recruiting events; import resumes.
• Qualification features:
  Online application processes with
  prescreening questions and sourcing
  data collection; self-schedule interviews;
  incorporate background assessment
• Tracking and compliance features:
  E-Verify and WOTC integration; EEO
  collection and reporting
• Hiring features:
  HRIS integrations; approval process and
  onboarding with eSignature
• User access/administration features:
  Requisition management and automated
  requisition approval; task management;
  vendor portal/user access; automated
  hiring manager feedback process

3. Kenexa

Web site: www.kenexa.com

Kenexa® is in the business of improving
companies. With every person we
recruit, every assessment we administer,
every technology solution we deliver,
every survey we conduct, and every
compensation strategy we support,
businesses are impacted. And because
business relies on metrics, we rely on
measurable outcomes that prove we've
helped companies become better.

No. of subscribers in 2011: N/A

Key clients in 2011: N/A

Services provided:
• 2x BrassRing (talent acquisition solution)
• 2x Recruit (mid-market talent
  acquisition solution)
• Social solutions (talent acquisition)
• 2x Onboard (onboarding solution)
• 2x Perform (performance
  management, competency management,
  succession management, and

compensation management)
• 2x Mobile (mobile talent
  management platform)
• Learning management suite (LMS, LCMS,
  social and mobile learning)
• CompAnalyst (compensation analytics toolset)
• Compensation market data surveys
• IPAS (compensation market data for
  large, global organizations)
• Job descriptions and competency libraries
• Competency design consulting services

4. iCIMS, Inc.

Web site: www.icims.com

iCIMS is focused on solving corporate business
issues through the implementation of easy-
to-use, scalable solutions that are backed
by award-winning customer service. iCIMS'
Talent Platform, a candidate management
solution, enables organizations to manage
their entire talent acquisition lifecycle from
sourcing to recruiting and onboarding all
within a single web-based application. With
more than 1,000 clients worldwide, iCIMS is
one of the fastest-growing talent acquisition
system providers with offices in North
America, U.K., and China.

No. of subscribers in 2011: More than 1,000

Key clients in 2011: Talbots Inc., L.L. Bean,
Kate Spade, Aramark Corporation, Citgo,
Modell's Sporting Goods, NPR, PUMA, Mobile
Mini, Inc., Suncor Energy, Tory Burch, Waters
Corporation, and The Children's Place

Services provided:
iCIMS NOW!
iCIMS Recruit:
• Social Recruit Power-Up
• Job Board Posting Power-Up
iCIMS Onboard:
• e-Verify Power- Up
• WOTC Power-Up

5. SilkRoad Technology

Web site: www.silkroad.com

SilkRoad is a global provider of cloud-
based social talent management software.
We are passionate about creating the
finest employee experience, which drives
everything they do. SilkRoad Life Suite
is an integrated set of employer-branded
TM/HCM solutions that power businesses
with the latest Web 2.0 and social media
innovations: OpenHire for recruiting,
RedCarpet for onboarding and life events,
WingSpan for performance management,
GreenLight for learning management,
Eprise for intranets, and HeartBeat for
trusted HRMS. The Life Suite is suited
for businesses of every size because of
its unique and open "start anywhere"
architecture – implement the complete
suite or begin with one solution and add
functionality as you need it.

No. of subscribers in 2011: 2,200

Key clients in 2011: Clear Channel
Communications, Logitech, Make-A-Wish
Foundation of America, Rocket Software,
Queensland Bank, Mighty River Power,
Living Social

Services provided:
OpenHire – Recruiting: Social recruitment
tools; distribution partnerships with Indeed,
Simply Hired, and Jobfox; applicant tracking
and screening; EEO and OFCCP compliance

RedCarpet – Onboarding & Life Events:
Personalized employee portal; electronic
forms with electronic signatures and auto-
populated fields; task management tools;
I-9 & E-Verify native integration

WingSpan – Performance: 360 degree
assessments; social media integration;

branding; configurable fields facilitate SMART aligned goals; succession plans; set compensation based on performance reviews, goal attainment, etc.

GreenLight – Learning: assign courses; monitor compliance; track results; create content; generate reports

HeartBeat – HRMS: track and manage all worker-types in real-time; full suite of self-service features and function; build employee benefits plans and services

Eprise – Intranets: digital image management module; core library services

6. SuccessFactors, an SAP Company

Web site: www.successfactors.com

SuccessFactors provides business execution software solutions that drive business results in organizations of every size and category. The company is changing the game by using a new approach to business. We are on a mission to solve the biggest problem in business today: the ability to execute. We serve more than 3,500 customers with more than 15 million subscribers in 168 countries and 34 languages.

No. of subscribers in 2011: N/A

Key clients in 2011: N/A

Services provided:
• Performance and goals
• Compensation
• Recruiting
• Learning
• Core HR
• Succession and development
• Workforce planning
• Workforce analytics
• Collaboration and social learning

7. Epicor

Web site: www.epicor.com

Epicor Software Corporation (recently combined with Activant Solutions Inc.) is a global leader delivering business software solutions to the manufacturing, distribution, retail and services industries. With nearly 40 years of combined experience serving mid-market organizations and divisions of Global 1000 companies, Epicor has more than 20,000 customers in over 150 countries. Epicor enterprise resource planning (ERP), point of sale (POS), supply chain management (SCM), and human capital management (HCM) enables companies to drive increased efficiency and improve profitability.

No. of subscribers in 2011: N/A

Key clients in 2011: N/A

Services provided:
Epicor®HCM talent management tools:
• Recruitment and onboarding tools
• Performance management
• Training and development
• Succession planning

8. Saba

Web site: www.saba.com

Saba is a provider of people systems that enable today's people-driven enterprises. By combining learning, people management and collaboration technologies, Saba delivers solutions that help mobilize and engage people to drive new strategies and initiatives, align and connect people to accelerate the flow of business, and cultivate individual and collective know how to achieve exceptional results. Saba's global customer base includes major global organizations and industry leaders in financial services, life sciences

and healthcare, high tech, automotive and manufacturing, retail, energy and utilities, packaged goods, and public sector organizations, including 51 percent of the Fortune 100.

No. of subscribers in 2011: N/A

Key clients in 2011: N/A

Services provided:
Talent Management Suite:
• Goals & objectives
• Social performance
• Workforce planning
• Performance reviews and appraisals
• Succession planning
• Compensation

9. Vurv (Taleo)

Web site: www.taleo.com

Taleo combines leading on-demand talent management solutions with the industry's largest ecosystem of customers, partners and candidates. Taleo's solutions and ecosystem together provide businesses of all sizes the Talent Intelligence necessary to better know their people and grow their businesses. More than 5,000 organizations use Taleo for talent acquisition, performance and compensation management, including nearly half of the Fortune 100, across 187 countries and territories.

No. of subscribers in 2011: N/A

Key clients in 2011: N/A

Service provided:
• Recruiting
• Performance
• Learning
• Compensation
• Succession