A	Jobvite, a comprehensive talent acquisition suite, acquired NXTThing RPO, a recruitment process outsourcing (RPO) company.	The acquisition will help bring Jobvite's customers more choice in the tech and services that they offer.
Jobcase and Upward Cambridge, MA and San Francisco, CA	Acquisition	N/A	N/A	Jobcase, a social platform for hourly workers, acquired Upward, a job matching platform.	The acquisition will help Jobcase's members by accelerating the pace of which employers can hire them.
Infinite Computer Solutions and IBM Rockville, MD and Armonk, New York	Acquisition	N/A	N/A	Infinite Computer Solutions, a global technology company, acquired the Talent Acquisition Suite division of IBM, a multinational technology company.	Infinite acquired IBM's Talent Acquisition Suite, which includes IBM Lead Manage, BrassRing, and Onboard. The acquisition will help expand their portfolio of platforms and services.
BioSpace and MedReps Urbandale, IA and Alpharetta, GA	Acquisition	N/A	N/A	BioSpace, an online source for biotechnology jobs and breaking industry news and analysis, acquired MedReps, the largest industry website for medical device, pharmaceutical, and biotech sales jobs and careers.	The acquisition of MedReps will help BioSpace extend their capabilities and further establish its position as a partner for life science companies.
Wynden Stark Group and untapt London, UK and New York, NY	Acquisition	N/A	N/A	Wynden Stark, a global executive search company, acquired untapt, a company that uses AI to help their clients understand and make sense of their talent data to transform their candidate experience.	The acquisition has brought an in-house AI program and a model that matches job seekers with jobs using Natural Language Processing.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
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MERGERS & ACQUISITIONS, STARTUPS (cont'd.)

isolved and Givful Charlotte, NC and Nashville, TN	Acquisition	N/A	N/A	isolved, an employee experience company that provides HCM technology, acquired Givful, a company that makes workplace giving, volunteerism, and grant management more effective.	Givful's capabilities will be integrated into isolved's People Cloud platform. This will give employers the capability to attract and hire employees based on their social good, schedule time off for employee volunteer hours, gamify giving, and more.
Velocity Global and iWorkGlobal Denver, CO and San Francisco, CA	Acquisition	N/A	N/A	Velocity Global, an employment solutions provider that provides a platform to help employ remote teams internationally, acquired iWorkGlobal, a workforce management platform that helps companies hire, engage, pay, and access their talent.	With the acquisition, Velocity Global will now have a presence in all 50 US states and in 185 countries. The company will be able to provide more services such as independent contractor compliance services.
The Planet Group and I.T. Works Recruitment West Springs, IL and Atlanta, GA	Acquisition	N/A	N/A	The Planet Group, a professional services company that focuses on outsourced human capital solutions, acquired I.T. Work Recruitment, an international recruitment consultancy business.	The acquisition will help expand Planet Group's product portfolio.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
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PRODUCT ANNOUNCEMENTS

Quantum Workplace Omaha, NE	Product	N/A	N/A	Quantum Workplace is a provider of comprehensive employee engagement and performance software.	Quantum Workplace launched its change management hub, where HR leaders can easily implement employee engagement and performance management technologies.
Neocase and Talentsoft La Garenne-Colombes, France	Product	N/A	N/A	NeoCase, a platform that automates HR service Delivery, partnered with Talentsoft, a cloud-based talent management and learning software.	Neocase launched Neocase's Business Process Management module for Talentsoft's platform. The module will help automate key moments throughout the employee's lifecycle, from on-boarding to transitioning, and off-boarding.
Stoke Palo Alto, CA	Product	N/A	N/A	Stoke is a remote teams and freelance management platform that helps companies manage payment, compliance, and hiring.	Stoke Talent launched a customizable and automated workflow for onboarding and offboarding for non-payroll workers.
Paychex Rochester, NY	Product	N/A	N/A	Paychex is a provider of human resource, payroll, and benefits outsourcing services for small and medium-sized businesses.	Paychex released Paychex Flex, which provides an all-in-one solution for HR, payroll, and benefits.
Greenhouse New York, NY	Product	N/A	N/A	Greenhouse is a talent acquisition software that offers tools to help businesses with their hiring process.	Greenhouse launched Welcome, a new onboarding platform that helps bring on new hires to the company.
Lever San Francisco, CA	Product	N/A	N/A	Lever is a talent acquisition suite that provides TA leaders with a platform that contains ATS and CRM products.	Lever released three different products. Fast Resume Review helps screen applicants faster. Dynamic Requestion Approver helps save time during the job requestion process by having all approvals in one place. Visual Insights offers data visualization tools.
Crelate Kirkland, WA	Product	N/A	N/A	Crelate is a leading applicant tracking system and recruitment CRM system designed to help attract, engage, and hire talent.	Crelate released a new product called Crelated Omni, a software platform, with 2 new offerings: Crelate Hire and Crelate Deliver. Crelate Hire will help to streamline the hiring process via automation, centralized client feedback, and integrated compliance. Crelate Deliver helps staffing and consulting firms manage assignments, time tracking and expenses, along with invoicing.
Lone Wolf Technologies Cambridge, Canada	Product	N/A	N/A	Lone Wolf Technologies is a real estate solutions and services company.	Lone Wolf Technologies launched Recruit, which is the first AI and machine-learning recruiting solution to help real estate brokers hire the best talent.

FUNDING ANNOUNCEMENTS

Malt Paris, France	Series C	Goldman Sachs Growth Equity and Eurazeo	\$97 Million	Malt is a marketplace that connects freelancers and customers.	Malt will use the investment to accelerate its technology development and international expansion.
Yellowbird Scottsdale, Arizona	Seed Round	Acadian Capital Ventures, Revelry Venture Partners, Ridge-peak Partners	\$1.7 Million	Yellowbird is a company that connects Environmental, Health, and Safty Professionals with businesses.	With the investment, Yellowbird will expand its technology innovation and market growth.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
FUNDING ANNOUNCEMENTS					
Pyn Sydney, Australia	Seed Round	Andreessen Horowitz	\$8 Million	Pyn is an employee communications and experience platform.	Pyn intends to use the investment to build out a local engineering hub and help take its product to the US.
Café New York, NY	Seed Round	122West, Kima Ventures, Jonathan Widawski, Guillaume Lestrade, Jacques-Edouard Sabatier and "various business angels"	\$1 Million	Café is a company that helps companies switch to a hybrid remote and office workspace model.	Café plans to utilize the investment to grow and expand the business.
Filtered Boston, MA	Seed Round	AI Fund and Silicon Valley Data Capital	\$7 Million	Filtered is a hiring platform that helps to improve the recruiting experience for engineers and developers.	Filtered will use the investment to accelerate hiring and further develop its go-to-market model for its hiring service.
BrightHire New York, NY	Series A	Index Ventures	\$12.5 Million	BrightHire develops performance optimization technology for recruiting teams.	Brighthire will use the funding to invest in its team and expand its interview intelligence platform.
Canvas San Francisco, CA	Round Unknown	Lachy Groom and Sequoia Capital	\$20 Million	Canvas is a Diversity Recruitment Platform.	Canvas plans to use the investment to expand their product line into other industries and verticals along with expanding the number of employees.
Panther Global Tampa, FL	Seed Round	Tribe Capital, Eric Ries, and Carta Ventures	\$2.5 Million	Panther Global helps remote teams with payroll, benefits, taxes, and compliance.	Panther global will utilize the funds to expand, hire more employees, and continue to provide hiring and payroll support internationally.
Loom San Francisco, CA	Series C	Andreessen Horowitz	\$130 Million	Loom is a video messaging platform for work.	With the investment, Loom will drive product innovation and scale globally.
Wysa Boston, MA	Series A	W Health Ventures	\$5.5 Million	Wysa is an AI mental health platform for employees.	Wysa will use the investment to support its product offerings to employers along with scaling their sales teams and therapist network.
DailyPay New York, NY	Series D and Debt Financing Round Combination	Carrick Capital	\$500 Million	DailyPay is a company that provides on-demand pay for their employees.	DailyPay will use the investment to expand into new markets and extend its market leadership position in on-demand pay.
Workrise Austin, TX	Series E	Baillie Gifford	\$300 Million	Workrise, formerly RigUp, has a platform that connects skilled laborers with energy and construction companies.	Workrise will utilize the funding to expand into new markets.
Spokn New York, NY	Seed Round	NEA and Y Combinator	\$4 Million	Spokn is a podcast platform for work to improve internal communications, employee engagement, and learning.	Spokn will use the investment to further the company's growth and enhance its platform for content creators.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
FUNDING ANNOUNCEMENTS (cont'd.)					
Payslip Westport, Ireland	Series A	MiddleGame Ventures and Mouro Capital	€8.3 Million	Payslip is an automation and integration technology company for automating payroll processes, standardizing payroll, standardizing data, and consolidating payroll reporting.	Payslip will use the funding to help expand its product offerings to include payroll, benefits, and employee payroll personalization, zero touch automation and validation, and last mile global payments and benefits integration.
Betterworks New York, NY	Venture Round	Unknown	\$61 Million	Betterworks is a performance enablement solution that provides solutions for performance management, employee engagement, insights, and analytics.	Betterworks will use the investment to expand its product development in areas including AI and analytics, adding key integrations, and investing in strategic partnerships. Betterworks will also expand its go-to-market capabilities.
Mekari Jakarta, Indonesia	Series D	Money Forward	\$18 Million	Merkari is a provider of HR, HRIS, accounting, and tax services.	Merkari will use the investment to accelerate product development and grow its product engineering teams.
Nano Technologies Hanoi, Vietnam	Seed Round	Golden Gate Ventures, Ventura Discovery, FEBE Ventures, Openspace Ventures, and Goodwater Capital	\$3 Million	Nano Technologies is a company that allows workers to immediately get their wages.	Nano Technologies will utilize the investment to grow and expand the business.
Worksome Copenhagen, Denmark	Series A	Unknown	\$13 Million	Worksome is an enterprise platform that helps connect companies with independent workers, while eliminating friction of onboarding, billing, and payments.	Worksome will use the investment to help develop its freelance talent platform.
Handshake San Francisco, CA	Series E	Spark Capital and Lightspeed Venture Partners	\$80 Million	Handshake is a platform that helps college students find job opportunities.	Handshake will use the funding to expand into new geographies and grow their offerings.
Ontop Botaga, Colombia	Seed Round	Point 72	\$4.5 Million	Ontop is an onboarding, payroll, and workforce management platform.	Ontop will use the funding to add new features such as payment and banking capabilities for contractors.
Unmind London, UK	Series B	EQT Ventures	\$47 Million	Unmind is a workplace mental health platform.	Unmind will use the investment to help its international growth, develop its content, features, and integrations, and increase its headcount.
MobileTrain Genk, Belgium	Series A	Force Over Mass Capital	€4 million	MobileTrain is a Microlearning app for employees to help acquire new skills.	MobileTrain will use the investment to further develop its platform and accelerate its international expansion.
Impress.ai Singapore	Seed Round	Summit 29k	\$3 Million	Impress is a company the specializes in an AI chatbot software for HR teams.	Impress will use the investment to help with product development, attract talent, and expand into Australia, Hong Kong, and Taiwan.
Legion Redwood City, CA	Series C	Stripes	\$50 Million	Legion is a workforce management platform that helps companies manage and empower their hourly workers.	Legion plans on utilizing the funding to increase hiring and help with product innovation.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
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FUNDING ANNOUNCEMENTS (cont'd.)

Beisen Beijing, China	Series F	Fidelity International, Goldman Sachs, Primavera Capital Group, SoftBank Vision Fund	\$260 Million	Beisen is a "low code" core HR and talent management platform.	Beisen will utilize the investment for product innovations, customer service improvement, and talent recruitment.
Blind Berkeley, CA	Series C	Mainstreet Investment	\$37 Million	Blind is an anonymous workplace where verified professionals can connect.	Blind will use the funding to help grow and expand their business.
Figure San Francisco, CA	Seed Round	CRV	\$7.5 Million	Figure is a compensation platform that helps companies find how to appropriately pay their employees.	Figure plans to use the investment to expand its product offerings and scale its business.
HR Path Paris, France	Debt Financing	Société Générale, BNP, Crédit Agricole, Banque Palatine, LCI and Caisse d'Epargne	€113 Million	HR Path is a Human Capital Management Platform that has four main business areas: HR and HRIS Consulting, HRIS Implementation, HR outsourcing, and design and distribution of HR.	HR Path will utilize the funding to accelerate growth, expand internationally, and expand its value proposition in countries where they are currently present.
Zenovate Boston, MA	Seed Round	"Angel Investors from all over the country"	\$1 Million	Zenovate is an online mental and physical health wellbeing platform for employers and their employees.	Zenovate will use the funding to expand their company to help more people and bring down more barriers for care.
Vida Health San Francisco, CA	Series D	General Atlantic	\$110 Million	Vida Health provides benefits to help treat mental and physical conditions for employees.	Vida Health plans to use the funding to expand its network of clinicians, mental health coaches, dietitians, and licensed therapists along with deepening its machine learning capabilities, broaden its commercial efforts, and provide more people the care they need.
Utmost San Francisco, CA	Series B	Mosaic Ventures	\$21 Million	Utmost is an extended workforce solution platform that provides companies data and transparency for their extended workforce.	With the investment, Utmost will accelerate product innovation and extending their presence throughout North America and Europe.
WorkBoard Redwood City, CA	Series D	Softbank	\$75 Million	WorkBoard is a performance management platform.	Workboard will utilize the funding to develop its platform, customer community, and expand its sales and marketing efforts.
Collective Health San Francisco, CA	Series F	Health Care Services Corporation	\$280 Million	Collective Health is a platform that provides healthcare benefits to employers.	Collective Health will use the funding to enhance its platform so companies and individuals can more easily understand, navigate, and pay for healthcare.
Wedge Holland, MI	Seed Round	"Participation from new and existing investors"	\$1.6 Million	Wedge is a video recruiting platform that helps companies and candidates conduct simple and efficient video interviews.	Wedge will use the investment to enhance product development and operations.
PeopleSpheres Paris, France	Venture Round	Omnes, Irdi Capital, UL Invest and SWEN Capital Partnersto	\$10 Million	PeopleSpheres is a platform that allows companies to connect and synchronize all of their HR Software-as-a-Services (SaaS) softwares into one place.	PeopleSpheres will use the investment to expand internationally.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
MERGERS & ACQUISITIONS, STARTUPS					
PandoLogic and Wade & Wendy New York, NY and Herzliya, Israel	Acquisition	N/A	N/A	PandoLogic, a job advertising solution that is powered by analytics, machine learning, and AI, acquired Wade & Wendy, a conversational AI recruiting provider.	The acquisition will help deliver a more personalized application and candidate experience by adding Wade & Wendy's conversational AI to PandoLogic's PandoIQ.
StepStone and Mya Berlin, Germany and San Francisco, CA	Acquisition	N/A	N/A	StepStone, an online job marketplace, acquired Mya, a leading recruitment automation and conversational AI platform.	The acquisition will help StepStone's customers with better quality of hire.
Outmatch and Harver Dallas, TX and New York, NY	Acquisition	N/A	N/A	Outmatch, a competency-based assessment, behavioral interviewing, and online reference checking company, acquired Harver, a candidate selection platform.	The acquisition will help bolster Outmatch's products, along with bringing together 1,300 global customers.
Beam Australia Melbourne, Australia	Acquisition	N/A	N/A	Beam Australia is a job board where part-time employees can find jobs and employers can find talent.	Beam Australia launched Beamible, a work design platform that helps companies improve work design, and recognize new risks in a hybrid workplace.
Beeline and JoinedUp Jacksonville, FL and London, UK	Acquisition	N/A	N/A	Beeline, an extended workforce platform, acquired JoinedUp, a workforce solution that helps recruiters hire temp staffing with greater efficiencies.	With the acquisition of JoinedUp, Beeline can better serve its contingent workforce needs for its existing clients while expanding into new markets.
HR Path and Whitaker-Taylor Paris, France and Atlanta, GA	Acquisition	N/A	N/A	HR Path, a Human Capital Management (HCM) platform has four main business areas: HR and HRIS Consulting, HRIS Implementation, HR outsourcing, and design and distribution of HR. The company acquired Whitaker-Taylor, a SAP HR and HCM consulting and support firm.	The acquisition will help Whitaker-Taylor expand beyond the US, along with expanding both companies product lines and service offerings.
Execupay , Paydayz Payroll , and Paydayz Staffing San Antonio, TX and Olathe, Kansas	Acquisition	N/A	N/A	Execupay, a provider of payroll and HR solutions for small and medium-sized businesses, acquired Paydayz Payroll, a payroll service company, from Paydayz Staffing, a staffing solutions company.	The acquisition will help Execupay expand into additional markets that Paydayz Payroll serves.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
PRODUCT ANNOUNCEMENTS					
HubEngage Cambridge, MA	Product	N/A	N/A	Hubengage is an employee experience platform that helps streamline the employee experience and boost employee engagement.	HubEngage released a new employee experience platform where employees can communicate, interact, and be recognized. Companies can create employee surveys and forms.
ZoomInfo Vancouver, Canada	Product	N/A	N/A	ZoomInfo is a company that sells access to information on businesspeople and companies to professionals.	ZoomInfo launched ZoomInfo Recruiter which helps recruiting and human resources professionals identify, target, and connect to talent. Within the platform, individuals can see information such as work history, education, and department organizational charts.
Deluxe Shoreview, MN	Product	N/A	N/A	Deluxe is helps small businesses and financial institutions deepen relationships through technology solutions.	Deluxe launched Deluxe People Platform which is a digital HR platform for small and medium-sized businesses where they can integrate their payroll service with hiring, onboarding, time tracking, and HR services into one platform.
Oracle Austin, TX	Product	N/A	N/A	Oracle is a technology company that sells database software, cloud engineered system, and enterprise software products.	Oracle released Oracle Dynamic Skill which will give HR a view of the skills that already exist in their workforce to help develop and nurture their talent.
Trinet Dublin, CA	Product	N/A	N/A	TriNet provides HR solutions to small and medium-sized businesses.	TriNet released its TriNet Financial Services Preferred product which is a new HR solution for the financial services industry. Some of the key features include are guided onboarding, enhanced payroll and tax services, employee benefits, risk, and compliance management, and more.
Jensen Partners New York, NY	Product	N/A	N/A	Jensen Partners is a women-owned executive search and corporate advisory firm for alternative investment management companies.	Jensen Partners launched Diversity Metrics which is a software that combines self-reported diversity data and human capital management (HCM) technology for companies that seek to quantify, measure, and improve their workforce diversity.
ThinkWhy Dallas, TX	Product	N/A	N/A	ThinkWhy is a SaaS solution that provides HR and talent acquisition professionals with talent and labor market compensation intelligence.	ThinkWhy's LaborIQ Total Compensation provides market-driven salary and variable compensation answers for over 20,000 jobs.
Tugela People and Moorepay Milton Keynes, UK and Manchester, UK	Product	N/A	N/A	Tugela People, is a cloud-based human resources solutions provider that provides vendor selection, implementation, training, and managed services. Moorepay, a supplier of payroll and human resources solutions for businesses.	Tugla People has partnered with Moorepay to provide a new payroll platform. The payroll platform will provide all benefits of a cloud-based payroll platform.
TalentReef Denver, CO	Product	N/A	N/A	TalentReef is a provider of talent management solutions.	TalentReef released three new products with Fast Apply(SM), Automated Interview Scheduling, and two-way text communications. According to TalentReef, customers that have deployed the new features have reduced their recruiting time by up to 84 percent.
WorkForce Software Livonia, MI	Product	N/A	N/A	WorkForce Software is a workforce management platform.	Workforce Software released its WorkForce Suit which helps facilitate interactions, communication, and data between managers and their deskless staff to drive effective employee engagement.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
FUNDING ANNOUNCEMENTS					
Trainual Scottsdale, Arizona	Series B	Altos Ventures	\$27 Million	Trainual is an onboarding, training, and knowledge platform for small businesses.	Trainual will use the investment to add 50 new employees, expand its product innovation, and expand its business reach.
RepVue Chapel Hill, NC	Seed Round	Knoll Ventures	\$1 Million	RepVue is a ratings and career development platform for sales professionals.	The investment will be used to hire more staff and acquire more users.
Visier Vancouver, Canada	Series E	Goldman Sachs	\$125 Million	Visier is a people analytics platform that helps HR professionals answer workforce strategy questions.	Visier will use the investment to extend and accelerate product development and expand internationally.
Ramssol Group Cyberjaya, Malaysia	IPO	N/A	RM25.1 Million	Ramssol is a human capital management solutions and technology provider.	Ramssol will use the proceeds from the IPO to expand into the Philippines, expand its Feet and Lark apps, and invest into research and development.
Pequity San Francisco, CA	Series A	Norwest Venture Partners	\$19 Million	Pequity is a compensation platform where companies can create competitive compensation programs.	Pequity will use the funds to invest in product development and expand its hiring.
GoodTime San Francisco, CA	Series A	KTB Ventures	\$9.5 Million	GoodTime is an AI-based interview scheduling and hiring experience solution.	GoodTime will use the investment to accelerate innovation for their products and solutions and accelerate their go-to market growth in various industries.
Syndio Solutions Seattle, WA	Venture Round	Penny Jar Capital	\$1 Million	Syndio is a provider of a pay equity software that helps companies pay their employees more fairly.	Syndio will use the investment to accelerate growth and help companies establish lasting workplace equity.
Oyster Charlotte, NC	Series B	Stripes	\$50 Million	OysterHR is a human resource platform that helps companies hire talent, provide payroll, and more.	OysterHR plans to utilize the investment to extend its HR platform to more countries.
Beamery London, UK	Series C	Ontario Teachers' Pension Plan Board	\$138 Million	Beamery is an operating system that companies can use to attract, engage, and retain talent.	Beamery will utilize the investment funds to accelerate product growth, expand its commercial growth in existing and new areas, double the number of employees, and solidify its leadership in the talent space.
eqtble New York, NY	Seed Round	Initialized	\$2.7 Million	eqtble is a human resources data platform that turns employee data into insights.	eqtble plans to use the money to expand its business operations and reach.
Sense Dublin, Ireland	Series C	Avataar Venture Partners	\$16 Million	Sense is an AI-powered worker engagement and communication platform.	Sense will use the investment to accelerate innovation and development of the company's talent communication and engagement suite.
Candidate.co Seattle, WA	Seed Round	Voyager Capital	\$4 Million	Candidate.co is a talent referring platform.	Candidate.co will use the investment to expand its business.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
FUNDING ANNOUNCEMENTS (cont'd.)					
Gloat New York, NY	Series C	Accel	\$57 Million	Gloat is an internal talent marketplace that matches people to internal jobs.	Gloat intends to use the funds to accelerate product innovation and market expansion.
Payflow Barcelona, Spain	Seed Round	Unknown	€1 Million	Payflow is a company that allows companies to gain access to their wages instantly through a mobile app.	Payflow will use the investment to eliminate the financing bottlenecks and grow the loan book to offer salary on-demand to more people.
Remi Berlin, Germany	Pre-Seed Financing	btov Partners	€1.2 Million	Remi is a culture building platform for remote teams.	Remi will use the investment to expand their founding team and find a product market fit.
Apna Mumbai, India	Series B B	Insight Partners and Tiger Global	\$70 Million	Apna is a networking and jobs platform that helps blue and grey collar workers find communities and find jobs.	Apna will utilize the investment to increase and strengthen its presence with existing cities and expand across pan-India and other international markets. Additionally, the company seeks to hire more talent and build its engineering and product capabilities.
Lyra Health Burlingame, CA	Series F	Coatue	\$200 Million	Lyra Health helps improve access to mental health care for employees of companies.	The funding will be used to accelerate the delivery of its mental healthcare benefits and enhance of its international solutions.
Time is Ltd. Prague, Czech Republic	Seed Round	Mike Chalfen	\$5.6 Million	Time is Ltd is an employee communications analysis technology.	Time is Ltd. will use the funding to help drive international expansion and further product development.
Eightfold AI Santa Clara, CA	Series E	Softbank Vision Fund 2	\$220 Million	Eightfold AI is a talent intelligence platform that helps companies find, recruit, and retain workers.	Eightfold AI will use the investment to help continue its growth, develop their AI-powered Talent Intelligence Platform, and expand its partner system.
Clair New York, NY	Series A	Thrive Capital	\$15 Million	Clair provides instant pay access as a service for human capital management and gig platforms.	Clair will utilize the capital to expand its operations.
Stoke Palo Alto, CA	Series A	Battery Ventures	\$15.5 Million	Stoke is a remote teams and freelance management platform that helps companies manage payment, compliance, and hiring.	Stoke will utilize the investment to grow and expand the company.
ChartHop New York, NY	Series B	Andreessen Horowitz	\$35 Million	ChartHop is a people analytics platform for companies.	ChartHop will use the investment for product enhancements, investments in service and support, and growth in go-to market capabilities.
Commit Vancouver, Canada	Seed Round	Accomplice	\$6 Million	Commit is a networking website that helps match engineers to early-stage startups that are looking to hire.	Commit will utilize the funding to launch its platform to that matches engineers along with start-ups.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
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FUNDING ANNOUNCEMENTS (cont'd.)

eloomi Copenhagen, Denmark	Private Equity Round	Great Hill Partners	\$55 Million	eloomi is a corporate learning and performance management platform.	eloomi will use the investment to accelerate growth in the US and expand its go-to-market and product development efforts.
Teemyco Stockholm, Sweden	Seed Round	42CAP	\$3.2 Million	Teemyco is a platform that helps connect employees online and enables them to conduct online meetings.	Teemyco will use the funds to double their employee count, focus on product development, and scale their marketing efforts.
Pathrise San Francisco, CA	Series A Financing	Learn Capital	\$9 Million	Pathrise is an online mentorship and job placement website for tech professionals.	The funding will be used to grow their engineering team and invest in their platform.
Ganaz Seattle, WA	Series A	Trilogy Equity	\$7 Million	Ganaz is a workforce management platform for agriculture and food manufacturing companies.	Ganaz will use the investment to further develop their platform.
Pinwheel New York, NY	Series A	Coatue	\$20 Million	Pinwheel is a platform that allows consumers to connect their payroll account to any app.	The investment will help Pinwheel grow the coverage of its payroll platform, improve its conversion rate, and scale their team.

MERGERS & ACQUISITIONS, STARTUPS

RLDatix and Allocate Software London, UK and Chicago, IL	Acquisition	N/A	N/A	RLDatix, a provider of governance, risk, and compliance solutions for the healthcare industry, acquired Allocate Software, a human capital management solutions provider for healthcare organizations.	The acquisition will help RLDatix further accelerate their Applied Safety Intelligence product by helping shift healthcare from a reactive risk management to proactive prevention.
Mosaic Consulting Group and Westward Consulting Nashville, TN and San Antonio, TX	Acquisition	N/A	N/A	Mosaic Consulting Group, a UKG partner focused on HCM support and service, acquired Westward Consulting, a Kronos partner, focused on workforce performance consulting.	The merger will bring together the full suite of HCM and workforce management into one company.
Form and Rodio Braintree, MA and Alpharetta, GA	Acquisition	N/A	N/A	FORM, a field execution platform, acquired Rodio, a communication platform for companies with dispersed teams and an employee engagement technology.	The acquisition will help FORM become the first Digital Assistant for the frontline.
Talent Inc and Imkey Holding B.V. New York, NY and Breda, Netherlands	Acquisition	N/A	N/A	Talent Inc., provides professional resume writing, professional CV writing, and interview preparation, acquired Imkey Holdings, a subscription-based platform for online resume building.	The acquisition will help Talent Inc expand their product offerings to people that are writing a resume for the first time or those that are not interested in working with a professional writer. Additionally, Imkey's international presence will help Talent Inc expand into global markets.

ORGANIZATION	TRANSACTION	SOURCE OF FUNDS	MONEY RAISED	PRODUCT DESCRIPTION	OBSERVATIONS
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MERGERS & ACQUISITIONS, STARTUPS (cont'd.)

People 2.0 and TalentWave Exton, PA and Denver, CO	Acquisition	N/A	N/A	People 2.0, a provider of employer of record and agent of record services for the talent procurement sector, acquired TalentWave, a provider of employer of record, agent of record, and workforce compliance services.	The combination of companies will broaden their collective reach into the workforce intermediaries industry.
Hibob and Cassiopeia New York, NY and San Francisco, CA	Acquisition	N/A	N/A	Hibob, a Human Capital Management platform (HCM), acquired Cassiopeia, an AI-based workplace relationship analytics company that helps improve communication, work-life balance, and collaboration.	The acquisition will help Hibob provide more tools and solutions for companies via more work modules, and help ensure a supportive employee experience.
Welsh, Carson, Anderson & Stowe (WCAS) and Absorb Software New York, NY and Calgary, Canada	Acquisition	N/A	N/A	Welsh, Carson, Anderson & Stowe (WCAS), a technology-focused private equity firm, acquired Absorb Software, a cloud-based learning and performance management software.	WCAS and the new Board of Directors will help Absorb lead vision for its next phase of growth.
xto10x and Dockabl Bangalore, India	Acquisition	N/A	N/A	xto10x, an employee engagement company and Objectives and Key Results (OKR) implementor, acquired Dockabl, an employee experience platform.	The acquisition will now give xto10x a comprehensive solution where companies can align objectives with employee performance and manage feedback in one platform.
WEX and benefitexpress Portland, ME and Schaumburg, IL	Acquisition	N/A	\$275 Million	WEX, a financial technology service and payment solutions provider, acquired benefitexpress, a cloud-based benefits administration technologies and services company.	The acquisition will help WEX offer additional tools for benefit enrollment, decision support, ACA compliance, and more.
UKG and Everything Benefits Weston, FL and New Providence, NJ	Acquisition	N/A	N/A	UKG, a provider of Human Capital Management (HCM), payroll, HR service delivery, and workforce management, acquired EverythingBenefits, an AI-powered benefits administrator.	The acquisition will help further integrate the already existing technology partnership along with helping create more opportunities to unify products and improve customer experience.