

# Ranked Resources

A quick snapshot of the Baker's Dozen-listed companies.

By The Editors

Our annual resource guide has more than 1,200 service companies within 18 sectors of human resources service operations. And within our impressive listing are the six sectors that *HRO Today* conducts its customer satisfaction surveys around: Talent Management Technology; Relocation; Recognition; Managed Services Programs; Recruitment Process Outsourcing; and Background Screening.

Our web-based, customer satisfaction surveys allow us to rate providers on three indices: breadth of service, size of deal, and quality of service. We require a specific amount of surveys in order to have a sufficient amount of data to analyze. We survey thousands of HR leadership-level executives and according to our recent reader survey, 71 percent of respondents reference the Baker's Dozen during the provider selection process and 79 percent report the the ranking influences their decision.

**Here are the most recent winners by category.**

## 2015 Talent Management Technology Winners

1. Hireology
2. Halogen Software
3. iCIMS
4. TalentWise
5. Jobvite
6. IBM
7. myStaffingPro, a Paychex, Inc. company
8. Lumesse

## 2015 Relocation Winners

1. Mobility Services International (MSI)
2. NuCompass Mobility Services
3. Graebel Relocation
4. NEI Global Relocation
5. Global Mobility Solutions (GMS)
6. AIReS
7. Weichert Workforce Mobility
8. Xerox Relocation & Assignment Services
9. TheMIGroup (see page 61 for more information)
10. SIRVA Worldwide Relocation and Moving (see page 60 for more information)
11. MoveCenter
12. Paragon Relocation

### 2015 Managed Services Program Winners

1. Pontoon
2. Guidant Group, Inc. (see page 50 for more information)
3. Staff Management I SMX (see page 55 for more information)
4. Agile•1
5. Bartech
6. Allegis Global Solutions
7. Randstad Sourceright
8. Yoh
9. Superior Group (see page 55 for more information)
10. Geometric Results, Inc. (GRI)
11. Advantage xPO
12. ZeroChaos
13. Volt Consulting Group

### 2015 Recognition Winners

1. Madison Performance Group
2. Globoforce
3. Achievers
4. Rideau Recognition Solutions (see page 41 for more information)
5. BI WORLDWIDE
6. O.C. Tanner (see page 40 for more information)
7. Inspirus
8. Point Recognition
9. Maritz Motivation Solutions
10. Royal Recognition
11. MTM Recognition
12. Michael C. Fina
13. Rymax Marketing Services

### 2015 Recruitment Process Outsourcing Winners

1. Randstad Sourceright
2. PeopleScout/hrX
3. Cielo (formerly Pinstripe & Ochre House)
4. Alexander Mann Solutions
5. Seven Step RPO
6. WilsonHCG (see page 56 for more information)
7. Futurestep
8. Allegis Global Solutions
9. IBM
10. Pontoon
11. Hudson RPO
12. Yoh
13. Novotus

### 2014 Background Screening Winners

1. Aurico Reports, Inc.
2. Employment Background Investigations, Inc (EBI)
3. Asurint
4. PeopleG2
5. IntelliCorp Records, Inc.
6. Universal Background Screening (see page 66 for more information)
7. Global HR Research
8. TalentWise
9. Verified Person, Inc.
10. PreCheck Inc.
11. Accurate Background
12. SterlingBackcheck
13. SecurTest, Inc. - The iReviewNow Company

# HRO TODAY

## 2016 Resource Guide

We know that the readers of *HRO Today* magazine turn to us as the go-to resource in the industry that delivers trends, insights, and the top resources for all of their human resources operations and service needs. In our annual 2016 Resource Guide we aim to showcase providers and product vendors across 18 sectors of HR services.

Here you will find providers of everything from recruitment process outsourcing (RPO) to benefits administration to multi-process 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.

### Service and Product Domains

27	Benefits Consulting (BC)
29	Enterprise/Multi-process HRO (EH)
30	Finance & Accounting (F&A)
31	Financial Services & Research Analysts (FS)
32	Health Benefits (HB)
34	HR Management Consultants (HRM)
36	HR Technology, Social and Mobile (TECH)
39	Incentives & Recognition (I)
42	Information Technology (IT)
43	PEOs & ASOs (PEO)
45	Payroll Software & Services (P)
47	Professional Associations & Education (PAE)
48	Recruiting, Staffing, & Search (REC)
57	Relocation (REL)
62	Screening & Workplace Security (SCR)
67	Sourcing Consultants & Legal Services (CON)
69	Training & Development (T&D)
72	Wealth & Specialty Benefits (WEL)

Benefits  
ConsultingWHAT YOU  
NEED TO KNOW

According to MetLife's 13th Annual U.S. Employee Benefit Trends Study, 41 percent of employers ranked retention as their top employee benefits objective. Benefits program 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	OTHER SERVICES
5500Tax Group, Inc.	5500tax.com	F&A
Aetna Inc.	www.aetna.com	HB, WEL
AIG	www.aig.com	FS, F&A, HB, WEL
Alliant Insurance Service	www.alliant.com/Pages/default.aspx	HRM, CON, WEL
Aon Hewitt	www.aon.com	HB, HRM, EH, P, REC
Astral Consulting	www.astralconsultants.com	HRM, FS, T&D
AmeriHealth Administrators	www.ahatpa.com	HB
AXA Advisors, LLC	www.axa.com	WEL
Barnett Associates	www.barnettassociates.com	F&A
Barrow Group, LLC	www.barrowgroup.com	REC, HB, WEL
BeneCom Associates, LLC	www.benecomassociates.com	HB
Benefit & Risk Management Services	www.brmsonline.com	HB, I
Benefit Concepts	www.benefitconcepts.com	HB, TECH, IT, WEL
Benefitfocus.com, Inc.	www.benefitfocus.com	TECH, IT
BenefitVision Inc.	www.benefitvision.com	TECH, HRM
BenefitWorks, LLC	www.benefitworks.com	WEL
Benelogic	www.benelogic.com	TECH
BenXL	www.BenXL.com	T&D, IT, WEL, HRIS
BNP Paribas Fortis	www.bnpparibasfortis.com	F&A
Brokerage Concepts Inc.	www.bcitpa.com	WEL
Brown & Brown, Inc.	www.bbinsurance.com	WEL, F&A
Brown Rudnick Berlack Israels	www.brownrudnick.com	CON
CIGNA Group Insurance	www.cigna.com	HB
Clark Consulting	www.clarkconsulting.com	HB, WEL
COBRAGUARD, Inc.	www.cobraguard.net	TECH
Combined Insurance Co. of America	www.combinedinsurance.com	HB, WEL
Corporate Benefit Strategies, Inc.	www.cbscobra.com	HRM, P, TECH
Curcio Webb	www.curciowebb.com	EH, HRM, CON, TECH, P
Ebix Health	www.bsiweb.com	HRM, TECH, HB, I
Empliant	www.empliant.com	TECH, IT
eni - Dynamic work/life solutions	www.eniweb.com	HB, T&D, WEL, I
FBMC	www.fbmc.com	HB
Frost Insurance	www.frostbank.com	HRM, HB, F&A
Gallagher Benefit Services, Inc.	www.gallagherbenefits.com	HB, HRM, PEO, WEL,
Holmes Murphy & Associates Inc.	www.holmesmurphy.com	HB, WEL

## Benefits Consulting

### WHAT YOU NEED TO KNOW

According to MetLife's 13th *Annual U.S. Employee Benefit Trends Study*, 41 percent of employers ranked retention as their top employee benefits objective. Benefits program 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	OTHER SERVICES
HR Best Practices	<a href="http://www.HRBestPractices.com">www.HRBestPractices.com</a>	HB, HRM
Hub International Ltd.	<a href="http://www.hubinternational.com">www.hubinternational.com</a>	HB, WEL
Hylant Group	<a href="http://www.hylant.com">www.hylant.com</a>	HB, WEL
J. Smith Lanier & Co.	<a href="http://www.jsmithlanier.com">www.jsmithlanier.com</a>	HB, WEL
Jardine Lloyd Thompson Group P.L.C.	<a href="http://www.jlt.com">www.jlt.com</a>	HB, WEL, HRM, I, F&A
John L. Wortham & Son, L.P.	<a href="http://www.worthaminsurance.com">www.worthaminsurance.com</a>	HB, WEL
Lockton Companies. Inc.	<a href="http://www.lockton.com">www.lockton.com</a>	HB, WEL
Marsh & McLennan Companies	<a href="http://www.mmc.com">www.mmc.com</a>	HB, WEL
McGriff, Seibels & Williams, Inc	<a href="http://www.mcgriff.com">www.mcgriff.com</a>	HB, WEL, FS
Meadowbrook Insurance Group, Inc.	<a href="http://www.meadowbrookinsgrp.com">www.meadowbrookinsgrp.com</a>	HB, WEL
Mercer	<a href="http://www.mercer.com">www.mercer.com</a>	EH, HB, HRM, TECH, WEL, I
myBenefitStatements	<a href="http://www.mybenefitstatements.com">www.mybenefitstatements.com</a>	HB, I, WEL
myCafeteriaPlan	<a href="http://www.mycafeteriaplan.com">www.mycafeteriaplan.com</a>	HB, WEL
NationalHR, Inc.	<a href="http://www.nationalhr.com">www.nationalhr.com</a>	HB, WEL, HRM
New York Life Insurance Company	<a href="http://www.newyorklife.com">www.newyorklife.com</a>	HB, WEL
Prince Insurance Agency, Inc.	<a href="http://www.nashvillecommercialinsurance.com">www.nashvillecommercialinsurance.com</a>	
Professional Benefits Services	<a href="http://www.professionalbenefits.net">www.professionalbenefits.net</a>	HRM, HB, I
Providence Benefits Group	<a href="http://www.PBGdirect.com">www.PBGdirect.com</a>	HB, WEL
Quest Analytics	<a href="http://www.questanalytics.com">www.questanalytics.com</a>	CON
Secova	<a href="http://www.secova.com">www.secova.com</a>	HB, WEL, SCR
Sheakley Group	<a href="http://www.sheakley.com">www.sheakley.com</a>	HB, HRM, P, I
SunGard Employee Benefit Systems	<a href="http://www.sungard.com">www.sungard.com</a>	IT, CON, EH, FS
The Boon Group	<a href="http://www.boongroup.com">www.boongroup.com</a>	HB, WEL, EH, TECH
The Leavitt Group	<a href="http://www.leavitt.com">www.leavitt.com</a>	HB, WEL, T&D
The Loomis Company	<a href="http://www.loomisco.com">www.loomisco.com</a>	HB, WEL
The Principal Financial Group	<a href="http://www.principal.com">www.principal.com</a>	F&A
The Standard	<a href="http://www.standard.com">www.standard.com</a>	HB, WEL
Towers Watson	<a href="http://www.towerswatson.com">www.towerswatson.com</a>	EH, HB, HRM, IT, P, REC, REL, SCR, T&D, WEL, TECH, I
Trion	<a href="http://www.trion.com">www.trion.com</a>	HB, I
USI Holdings Corporation	<a href="http://www.usi.biz">www.usi.biz</a>	HB, WEL
Willis	<a href="http://www.willis.com/wpl.aspx">www.willis.com/wpl.aspx</a>	HB, WEL
Willis Personal Lines, LLC	<a href="http://www.hrhsolutions.com">www.hrhsolutions.com</a>	HB, WEL
Workplace Dimensions, Inc.	<a href="http://www.workplacedimensions.com">www.workplacedimensions.com</a>	HRM, REC, T&D
Workscape, An ADP Company	<a href="http://www.workscape.com">www.workscape.com</a>	HRM, TECH, T&D
WorkTerra	<a href="http://www.workterra.com">www.workterra.com</a>	HB, TECH, P, SCR, I, REC

Enterprise/  
Multi-process  
HROWHAT YOU  
NEED TO KNOW

Multi-process HRO (MPHRO) is staying strong: According to market research firm Beroe, MPHRO is experiencing a promising increase of six percent in 2015. MPHRO hit a market size of \$36 billion in 2014. MPHRO services include benefits consulting and administration, employee recognition and incentives, TECH 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	OTHER SERVICES
Accenture	<a href="http://www.accenture.com/hrbpo">www.accenture.com/hrbpo</a>	EH, HRM, TECH, IT, REC, CON T&D
ADP Inc.	<a href="http://www.adp.com">www.adp.com</a>	EH, TECH, P, PEO, SCR, F&A, HRM
Aditro Group	<a href="http://www.aditro.com">www.aditro.com</a>	F&A, FS, TECH, IT, P, T&D
Benefit Decisions	<a href="http://www.benefitdecisions.com">www.benefitdecisions.com</a>	BC, HB, HRM, WEL, TECH
Caliber Point, a Hexaware subsidiary	<a href="http://www.caliberpoint.com">www.caliberpoint.com</a>	BC, F&A, FS, HRM, IT, P, REC, REL, SCR, T&D
Capgemini	<a href="http://www.capgemini.com">www.capgemini.com</a>	F&A, IT, HRM, CON
CDP Group Limited	<a href="http://www.cdpgroupltd.com/En/About/About1.shtml">www.cdpgroupltd.com/En/About/About1.shtml</a>	BC, HRM, TECH, IT, P, REC, REL, CON, T&D
Convergys Corporation	<a href="http://www.convergys.com">www.convergys.com</a>	BC, F&A, HRM, TECH, IT, P, REL, SCR, T&D,
EXL Service Company	<a href="http://www.exlservice.com">www.exlservice.com</a>	F&A, CON
Genpact	<a href="http://www.genpact.com">www.genpact.com</a>	F&A, TECH, I, IT, P, REC, SCR, T&D
Hewlett Packard	<a href="http://www.hp.com">www.hp.com</a>	IT, P, F&A, TECH
IBM Corporation	<a href="http://www.ibm.com">www.ibm.com</a>	F&A, HRM, TECH, IT, P, REL, SCR, T&D,
Infosys BPO Ltd	<a href="http://www.infosysbpo.com">www.infosysbpo.com</a>	F&A, FS, HRM, TECH, IT, P, REC, SCR, T&D, CON
NGA HR	<a href="http://www.ngahr.com">www.ngahr.com</a>	HRM, TECH, P
Tata Consultancy Services	<a href="http://www.tcs.com">www.tcs.com</a>	IT, TECH
Thomsons Online Benefits	<a href="http://www.thomsons.com">www.thomsons.com</a>	IT, BC, TECH
W Squared	<a href="http://wsquared.com">wsquared.com</a>	F&A, IT, P, TECH, REC
Wipro Ltd	<a href="http://www.wipro.com">www.wipro.com</a>	CON, IT
Xchanging	<a href="http://www.xchanging.com">www.xchanging.com</a>	F&A, BC, HRM, IT, P, REC, REL, SCR, T&D, WEL
Xerox	<a href="http://services.xerox.com">http://services.xerox.com</a>	F&A, HRM, TECH, IT, REC, REL, SCR,

## Finance & Accounting

### WHAT YOU NEED TO KNOW

According to research firm Everest Group, the FAO market is a hitting maturity level with its growth tapering to nearly 6 percent and renewals as the main market activity. Financial and accounting 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. But with maturity, Everest finds buyer expectations are more value-centric around predictive and prescriptive analytics capabilities included in hybrid contracts.

COMPANY	URL	OTHER SERVICES
Accountants Anywhere	<a href="http://www.accountant-anywhere.com">www.accountant-anywhere.com</a>	FS, CON
Becher, Della Torre, Gitto & Company	<a href="http://www.bdgcpa.com">www.bdgcpa.com</a>	BC
Capita Group	<a href="http://www.capita.co.uk">www.capita.co.uk</a>	REC, P, SCR
Concur, an SAP Company	<a href="http://www.concur.com">www.concur.com</a>	TECH
Global Tax Network, LLC	<a href="http://www.gtn.com">www.gtn.com</a>	
Liberata PLC	<a href="http://www.liberata.com">www.liberata.com</a>	P, IT,
Lockheed Martin	<a href="http://www.lockheedmartin.com">www.lockheedmartin.com</a>	IT
Motif, Inc.	<a href="http://www.motifinc.com">www.motifinc.com</a>	FS, P, SCR
Osource India Pvt. Ltd.	<a href="http://www.osourceindia.com">www.osourceindia.com</a>	TECH, IT, REC, I
Outsourcing CPA	<a href="http://www.outsourcingcpa.com">www.outsourcingcpa.com</a>	P
SAIC	<a href="http://www.saic.com">www.saic.com</a>	HB, SCR, IT, T&D
The Rehmann Group	<a href="http://www.rehmann.com">www.rehmann.com</a>	WEL, F&A



## Financial Services & Research Analysts

### WHAT YOU NEED TO KNOW

This section includes firms that manage investments in market securities and/or invest in HRO providers. Firms. Analysts from these firms write reports that reflect stock and valuation trends within the industry.

COMPANY	URL	OTHER SERVICES
451 Research	451research.com	
Accretive, LLC	www.accretivelc.com	WEL, HB, EH, HRIS, T&D
Advent International Corporation	www.adventinternational.com	HB, WEL
Brean Capital, LLC	www.breancapital.com	
De Bellas & Co.	www.debellas.com	REC,IT
Deutsche Bank	www.db.com/usa/	
Everest Research Group	www.research.everestgrp.com	IT
First Analysis Securities Corp.	www.firstanalysis.com	
Frontenac Company	www.frontenac.com	
Green Retirement Plans	www.greenretirementplans.com	
GTCR Golder Rauner, LLC	www.gtcr.com	IT, HB
GulfStar Group	www.gulfstargroup.com	
IDC	www.idc.com	IT
Janney	www.janney.com	
JP Morgan Securities	www.jpmorgan.com	
Lake Capital	www.lakecapital.com	
Legg Mason, Inc.	www.leggmason.com	WEL
Merrill Lynch & Co., Inc.	www.ml.com	
Morgan Stanley	www.morganstanley.com	
NelsonHall	www.nelson-hall.com	
Odyssey Investment Partners, LLC	www.odysseyinvestment.com	
Pacific Crest Securities	www.pacific-crest.com	
Raymond James Financial, Inc.	www.raymondjames.com	WEL
Robert W. Baird & Co. Incorporated	www.rwbaird.com	
Rudder Capital LLC	www.ruddercapital.com	
Saratoga Institute	www.pwc.com/saratoga	T&D
SunTrust Robinson Humphrey	www.suntrustrh.com	
Technology Holdings	www.technology-holdings.com	IT, EH
Thomas Weisel Partners	www.tweisel.com	WEL
UBS Investment Bank	www.ubs.com	
US Bancorp Piper Jaffray	www.piperjaffray.com	
William Blair & Company, LLC	www.williamblair.com	WEL



## Health Benefits

### WHAT YOU NEED TO KNOW

According to the *2015 Aflac WorkForces Report*, 59 percent of employees are likely to take a job with slightly lower pay but a more robust benefits package. This might be driven by the fact that the same survey showed that 26 percent of organizations increased copay and 29 percent increased the share of the premium. Organizations are now also more open to offering consumer-directed health plans (CDHP). According to Mercer's *2014 National Survey of Employer-Sponsored Health Plans*, 66 percent of organizations with more than 500 employees are very likely to offer a CDHP by 2017. The market is calling for employees to take greater control of their health and wellness strategies.

COMPANY	URL	OTHER SERVICES
Affiliated Physicians	<a href="http://www.affiliatedphysicians.com">www.affiliatedphysicians.com</a>	SCR
Alliance Workplace Solutions	<a href="http://www.alliancews.com">www.alliancews.com</a>	BC
American Dental Association, Dental Plan	<a href="http://www.ada.org">www.ada.org</a>	PAE
America's Choice Healthplans	<a href="http://www.achonline.com">www.achonline.com</a>	BC
AmeriPlan USA	<a href="http://www.ameriplanusa.com">www.ameriplanusa.com</a>	
Ameritas Group	<a href="http://www.ameritas.com/wps/portal/corp">www.ameritas.com/wps/portal/corp</a>	BC
Assist America Inc.	<a href="http://www.assistamerica.com">www.assistamerica.com</a>	
Barrow Group, LLC	<a href="http://www.barrowgroup.com">www.barrowgroup.com</a>	REC, WEL
Behavioral Health Systems, Inc.	<a href="http://www.behavioralhealthsystems.com/index.htm">www.behavioralhealthsystems.com/index.htm</a>	
BeneTrac	<a href="http://www.benetrac.com">www.benetrac.com</a>	IT, TECH, P
Bensinger, DuPont & Associates (BDA)	<a href="http://www.bensingerdupont.com">www.bensingerdupont.com</a>	T&D, SCR
Berkshire Health Partners	<a href="http://www.bhp.org">www.bhp.org</a>	
Blue Cross and Blue Shield	<a href="http://www.bcbs.com">www.bcbs.com</a>	
Blue Cross Blue Shield of Nebraska	<a href="http://www.nebraskablue.com">www.nebraskablue.com</a>	
Blue Shield of California	<a href="http://www.blueshieldca.com">www.blueshieldca.com</a>	
Caremark	<a href="http://www.caremark.com">www.caremark.com</a>	
CBIZ Human Capital Services	<a href="http://www.cbiz.com/hr">www.cbiz.com/hr</a>	BC, HRM, P, REC, T&D
ChoiceCare Humana	<a href="http://www.humana.com">www.humana.com</a>	
CIGNA	<a href="http://www.cigna.com">www.cigna.com</a>	BC
CobraHelp	<a href="http://www.cobrahelp.com">www.cobrahelp.com</a>	T&D
Comprehensive Health Services, Inc.	<a href="http://www.chsmedical.com">www.chsmedical.com</a>	SCR
ComPsych Corporation	<a href="http://www.compsych.com">www.compsych.com</a>	HRM
ConnectYourCare	<a href="http://www.connectyourcare.com">www.connectyourcare.com</a>	
Delta Dental Plans Association	<a href="http://www.deltadental.com">www.deltadental.com</a>	
Dental Care Plus, Inc.	<a href="http://www.dentalcareplus.com">www.dentalcareplus.com</a>	
Dental Health Alliance	<a href="http://www.dha.com">www.dha.com</a>	PAE
Dental Network of America, Inc.	<a href="http://www.dnoa.com">www.dnoa.com</a>	
Dentistat	<a href="http://www.dentistat.com">www.dentistat.com</a>	
Dossia Services Corp	<a href="http://www.dossia.org">www.dossia.org</a>	TECH, IT
Empire Blue Cross Blue Shield	<a href="http://www.empireblue.com">www.empireblue.com</a>	
EmployeeCare	<a href="http://www.e-dependentcare.net">www.e-dependentcare.net</a>	FS
Empyrean Benefit Solutions	<a href="https://goempyrean.com">https://goempyrean.com</a>	
Evolution1, Inc. - a WEX Company	<a href="http://www.evolution1.com">www.evolution1.com</a>	BC
Excellus BlueCross BlueShield	<a href="http://www.excellusbcbs.com">www.excellusbcbs.com</a>	
Express Scripts	<a href="http://www.express-scripts.com">www.express-scripts.com</a>	

## Health Benefits

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COMPANY	URL	OTHER SERVICES
EyeMed Vision Care	<a href="http://www.eyemedvisioncare.com">www.eyemedvisioncare.com</a>	
Fallon Health	<a href="http://www.fchp.org">www.fchp.org</a>	
First Health	<a href="http://www.firstthehealth.com">www.firstthehealth.com</a>	
Gilsbar, Inc	<a href="http://www.gilsbar.com">www.gilsbar.com</a>	
Great Northern Staff Administrators	<a href="http://www.gnsadmin.com">www.gnsadmin.com</a>	P, HRM, SCR, PEO, BC
Great-West Financial	<a href="http://www.gwla.com">www.gwla.com</a>	WEL
Guardian	<a href="http://www.guardianlife.com">www.guardianlife.com</a>	BC, WEL
Harris Rothenberg International (HRI)	<a href="http://www.hriworld.com">www.hriworld.com</a>	BC, T&D, WEL, IT, HRM
Health Management Systems of America	<a href="http://www.hmsanet.com">www.hmsanet.com</a>	WEL
Healthcare Horizons Consulting Group Inc.	<a href="http://www.healthcarehorizons.com">www.healthcarehorizons.com</a>	F&A
HighRoads	<a href="http://www.highroads.com">www.highroads.com</a>	
Humana Inc.	<a href="http://www.humana.com">www.humana.com</a>	
Independent Health	<a href="http://www.independenthealth.com">www.independenthealth.com</a>	
Kaiser Permanente	<a href="http://www.kaiserpermanente.org">www.kaiserpermanente.org</a>	
LifeCare, Inc.	<a href="http://www.lifecare.com">www.lifecare.com</a>	
Magellan Health Services	<a href="http://www.magellanhealth.com">www.magellanhealth.com</a>	WEL
MHN	<a href="http://www.mhn.com">www.mhn.com</a>	T&D
Morneau Shepell	<a href="http://www.morneaushepell.com">www.morneaushepell.com</a>	BC, WEL
Mutual of Omaha Insurance Company	<a href="http://www.mutualofomaha.com">www.mutualofomaha.com</a>	BC, WEL
myCafeteriaPlan	<a href="http://www.myCafeteriaPlan.com">www.myCafeteriaPlan.com</a>	WEL, F&A
National Vision Administrators (NVA)	<a href="http://www.e-nva.com">www.e-nva.com</a>	
Nationwide Mutual Insurance Company	<a href="http://www.nationwide.com">www.nationwide.com</a>	BC, WEL
Partners Rx Management, LLC	<a href="http://www.partnersrx.com">www.partnersrx.com</a>	
Premise Health	<a href="http://www.premisehealth.com">www.premisehealth.com</a>	
OptumRX	<a href="http://www.optumrx.com">www.optumrx.com</a>	
Stratose	<a href="http://www.stratose.com">www.stratose.com</a>	
The IHC Group	<a href="http://www.myihcgroup.com">www.myihcgroup.com</a>	
The Vitality Group	<a href="http://www.thevitalitygroup.com">www.thevitalitygroup.com</a>	
UnitedHealthcare	<a href="http://www.uhcwest.com">www.uhcwest.com</a>	
Vision Service Plan (VSP)	<a href="http://www.vsp.com">www.vsp.com</a>	
Walgreens Health Initiatives	<a href="http://www.walgreenshealth.com">www.walgreenshealth.com</a>	
Workplace Options	<a href="http://www.workplaceoptions.com">www.workplaceoptions.com</a>	T&D, BC, F&A

## 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 organizational consulting, change management solutions, and leadership development.

COMPANY	URL	OTHER SERVICES
Achilles Group	<a href="http://www.achillesgroup.com">www.achillesgroup.com</a>	REC, T&D
Astron Solutions	<a href="http://www.astronsolutions.net">www.astronsolutions.net</a>	BC, TECH, I
Berkshire Associates Inc.	<a href="http://www.berkshire-aap.com">www.berkshire-aap.com</a>	TECH, T&D
Biddle Consulting Group Inc.	<a href="http://www.biddle.com">www.biddle.com</a>	T&D
Bloom & Wallace	<a href="http://www.infullbloom.us">www.infullbloom.us</a>	PAE
Career Management International, Inc.	<a href="http://www.careermanagement.com">www.careermanagement.com</a>	T&D,
CGI Group, Inc.	<a href="http://www.cgi.com">www.cgi.com</a>	IT, EH, T&D
Challenger, Gray & Christmas, Inc.	<a href="http://www.challengergray.com">www.challengergray.com</a>	REC
CherryRoad Technologies Inc.	<a href="http://www.cherryroad.com">www.cherryroad.com</a>	
Cloud Eleven	<a href="http://www.cloud11hr.com">www.cloud11hr.com</a>	CON, T&D, REC
Coleman Consulting	<a href="http://www.coleman-consulting.com">www.coleman-consulting.com</a>	
CoreCentive	<a href="http://www.corecentive.com">www.corecentive.com</a>	I, REC
CorVirtus	<a href="http://www.corvirtus.com">www.corvirtus.com</a>	REC
CPS Human Resource Services	<a href="http://www.cpshr.us">www.cpshr.us</a>	REC, SCR, CON, T&D
Crowe Horwath	<a href="http://www.crowehorwath.com">www.crowehorwath.com</a>	F&A
Cushion Employer Services	<a href="http://www.cushioncorp.com">www.cushioncorp.com</a>	BC, I, EH, T&D, SCR
Deloitte Consulting LLP	<a href="http://www.deloitte.com">www.deloitte.com</a>	BC, TECH, IT, CON, F&A
Development Dimensions International	<a href="http://www.ddiworld.com">www.ddiworld.com</a>	REC, T&D
EEO Consultants, Inc.	<a href="http://www.eeoconsultants.com">www.eeoconsultants.com</a>	
Employers Rx LLC	<a href="http://www.employers-Rx.com">www.employers-Rx.com</a>	BC, I, PEO, P, WEL
ERI Economic Research Institute	<a href="http://www.erieri.com">www.erieri.com</a>	PAE
GA Human Resources	<a href="http://www.gahumanresources.co.uk">www.gahumanresources.co.uk</a>	REC, T&D
Gallagher, Flynn & Company LLP	<a href="http://www.gfc.com">www.gfc.com</a>	WEL, F&A
Gartner	<a href="http://www.gartner.com">www.gartner.com</a>	FS, CON
Gerstco, Inc.	<a href="http://www.gerstco.com">www.gerstco.com</a>	TECH
Glass Bead Consulting	<a href="http://www.glassbeadconsulting.com">www.glassbeadconsulting.com</a>	CON, T&D
Grupo Apro	<a href="http://www.grupoapro.com.mx">www.grupoapro.com.mx</a>	BC, EH, I, IT, P, REC, CON, T&D
HR Asia Pacific	<a href="http://www.brindabella.net/HRAP%20Home.htm">www.brindabella.net/HRAP%20Home.htm</a>	CON, IT
HR Solutions, Inc.	<a href="http://www.hrsolutions-inc.com">www.hrsolutions-inc.com</a>	REC, T&D

## HR Management Consultants

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COMPANY	URL	OTHER SERVICES
HR to Go, Inc.	<a href="http://www.HRtoGo.com">www.HRtoGo.com</a>	T&D, REC, P
HR Works, Inc.	<a href="http://www.hrworks-inc.com">www.hrworks-inc.com</a>	TECH, REC, T&D, BC
Human-Net Outsourcing Ltd.	<a href="http://www.human-net.cl">www.human-net.cl</a>	REC, REL, T&D
Icon Professional Services	<a href="http://www.gotoicon.com">www.gotoicon.com</a>	EH, TECH, REC, P
iHouse	<a href="http://www.ihouse.com">www.ihouse.com</a>	BC, TECH, IT, P
JAT Computer Consulting, Inc.	<a href="http://www.jatnet.com">www.jatnet.com</a>	IT
Keystone Human Resources	<a href="http://www.keystonehumanservices.org">www.keystonehumanservices.org</a>	HB
KPMG International	<a href="http://www.kpmg.com">www.kpmg.com</a>	BC, F&A, P
Laurdan Associates, Inc.	<a href="http://www.laurdan.com">www.laurdan.com</a>	T&D, CON
Lee Hecht Harrison	<a href="http://www.lhh.com">www.lhh.com</a>	REC, T&D
LSA Global	<a href="http://www.lsa-global.com">www.lsa-global.com</a>	T&D
M Squared	<a href="http://www.msquared.com">www.msquared.com</a>	REC, T&D
PA Consulting Group	<a href="http://www.paconsulting.com">www.paconsulting.com</a>	IT, CON
PeopleSystems/NEC	<a href="http://www.peoplesystems.com">www.peoplesystems.com</a>	
PricewaterhouseCoopers	<a href="http://www.pwc.com">www.pwc.com</a>	F&A, WEL
Professional HR Consulting Inc	<a href="http://www.phrconsulting.biz">www.phrconsulting.biz</a>	BC, HB, P, PEO, T&D
ResoureWorks, Inc.	<a href="http://www.resourceworks.net">www.resourceworks.net</a>	BC, I, T&D, REC
Right Management	<a href="http://www.right.com">www.right.com</a>	REC, T&D
San Diego Human Resources Consulting	<a href="http://www.sdhrconsulting.com">www.sdhrconsulting.com</a>	REC, T&D
Shared Time Human Resources Mgmt.	<a href="http://www.sthrm.com">www.sthrm.com</a>	BC, I, REC, SCR, T&D,
Shore Consulting	<a href="http://www.shore.com.mx">www.shore.com.mx</a>	TECH, P, REC
Smahrt Solutions	<a href="http://www.smahrtsolutions.com">www.smahrtsolutions.com</a>	BC, REC
TalentKeepers, Inc.	<a href="http://www.talentkeepers.com">www.talentkeepers.com</a>	I, T&D
The Benchmark Partners	<a href="http://www.TheBenchmarkPartners.com">www.TheBenchmarkPartners.com</a>	EH, IT, TECH, REC,
The HR Team, Inc.	<a href="http://www.thehrteam.com">www.thehrteam.com</a>	REC, T&D
The Newman Group	<a href="http://www.newmangroup.com">www.newmangroup.com</a>	IT, CON, T&D, REC, TECH
TRC-The Resource Connection LLC	<a href="http://www.resourceconnection.com">www.resourceconnection.com</a>	F&A
UM Global HR Inc.	<a href="http://www.umglobalhr.com">www.umglobalhr.com</a>	BC, CON
YRCI	<a href="http://www.yrci.com">www.yrci.com</a>	REC, CON

**HR  
Technology,  
Social, and  
Mobile (Tech)**

**WHAT YOU  
NEED TO KNOW**

More and more organizations are moving their business processes to the cloud: Global SaaS software revenues are forecasted to increase 21 percent over projected 2015 spending levels. SaaS-based, cloud technologies provide platforms for strategic operational enhancements that can generate efficiencies while leveraging newfound flexibility and capabilities. Cloud-based solutions are revered for their lowering cost capabilities and improvement to an organization's bottom line.

COMPANY	URL	TECH CAPABILITY
1-Page	<a href="http://www.1-page.com">www.1-page.com</a>	Talent Management
Absentys, LLC	<a href="http://www.absentys.com">www.absentys.com</a>	Absence Management
Acculogix Software Solutions Pvt. Ltd.	<a href="http://www.acculogix.com">www.acculogix.com</a>	Talent Management
AcquireTM	<a href="http://www.acquireTM.com">www.acquireTM.com</a>	Talent Management
Administrative Business Resources	<a href="http://www.ABResourceshr.com">www.ABResourceshr.com</a>	Human Capital Management
ADP Inc.	<a href="http://www.adp.com">www.adp.com</a>	Payroll, Human Capital Mgmt
Appcast.io	<a href="http://www.appcast.io">www.appcast.io</a>	Talent Management
Ascentis Software Corporation	<a href="http://www.ascentis.com">www.ascentis.com</a>	Human Capital Management
Async Interview	<a href="http://www.asyncinterview.com">www.asyncinterview.com</a>	Video Interviewing
Auxillium West HR Software	<a href="http://www.auxillium.com">www.auxillium.com</a>	Human Capital Management
Bowland Solutions	<a href="http://www.bowlandsolutions.com">www.bowlandsolutions.com</a>	Performance Management
Brainhunter	<a href="http://www.brainhunter.com">www.brainhunter.com</a>	Talent Management
BrightMove, Inc.	<a href="http://www.brightmove.com">www.brightmove.com</a>	Talent Management
Broadbean	<a href="http://www.broadbean.com">www.broadbean.com</a>	Talent Management
bswift	<a href="http://www.bswift.com">www.bswift.com</a>	Benefits Administration
Caliper	<a href="http://www.calipercorp.com">www.calipercorp.com</a>	Talent Management
Cangrade	<a href="http://www.cangrade.com">www.cangrade.com</a>	Talent Management
CEBISHL Talent Measurement	<a href="http://www.cebglobal.com/shl/us">www.cebglobal.com/shl/us</a>	Talent Management
Ceridian	<a href="http://www.ceridian.com">www.ceridian.com</a>	Human Capital Management
Cezanne HR	<a href="http://www.cezannehr.com">www.cezannehr.com</a>	Human Capital Management
cfactor	<a href="http://www.cfactorworks.com">www.cfactorworks.com</a>	Human Capital Management
Checkpoint HR	<a href="http://www.checkpointhr.com">www.checkpointhr.com</a>	Benefits, Payroll & HR Mgmt
Chequed	<a href="http://www.chequed.com">www.chequed.com</a>	Candidate Screening
Chronus	<a href="http://www.chronus.com">www.chronus.com</a>	Talent Management
CIPHR	<a href="http://www.ciphr.com">www.ciphr.com</a>	Human Capital Management
Connect6	<a href="http://www.connect6.com">www.connect6.com</a>	Social
Criterion	<a href="http://www.criterionhcm.com">www.criterionhcm.com</a>	Human Capital Management
CrossKnowledge	<a href="http://www.crossknowledge.com">www.crossknowledge.com</a>	Learning
DCR Workforce	<a href="http://www.dcrworkforce.com">www.dcrworkforce.com</a>	Contingent Workforce Mgmt
emPerform	<a href="http://www.employee-performance.com">www.employee-performance.com</a>	Performance Management
eNoah iSolution Inc	<a href="http://www.enoah.in">www.enoah.in</a>	Payroll
Epicor	<a href="http://www.epicor.com">www.epicor.com</a>	Human Capital Management
Eploy	<a href="http://www.itssystem.co.uk">www.itssystem.co.uk</a>	Talent Management
Ernst & Young	<a href="http://www.ey.com">www.ey.com</a>	Human Capital Management
eQuest	<a href="http://www.equest.com">www.equest.com</a>	Talent Management
Equifax Workforce Solutions	<a href="http://www.equifax.com/home/en_us">www.equifax.com/home/en_us</a>	Background Screening
Fieldglass	<a href="http://www.fieldglass.com">www.fieldglass.com</a>	Vendor Management System
Glassdoor	<a href="http://www.glassdoor.com">www.glassdoor.com</a>	Talent Management

## HR Technology, Social, and Mobile (Tech)

### WHAT YOU NEED TO KNOW

More and more organizations are moving their business processes to the cloud: Global SaaS software revenues are forecasted to increase 21 percent over projected 2015 spending levels. SaaS-based, cloud technologies provide platforms for strategic operational enhancements that can generate efficiencies while leveraging newfound flexibility and capabilities. Cloud-based solutions are revered for their lowering cost capabilities and improvement to an organization's bottom line.

COMPANY	URL	TECH CAPABILITY
Greenhouse.io	<a href="http://www.greenhouse.io">www.greenhouse.io</a>	Talent Management
GuideSpark	<a href="http://www.guidespark.com">www.guidespark.com</a>	Employee Engagement
Halogen Software Inc.	<a href="http://www.halogensoftware.com">www.halogensoftware.com</a>	Talent Management
Hirebridge LLC	<a href="http://www.hirebridge.com">www.hirebridge.com</a>	Talent Management
HealthcareSource	<a href="http://www.healthcaresource.com">www.healthcaresource.com</a>	Talent Management
Hexaware Technologies	<a href="http://www.hexaware.com">www.hexaware.com</a>	Human Capital Management
HireMojo	<a href="http://www.hiremojo.com">www.hiremojo.com</a>	Talent Management
Hireology	<a href="http://www.hireology.com">www.hireology.com</a>	Talent Management
hiQlabs	<a href="http://www.hiqlabs.com">www.hiqlabs.com</a>	Predictive Analytics
HRsmart, Inc.	<a href="http://www.hrsmart.com">www.hrsmart.com</a>	Talent Management
HRSoft	<a href="http://www.hrsoft.com">www.hrsoft.com</a>	Talent Management
iCIMS	<a href="http://www.icims.com">www.icims.com</a>	Talent Management
Ignite Technologies	<a href="http://www.ignitetechnology.com">www.ignitetechnology.com</a>	Human Capital Management
Infor	<a href="http://www.infor.com">www.infor.com</a>	Human Capital Management
Jibe	<a href="http://www.jibe.com">www.jibe.com</a>	Talent Management
Joberate	<a href="http://www.joberate.com">www.joberate.com</a>	Data Analytics
Jobvite	<a href="http://www.jobvite.com">www.jobvite.com</a>	Talent Management
Kronos Incorporated	<a href="http://www.kronos.com">www.kronos.com</a>	Human Capital Management
LaborSoft, Inc.	<a href="http://www.laborsoft.com">www.laborsoft.com</a>	Learning
Latitude Learning	<a href="http://www.latitudelearning.com">www.latitudelearning.com</a>	Talent Management
LawLogix	<a href="http://www.lawlogix.com">www.lawlogix.com</a>	Background Screening
Loop	<a href="http://www.loopworks.com">www.loopworks.com</a>	Talent Management
Lumesse	<a href="http://www.lumesse.com">www.lumesse.com</a>	Talent Management
Match-Click	<a href="http://www.match-click.com">www.match-click.com</a>	Talent Management
Montage	<a href="http://www.montagetalent.com">www.montagetalent.com</a>	Video Interviewing
Moresource, Inc.	<a href="http://www.moresource-inc.com">www.moresource-inc.com</a>	Human Capital Management
myStaffingPro	<a href="http://www.mystaffingpro.com">www.mystaffingpro.com</a>	Talent Management
Nakisa Inc.	<a href="http://www.nakisa.com">www.nakisa.com</a>	Human Capital Management
Neeyamo	<a href="http://www.neeyamo.com">www.neeyamo.com</a>	Human Capital Management
Newton Software	<a href="http://www.newtonsoftware.com">www.newtonsoftware.com</a>	Talent Management
nextSource Inc.	<a href="http://www.nextsource.com">www.nextsource.com</a>	Contingent Workforce Mgmt
NOVAtime Technology, Inc.	<a href="http://www.NOVAtime.com">www.NOVAtime.com</a>	Workforce Management
NOW Solutions, Inc.	<a href="http://www.now-solutions.com">www.now-solutions.com</a>	HRMS
Oracle Corporation	<a href="http://www.oracle.com">www.oracle.com</a>	Human Capital Management
PayScale	<a href="http://www.payscale.com">www.payscale.com</a>	Payroll
Peoplefluent	<a href="http://www.peoplefluent.com">www.peoplefluent.com</a>	Talent Management
PeopleStreme	<a href="http://www.peoplestreme.com">www.peoplestreme.com</a>	Human Capital Management
Phenom People	<a href="http://www.phenompeople.com">www.phenompeople.com</a>	Talent Management
Provade VMS	<a href="http://www.provade.com">www.provade.com</a>	Vendor Management System
Qcera Inc.	<a href="http://www.qcera.com">www.qcera.com</a>	Leave Management

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COMPANY	URL	TECH CAPABILITY
Recruitifi	<a href="http://www.recruitifi.com">www.recruitifi.com</a>	Talent Management
Recruitics	<a href="http://ww.recruitics.com">ww.recruitics.com</a>	Talent Management
ReviewSNAP	<a href="http://www.reviewsnap.com">www.reviewsnap.com</a>	Performance Management
RiseSmart	<a href="http://www.risesmart.com">www.risesmart.com</a>	Talent Management
Sage	<a href="http://www.sage.com">www.sage.com</a>	Human Capital Management
SAP	<a href="http://www.sap.com">www.sap.com</a>	Human Capital Management
SAS Institute Inc.	<a href="http://www.sas.com">www.sas.com</a>	Performance Management
Sentric, Inc.	<a href="http://www.sentric.net">www.sentric.net</a>	Human Capital Management
SilkRoad Technology, inc.	<a href="http://www.silkroad.com">www.silkroad.com</a>	Talent Management
SkillsMapper	<a href="http://www.skillsmapper.com">www.skillsmapper.com</a>	Career Management
SkillSurvey	<a href="http://www.skillsurvey.com">www.skillsurvey.com</a>	Candidate Screening
SmartRecruiters	<a href="http://www.smartrecruiters.com">www.smartrecruiters.com</a>	Talent Management
SmartSearch	<a href="http://www.aps2k.com">www.aps2k.com</a>	Talent Management
SmashFly Technologies	<a href="http://www.smashfly.com">www.smashfly.com</a>	Talent Management
StaffingSoft	<a href="http://www.staffingsoft.com">www.staffingsoft.com</a>	Talent Management
Sumtotal	<a href="http://www.sumtotalsystems.com">www.sumtotalsystems.com</a>	Human Capital Management
Talemetry	<a href="http://www.talemetry.com">www.talemetry.com</a>	Talent Management
TalentBin	<a href="http://www.talentbin.com">www.talentbin.com</a>	Sourcing/Talent Management
Talent Brew	<a href="http://www.talentbrew.tmp.com">www.talentbrew.tmp.com</a>	Talent Management
Talentoday	<a href="http://www.talentoday.com">www.talentoday.com</a>	Candidate Screening
TalentWise	<a href="http://www.talentwise.com">www.talentwise.com</a>	Talent Mgmt and Screening
Technomedia	<a href="http://www.technomedia.com">www.technomedia.com</a>	Human Capital Management
TemboSocial	<a href="http://www.tembosocial.com">www.tembosocial.com</a>	Recognition
The Good Jobs	<a href="http://www.thegoodjobs.com">www.thegoodjobs.com</a>	Talent Management
Time America, Inc.	<a href="http://www.timeamerica.com">www.timeamerica.com</a>	Workforce Management
TribeHR	<a href="http://www.tribehr.com">www.tribehr.com</a>	Talent Management
Ultimate Software	<a href="http://www.ultimatesoftware.com">www.ultimatesoftware.com</a>	HRMS
Universeum	<a href="http://www.universeumglobal.com">www.universeumglobal.com</a>	Social
VerifyX	<a href="http://www.verifyx.com">www.verifyx.com</a>	Employee Screening
Visibility Software, LLC	<a href="http://www.visibilitysoftware.com">www.visibilitysoftware.com</a>	Talent Management
WANTED Analytics	<a href="http://www.wantedanalytics.com">www.wantedanalytics.com</a>	Data Analytics
Web4Inc	<a href="http://www.hrms.com">www.hrms.com</a>	Human Capital Management
WeSpire	<a href="http://www.wespire.com">www.wespire.com</a>	Employee Engagement
Windfall Enterprises	<a href="http://www.erecruit.com.sg">www.erecruit.com.sg</a>	Talent Management
WorkIQ	<a href="http://ww.workiq.com">ww.workiq.com</a>	Recognition
Workiva	<a href="http://www.workiva.com">www.workiva.com</a>	Data Analytics
Workday	<a href="http://www.workday.com">www.workday.com</a>	Human Capital Management
Zapoint, Inc.	<a href="http://www.skillsmapper.com">www.skillsmapper.com</a>	Talent Management



## Incentives and Recognition

### WHAT YOU NEED TO KNOW

Organizations spend an average of 2.1 percent of their total payroll on rewards programs and it's worthwhile: Globoforce's *2014 Workforce Mood Tracker* survey found that 51 percent of organizations with values-based recognition programs are happy at work compared to only 35 percent of all respondents. Today's recognition goes way past service and anniversary awards. Providers are leveraging technology to offer all types of programs: peer-to-peer, results-based, value-based, social, and even mobile. Studies show that recognition programs increase company morale, performance, and retention.

COMPANY	URL	OTHER SERVICES
Achievers	<a href="http://www.achievers.com">www.achievers.com</a>	
All Aboard Cruises Corp.	<a href="http://www.allaboardcruisescorp.com">www.allaboardcruisescorp.com</a>	
Bally Total Fitness Holding Corporation	<a href="http://www.ballyfitness.com">www.ballyfitness.com</a>	
Barnes & Noble Booksellers	<a href="http://www.barnesandnoble.com/gift-card">www.barnesandnoble.com/gift-card</a>	
Bass Pro Shops/Outdoor World Incentives	<a href="http://www.owincentives.com">www.owincentives.com</a>	
Bath & Body Works	<a href="http://www.bathandbodyworks.com">www.bathandbodyworks.com</a>	
Bennett Brothers, Inc.	<a href="http://www.bennettbrothers.com">www.bennettbrothers.com</a>	
Best Buy	<a href="http://www.bestbuy.com">www.bestbuy.com</a>	
Best Workplaces for Commuters	<a href="http://www.bestworkplaces.org">www.bestworkplaces.org</a>	
BI WORLDWIDE	<a href="http://www.biworldwide.com">www.biworldwide.com</a>	T&D
Bose	<a href="http://www.bose.com">www.bose.com</a>	
C.A. Short	<a href="http://www.cashort.com">www.cashort.com</a>	
CARLISLE SALES & MARKETING	<a href="http://www.carlisle-sales.com">www.carlisle-sales.com</a>	
Carlson	<a href="http://www.carlson.com">www.carlson.com</a>	
CSI International	<a href="http://www.csiinternational.com">www.csiinternational.com</a>	
CVS/pharmacy	<a href="http://www.giftcardpartners.com/cvs/">www.giftcardpartners.com/cvs/</a>	
Darden Restaurants, Inc.	<a href="http://www.dardenrestaurants.com">www.dardenrestaurants.com</a>	
Eddie Bauer	<a href="http://www.eddiebauer.com">www.eddiebauer.com</a>	
Evergreen Corporate Gifts & Promotions	<a href="http://www.evergreengifts.com">www.evergreengifts.com</a>	
GalaxSea Cruises & Travel	<a href="http://www.galaxseanj.com">www.galaxseanj.com</a>	
Gap, Inc.	<a href="http://www.gapinc.com">www.gapinc.com</a>	
GiftCertificates.com	<a href="http://www.giftcertificates.com">www.giftcertificates.com</a>	
Globoforce	<a href="http://www.globoforce.com">www.globoforce.com</a>	
Golf America Group	<a href="http://www.giftcardpartners.com/golfamerica/">www.giftcardpartners.com/golfamerica/</a>	
Hallmark Insights	<a href="http://www.hallmarkinsights.com">www.hallmarkinsights.com</a>	
Hammacher Schlemmer	<a href="http://www.hammacher.com">www.hammacher.com</a>	
Harry and David	<a href="http://www.harryanddavid.com">www.harryanddavid.com</a>	
Health Fitness Corporation (HFC)	<a href="http://www.healthfitnesscorp.com">www.healthfitnesscorp.com</a>	
Herff Jones Corporate Awards Group	<a href="http://www.herffjones.com">www.herffjones.com</a>	
HMI, Inc.	<a href="http://www.hmiaward.com">www.hmiaward.com</a>	
Howard Miller	<a href="http://www.howardmiller.com">www.howardmiller.com</a>	
Impact Health, Inc.	<a href="http://www.impacthealth.com">www.impacthealth.com</a>	HB
Incentive America	<a href="http://www.incentiveamerica.com">www.incentiveamerica.com</a>	
Incentive Group	<a href="http://www.incentivegroup.com">www.incentivegroup.com</a>	
Award of Choice	<a href="http://www.awardofchoice.com">www.awardofchoice.com</a>	
InMarketing	<a href="http://www.inmarketing.net">www.inmarketing.net</a>	
International SOS, An AEA Company	<a href="http://www.internationalsos.com">www.internationalsos.com</a>	HB
Inspirus	<a href="http://www.inspirus.com">www.inspirus.com</a>	
JCPenney Incentive Sales	<a href="http://www.jcpgiftcard.com">www.jcpgiftcard.com</a>	
Jordan Worldwide, Inc.	<a href="http://www.jordanworldwide.com">www.jordanworldwide.com</a>	
L.L. Bean Corporate Sales	<a href="http://www.llbean.com/corporatesales">www.llbean.com/corporatesales</a>	

## Incentives and Recognition

### WHAT YOU NEED TO KNOW

Organizations spend an average of 2.1 percent of their total payroll on rewards programs and it's worthwhile: Globoforce's *2014 Workforce Mood Tracker* survey found that 51 percent of organizations with values-based recognition programs are happy at work compared to only 35 percent of all respondents. Today's recognition goes way past service and anniversary awards. Providers are leveraging technology to offer all types of programs: peer-to-peer, results-based, value-based, social, and even mobile. Studies show that recognition programs increase company morale, performance, and retention.

COMPANY	URL	OTHER SERVICES
Lands' End Business Outfitters	<a href="http://business.landsend.com">business.landsend.com</a>	
Lane Award Manufacturing	<a href="http://www.laneaward.com">www.laneaward.com</a>	
Levenger	<a href="http://www.levenger.com">www.levenger.com</a>	
Macy's	<a href="http://www.macys.com">www.macys.com</a>	
Madison Performance Group	<a href="http://www.madisonpg.com">www.madisonpg.com</a>	HRM, T&D
Maritz Motivation Solutions	<a href="http://www.maritz.com">www.maritz.com</a>	
Marketing Innovators	<a href="http://www.marketinginnovators.com">www.marketinginnovators.com</a>	IT, BC
Marriott International	<a href="http://www.marriott.com/incentives">www.marriott.com/incentives</a>	
Mayo Clinic Executive Health Program	<a href="http://www.mayoclinic.org">www.mayoclinic.org</a>	HB
Medieval Times Dinner & Tournament	<a href="http://www.medievaltimes.com">www.medievaltimes.com</a>	
Men's Wearhouse	<a href="http://www.menswearhouse.com">www.menswearhouse.com</a>	
Michael C. Fina	<a href="http://www.mcfrecognition.com">www.mcfrecognition.com</a>	
Montblanc North America	<a href="http://www.montblanc.com">www.montblanc.com</a>	
Motivation Excellence, Inc.	<a href="http://www.motivationexcellence.com">www.motivationexcellence.com</a>	
Motivo Performance Group	<a href="http://www.motivoperformance.com">www.motivoperformance.com</a>	T&D
Mrs. Fields Original Cookies	<a href="http://www.mrsfields.com">www.mrsfields.com</a>	
MTM Recognition	<a href="http://www.mtmrecognition.com">www.mtmrecognition.com</a>	
O.C. Tanner	<a href="http://www.octanner.com">www.octanner.com</a>	

#### O.C. Tanner [www.octanner.com](http://www.octanner.com)

O. C. Tanner helps the world inspire and appreciate great work. Through our innovative cloud-based software, tools, awards, and education, we provide strategic recognition solutions for thousands of clients globally. Designed to engage talent, increase performance, and drive corporate goals, these solutions create personalized recognition experiences delivered through a smart technology platform. Learn more at [octanner.com](http://octanner.com)

**O.C. TANNER**  
appreciate.

**HRO** TODAY Baker's Dozen  
Customer Satisfaction Ratings  
RECOGNITION PROVIDERS

2015 Winner

Open Universal Software	<a href="http://www.universal.com">www.universal.com</a>	TECH
Paramax	<a href="http://www.pmx.com">www.pmx.com</a>	
PeerNet Group	<a href="http://www.peernetgroup.com">www.peernetgroup.com</a>	
Pennsylvania Promotions, Inc.	<a href="http://papromo.geiger.com">papromo.geiger.com</a>	
Perks	<a href="http://www.perks.com">www.perks.com</a>	
Plus One Health Management	<a href="http://www.plusone.com">www.plusone.com</a>	HB, IT
Point Recognition	<a href="http://www.pointrecognition.com">www.pointrecognition.com</a>	
Power2Motivate	<a href="http://http://power2motivate.com">http://power2motivate.com</a>	
Prestige Glass International Inc.	<a href="http://www.prestigeglass.com">www.prestigeglass.com</a>	

Incentives and  
RecognitionWHAT YOU  
NEED TO KNOW

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## COMPANY

## URL

## OTHER SERVICES

Rideau Recognition Solutions

[www.Rideau.com](http://www.Rideau.com)Rideau Recognition Solutions  
[www.Rideau.com](http://www.Rideau.com)

Rideau is North America's leading source for web-based incentive management solutions. Our expertise helps our clients build positive relationships with their people to reflect the company's values, increase revenues and exceed customer expectations. Together we can create better workplaces, better businesses, and ultimately a better world.



Royal Recognition	<a href="http://www.royalrec.com">www.royalrec.com</a>	
Russell Stover Candies	<a href="http://www.russellstover.com">www.russellstover.com</a>	
Rymax Marketing Services, Inc.	<a href="http://www.rymaxinc.com">www.rymaxinc.com</a>	
Select-Your-Gift	<a href="http://www.select-your-gift.com">www.select-your-gift.com</a>	
Sierra Mills	<a href="http://www.sierramills.com">www.sierramills.com</a>	
SJS Specialty Company, Inc.	<a href="http://www.sjsspecialty.com">www.sjsspecialty.com</a>	
Spiegel, Inc.	<a href="http://www.spiegel.com">www.spiegel.com</a>	
Starbucks Coffee Company	<a href="http://www.starbucks.com">www.starbucks.com</a>	
SteelBerry Recognition	<a href="http://www.SteelBerry.com">www.SteelBerry.com</a>	
Stored Value Marketing (SVM)	<a href="http://www.svmcards.com">www.svmcards.com</a>	
Summit Marketing	<a href="http://www.summitmarketing.com">www.summitmarketing.com</a>	
Symbolist	<a href="http://www.symbolist.com">www.symbolist.com</a>	HRM, T&D, BC
Synogy, Inc.	<a href="http://www.synogy.com">www.synogy.com</a>	TECH, HRM
Target Corporation Giftcards	<a href="http://www.target.com">www.target.com</a>	
Terryberry Company	<a href="http://www.terryberry.com">www.terryberry.com</a>	T&D
The Cawley Company	<a href="http://www.thecawleyco.com">www.thecawleyco.com</a>	
The HoneyBaked Ham Company	<a href="http://www.honeybaked.com">www.honeybaked.com</a>	
The Peavey Corporation	<a href="http://www.safetyjackpot.com">www.safetyjackpot.com</a>	
TharpeRobbins	<a href="http://www.tharperobbins.com">www.tharperobbins.com</a>	
Tiffany & Company	<a href="http://www.tiffany.com">www.tiffany.com</a>	
Totally Chocolate	<a href="http://www.totallychocolate.com">www.totallychocolate.com</a>	
Travel Awards Online	<a href="http://www.travelawardsonline.com">www.travelawardsonline.com</a>	
USAopoly	<a href="http://www.usaopoly.com">www.usaopoly.com</a>	
USMotivation	<a href="http://www.usmotivation.com">www.usmotivation.com</a>	
Virtual Rewards 365	<a href="http://www.virtualrewards365.com">www.virtualrewards365.com</a>	
Welltok	<a href="http://welltok.com">http://welltok.com</a>	
World Incentives, Inc.	<a href="http://www.worldincentives.com">www.worldincentives.com</a>	

## Information Technology

### WHAT YOU NEED TO KNOW

According to *Computer Economics's* annual outsourcing study, *IT Outsourcing Statistics 2014/2015*, outsourcing spend is averaging 10.2 percent 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	OTHER SERVICES
Atos Origin	<a href="http://www.atos.net">www.atos.net</a>	
Bond Talent US	<a href="http://www.bond-us.com">www.bond-us.com</a>	REC
CIBER Inc.	<a href="http://www.ciber.com">www.ciber.com</a>	
CompuCom Systems, Inc.	<a href="http://www.compucom.com">www.compucom.com</a>	
Computer Sciences Corporation	<a href="http://www.csc.com">www.csc.com</a>	F&A, TECH, P
Count Me In, LLC	<a href="http://www.countmeinllc.com">www.countmeinllc.com</a>	F&A, TECH, SCR, P
eQuest	<a href="http://www.equest.com">www.equest.com</a>	EH, TECH, REC
E-Value Serve	<a href="http://www.evalueserve.com">www.evalueserve.com</a>	F&A, FS, HB
Getronics	<a href="http://www.getronics.com">www.getronics.com</a>	
Hexaware Technologies	<a href="http://www.hexaware.com">www.hexaware.com</a>	TECH, P, EH

## Hexaware [www.hexaware.com](http://www.hexaware.com)

Hexaware is a leading IT & BPO services company with 11,000+ employees. We offer end to end HRIT Consulting, Deployment, Digital HCM and HR-IT Take Out (Managed Services) for hybrid (On-Premise and On-Cloud) HR-IT technology platforms. Our HR-IT services have benefitted more than 2 million employees for marquee fortune clients.



HS2 Solutions, Inc.	<a href="http://www.hs2solutions.com">www.hs2solutions.com</a>	BC, TECH
Level 3 Communications, Inc.	<a href="http://www.level3.com">www.level3.com</a>	TECH, SCR, F&A
MalikCo	<a href="http://www.MalikCo.com">www.MalikCo.com</a>	HRM, REC
NIIT Technologies	<a href="http://www.niit.com">www.niit.com</a>	T&D
NTT Data	<a href="http://www.nttdata.com/global/en/">www.nttdata.com/global/en/</a>	TECH, EH, REC, HRM
Replicon Inc	<a href="http://www.replicon.com">www.replicon.com</a>	
Science Applications International Corp.	<a href="http://www.saic.com">www.saic.com</a>	T&D
Searce LLC	<a href="http://www.searce.com">www.searce.com</a>	F&A, REC
Sigma Software Solutions Private Limited	<a href="http://www.sigma-solutions.com">www.sigma-solutions.com</a>	TECH
SourceHOV	<a href="http://www.sourcecorp.com/splash">www.sourcecorp.com/splash</a>	F&A, CON, HRM, HB, FS
SS&C Technologies, Inc.	<a href="http://www.sstech.com">www.sstech.com</a>	BC, T&D, SCR, EH
Syntel, Inc.	<a href="http://www.syntelinc.com">www.syntelinc.com</a>	FS
Unisys Corporation	<a href="http://www.unisys.com/outsourcing">www.unisys.com/outsourcing</a>	TECH
Wow Global Corporation	<a href="http://www.wowglobal.com">www.wowglobal.com</a>	REC, T&D, HB

PEOs &  
ASOsWHAT YOU  
NEED TO KNOW

Professional employer organizations (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 program and workers' compensation policy. Administrative services organizations (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	OTHER SERVICES
ADP Inc.	<a href="http://www.adp.com">www.adp.com</a>	EH, TECH, P, SCR
AHEAD Human Resources, Inc.	<a href="http://www.aheadhr.com">www.aheadhr.com</a>	REC
AlphaStaff	<a href="http://www.alphastaff.com">www.alphastaff.com</a>	P, REC, T&D
ALTRES Global Business Services	<a href="http://www.altres.com">www.altres.com</a>	BC, REC, T&D, P
Butler American	<a href="http://www.butler.com">www.butler.com</a>	REC
Carolina HR Partners, Inc.	<a href="http://www.carolinahrpartners.com">www.carolinahrpartners.com</a>	BC, HRM, P, REC
CHOICE Employer Solutions, Inc.	<a href="http://www.choicehr.com">www.choicehr.com</a>	P, BC, F&A
CoAdvantage	<a href="http://www.csihro.com">www.csihro.com</a>	
Cognet HR Solutions P Ltd	<a href="http://www.cognethro.com">www.cognethro.com</a>	BC, REC, P
ConceptHR	<a href="http://www.concepthr.com">www.concepthr.com</a>	P, BC
Corporate Business Solutions	<a href="http://www.cbshro.com">www.cbshro.com</a>	BC, HB, TECH,
CPE HR, Inc.	<a href="http://www.cpehr.com">www.cpehr.com</a>	P, REC, T&D
DecisionHR USA, Inc.	<a href="http://www.decisionhr.com">www.decisionhr.com</a>	EH, TECH, P, HB, BC
DHR	<a href="http://www.dhr.net">www.dhr.net</a>	HRM, P, SCR, T&D
Doherty Employer Services	<a href="http://www.dohertyemployment.com">www.dohertyemployment.com</a>	P, BC
DynamicHR	<a href="http://www.dynamichr.com">www.dynamichr.com</a>	BC, P, REC, HRM, SCR
E2 Resources, Inc	<a href="http://www.e2resources.com">www.e2resources.com</a>	BC
Elite Business Solutions	<a href="http://www.yourebs.com">www.yourebs.com</a>	
Emplicity	<a href="http://www.emplicity.com">www.emplicity.com</a>	EH, HRM
Employer Services Corporation	<a href="http://www.myesc.com">www.myesc.com</a>	BC, P
Employer Support Services	<a href="http://www.employersupport.com">www.employersupport.com</a>	BC, WEL, REC, P
EMPO Corporation	<a href="http://www.empocorp.com">www.empocorp.com</a>	P, SCR
e-VentExe	<a href="http://www.e-ventexe.com">www.e-ventexe.com</a>	REC, T&D
Extensis Group	<a href="http://www.extensisgroup.com">www.extensisgroup.com</a>	HB, P
G&A Partners	<a href="http://www.gnapartners.com">www.gnapartners.com</a>	P, BC, F&A
Hilan	<a href="http://www.hilan.co.il">www.hilan.co.il</a>	IT, P
HR Outsourcing, Inc.	<a href="http://www.hroi.net">www.hroi.net</a>	P, REC, SCR
HR Solutions, LLC	<a href="http://www.hrsolutions.net">www.hrsolutions.net</a>	HB, P, BC, T&D
HR to Go, Inc.	<a href="http://www.hrtogo.com">www.hrtogo.com</a>	HRM, REC, SCR, P, I
iHouse	<a href="http://www.ihouse.com">www.ihouse.com</a>	EH, HRM, TECH, IT, P
Inflection HR	<a href="http://www.inflectionhr.com">www.inflectionhr.com</a>	BC, EH, TECH, P
Insperity	<a href="http://www.insperity.com">www.insperity.com</a>	BC, T&D, P, I
Landrum Professional Employer Services	<a href="http://www.landrumprofessional.com">www.landrumprofessional.com</a>	P, SCR, REC, HRM, T&D
MMC	<a href="http://www.mmchr.com">www.mmchr.com</a>	BC, EH, TECH, P, T&D

**PEOs &  
ASOs**

**WHAT YOU  
NEED TO KNOW**

Professional employer organizations (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 program and workers' compensation policy. Administrative services organizations (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	OTHER SERVICES
Nelco	<a href="http://www.nelcosolutions.com">www.nelcosolutions.com</a>	P, SCR, FS
NetPEO	<a href="http://www.netpeo.com">www.netpeo.com</a>	
Oasis Outsourcing, Inc.	<a href="http://www.oasisadvantage.com">www.oasisadvantage.com</a>	HB, FS, P
PayPlus Software, Inc.	<a href="http://www.payplus.com">www.payplus.com</a>	TECH, IT, P
PEO Brokers Group	<a href="http://www.peobrokersgroup.com">www.peobrokersgroup.com</a>	
PEO Canada	<a href="http://www.peocanada.com">www.peocanada.com</a>	BC, P, WEL
PEO Network, Inc	<a href="http://www.peonetwork.com">www.peonetwork.com</a>	HRM, T&D
PEOPLE	<a href="http://peoplehro.com">http://peoplehro.com</a>	
Pinnacle Business Solutions, Inc.	<a href="http://www.PinnacleHR.com">www.PinnacleHR.com</a>	EH, TECH
Pivotal Integrated HR Solutions	<a href="http://www.pivotal solutions.com">www.pivotal solutions.com</a>	HRM, P, REC, T&D, SCR
PlatformOne	<a href="http://www.platformone.com">www.platformone.com</a>	
Professional Services Group Ltd LLC	<a href="http://www.psgltd.org">www.psgltd.org</a>	BC, HB, HRM, P, WEL, FS
PSM	<a href="http://www.psmn.com">www.psmn.com</a>	BC, I, P
Purpose Employer Solutions	<a href="http://www.PurposeASO.com">www.PurposeASO.com</a>	BC, HRM, P
Staff Management, Inc.	<a href="http://www.staffmgmt.com">www.staffmgmt.com</a>	HRM
Staff One, Inc.	<a href="http://www.staffone.com">www.staffone.com</a>	REC
Synergy	<a href="http://www.mysynergy.com">www.mysynergy.com</a>	T&D
Tandem HR	<a href="http://www.tandemhr.com">www.tandemhr.com</a>	
The Alcott Group	<a href="http://www.alcottgroup.com">www.alcottgroup.com</a>	P, F&A, BC
The Bowles Group, Inc.	<a href="http://www.thebowlesgroup.com">www.thebowlesgroup.com</a>	P, BC, REC, FS
The Employer Group	<a href="http://www.theemployergroup.com">www.theemployergroup.com</a>	BC, P
Tilson HR, Inc.	<a href="http://www.tilsonhr.com">www.tilsonhr.com</a>	
TriCore, Inc.	<a href="http://www.tricorepcm.com">www.tricorepcm.com</a>	
TriNet Group, Inc.	<a href="http://www.trinet.com">www.trinet.com</a>	BC, EH, HB, HRM, TECH, P
Tri-State PEO	<a href="http://www.tristatepeo.com">www.tristatepeo.com</a>	P, BC
Valiant Solutions	<a href="http://www.valiant.com">www.valiant.com</a>	F&A, HRM, P,
Vision HR, Inc	<a href="http://www.vision-hr.com">www.vision-hr.com</a>	HRM, REC, SCR, T&D
Vsource, Inc.	<a href="http://www.vsource.net">www.vsource.net</a>	REC
Windsor HR Services, Inc.	<a href="http://www.windsorhr.com">www.windsorhr.com</a>	BC, P
XcelHR	<a href="http://www.xcelhr.com">www.xcelhr.com</a>	
Xenium Resources	<a href="http://www.xeniumhr.com">www.xeniumhr.com</a>	T&D, BC, I
Your People Professionals	<a href="http://www.ypp.com">www.ypp.com</a>	

## Payroll Software & Services

### WHAT YOU NEED TO KNOW

According to NelsonHall, in 2013, the payroll outsourcing market increased to \$14.8 billion globally, the second largest HRO service next to benefits administration. Payroll looks poised for growth through the forecast period reaching \$17.8 billion by 2018, according to NelsonHall. Drivers for payroll outsourcing include control of cost, standardization of process and governance, risk management, need for payroll expertise, and access to better technology.

COMPANY	URL	OTHER SERVICES
Accountix, Inc.	<a href="http://www.accountix.com">www.accountix.com</a>	TECH, PEO
ACH OF AMERICA, LLC	<a href="http://www.achcorp.com">www.achcorp.com</a>	PEO, FS
ADP Inc.	<a href="http://www.adp.com">www.adp.com</a>	EH, TECH, PEO, SCR, IT
AdvantEdge HR	<a href="http://www.advantedgehr.com">www.advantedgehr.com</a>	BC, HRM, TECH, REC, PEO
Avionte	<a href="http://www.avionte.com">www.avionte.com</a>	TECH, REC
BearingPoint	<a href="http://www.bearingpoint.com">www.bearingpoint.com</a>	IT
BenefitMall	<a href="http://www.benefitmall.com">www.benefitmall.com</a>	BC
Bond International Software	<a href="http://www.bondinternationalsoftware.com">www.bondinternationalsoftware.com</a>	REC, TECH
BSI (Business Software, Inc.)	<a href="http://www.bsi.com">www.bsi.com</a>	FS
Ceridian Canada	<a href="http://www.ceridian.ca">www.ceridian.ca</a>	EH, HRM, TECH, T&D, IT, BC
Ceridian	<a href="http://www.ceridian.com/hro">www.ceridian.com/hro</a>	EH, TECH, BC, WEL, REC, SCR
CertiPay	<a href="http://www.certipay.com">www.certipay.com</a>	TECH, BC
CheckMark Software Inc.	<a href="http://www.checkmark.com">www.checkmark.com</a>	TECH
Clockware	<a href="http://www.clockware.com">www.clockware.com</a>	T&D
CloudPay	<a href="http://www.cloudpay.net">www.cloudpay.net</a>	
Cognet HR Solutions	<a href="http://www.cognethro.com">www.cognethro.com</a>	BC, EH, F&A, FS, TECH, I, IT, PEO, REC
Collabrus, Inc.	<a href="http://www.collabrus.com">www.collabrus.com</a>	
ConseilRH	<a href="http://www.conseil-rh.com">www.conseil-rh.com</a>	EH, HRM
Dresser & Associates	<a href="http://www.dresserassociates.com">www.dresserassociates.com</a>	
DRG Outsourcing	<a href="http://www.drgoutsourcing.com">www.drgoutsourcing.com</a>	EH, HB, HRM, PEO, T&D, CON
FIS	<a href="http://www.fisglobal.com">www.fisglobal.com</a>	T&D, HRM
FMP Global	<a href="http://www.fmpglobal.com">www.fmpglobal.com</a>	HRM
Greatland Corporation	<a href="http://www.greatland.com">www.greatland.com</a>	
High Line Corporation	<a href="http://www.highlinecorp.com">www.highlinecorp.com</a>	TECH
HR Technology Partners	<a href="http://www.hrtechpartners.com">www.hrtechpartners.com</a>	
Humanic Design	<a href="http://www.HUMANIC.com">www.HUMANIC.com</a>	HRM, TECH, IT, T&D
InfoTronics	<a href="http://www.infotronics.com">www.infotronics.com</a>	
Infinisource	<a href="http://www.infinisource.com">www.infinisource.com</a>	BC
Insperity	<a href="http://www.insperity.com">www.insperity.com</a>	BC, T&D, I
Key Bank Payroll Services	<a href="http://www.key.com/payroll">www.key.com/payroll</a>	SCR
MasterTax	<a href="http://www.mastertax.net">www.mastertax.net</a>	
Motivano	<a href="http://www.motivano.com">www.motivano.com</a>	I, WEL, BC
MPAY	<a href="http://www.mpay.com">www.mpay.com</a>	
NOW Solutions Inc.	<a href="http://www.nowsolutions.com">www.nowsolutions.com</a>	TECH, F&A, HRM



## Payroll Software & Services

### WHAT YOU NEED TO KNOW

According to NelsonHall, in 2013, the payroll outsourcing market increased to \$14.8 billion globally, the second largest HRO service next to benefits administration. Payroll looks poised for growth through the forecast period reaching \$17.8 billion by 2018, according to NelsonHall. Drivers for payroll outsourcing include control of cost, standardization of process and governance, risk management, need for payroll expertise, and access to better technology.

COMPANY	URL	OTHER SERVICES
Paychex	<a href="http://www.paychex.com">www.paychex.com</a>	BC, EH, F&A, FS, HB, HRM, TECH, PEO
Paycor, Inc.	<a href="http://www.paycor.com">www.paycor.com</a>	TECH, BC
Payroll People Inc. Business Services	<a href="http://www.payrollpeople.com">www.payrollpeople.com</a>	
Payroll Tax People, LLC	<a href="http://www.payrolltaxpeople.com">www.payrolltaxpeople.com</a>	
PDS	<a href="http://www.pdssoftware.com">www.pdssoftware.com</a>	TECH, T&D
Primepoint, LLC	<a href="http://www.primepoint.com">www.primepoint.com</a>	IT
PrismHR	<a href="http://www.prismhr.com">www.prismhr.com</a>	TECH, BC
RamCo Systems	<a href="http://www.ramco.com">www.ramco.com</a>	T&D, HRM
Replicon	<a href="http://www.replicon.com">www.replicon.com</a>	
SaaS.com	<a href="http://www.saas.com">www.saas.com</a>	TECH
Sage Abra HRMS	<a href="http://www.sageabra.com">www.sageabra.com</a>	TECH, T&D
Samco	<a href="http://www.samco.com">www.samco.com</a>	
Secova	<a href="http://www.secova.com">www.secova.com</a>	REC, T&D, BC
Skylight Financial	<a href="http://www.skylightfinancial.com">www.skylightfinancial.com</a>	
Smart Time	<a href="http://www.smarttimeapps.com">www.smarttimeapps.com</a>	
Summit Software	<a href="http://www.summit-sw.com">www.summit-sw.com</a>	TECH
Sutherland Global Services INC.	<a href="http://www.sutherlandglobal.com">www.sutherlandglobal.com</a>	EH, F&A
ThinkWare Inc.	<a href="http://www.thinkwareinc.com">www.thinkwareinc.com</a>	TECH, T&D
TimePlus® Systems, LLC	<a href="http://www.timeplus.com">www.timeplus.com</a>	TECH
Tyco SimplexGrinnell	<a href="http://www.simplexgrinnell.com">www.simplexgrinnell.com</a>	TECH, T&D
UnicornHRO	<a href="http://www.unicornhro.com">www.unicornhro.com</a>	TECH, BC, BH
WorkForce Software, Inc.	<a href="http://www.workforcesoftware.com">www.workforcesoftware.com</a>	TECH, EH

# Professional Associations & Education

## WHAT YOU NEED TO KNOW

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

COMPANY	URL	OTHER SERVICES
Alliance for Work-Life Progress	<a href="http://www.awlp.org">www.awlp.org</a>	T&D, I
American Academy of Actuaries	<a href="http://www.actuary.org">www.actuary.org</a>	
American Management Association	<a href="http://www.amanet.org">www.amanet.org</a>	T&D
American Payroll Association	<a href="http://www.americanpayroll.org">www.americanpayroll.org</a>	
Am. Society for Healthcare HR Ad.	<a href="http://www.ashhra.org">www.ashhra.org</a>	
Association for Talent Development	<a href="http://www.td.org">www.td.org</a>	T&D
American Staffing Association	<a href="http://www.americanstaffing.net">www.americanstaffing.net</a>	T&D, REC
America's Health Insurance Plans	<a href="http://www.ahip.org">www.ahip.org</a>	HB
Bureau of Labor Statistics	<a href="http://www.bls.gov">www.bls.gov</a>	
CCH	<a href="http://www.hr.cch.com">www.hr.cch.com</a>	CON
Employee Benefit Research Institute	<a href="http://www.ebri.org">www.ebri.org</a>	
HRAnswerLink	<a href="http://www.hranswerlink.com">www.hranswerlink.com</a>	CON, TECH
HRmarketer.com	<a href="http://www.HRmarketer.com">www.HRmarketer.com</a>	TECH
HR Open Standards	<a href="http://www.hropenstandards.org">www.hropenstandards.org</a>	
Human Capital Institute	<a href="http://www.humancapitalinstitute.org">www.humancapitalinstitute.org</a>	
HR Benchmarking Association	<a href="http://www.hrba.org">www.hrba.org</a>	
Incentive Marketing Association	<a href="http://www.incentivemarketing.org">www.incentivemarketing.org</a>	I
IHRIM	<a href="http://www.ihrim.org">www.ihrim.org</a>	T&D
ISA	<a href="http://www.isaconnection.org">www.isaconnection.org</a>	
Keller Graduate School of Management	<a href="http://www.keller.edu">www.keller.edu</a>	
Nat. Association of Colleges and Employers	<a href="http://www.nacweb.org/">www.nacweb.org/</a>	TECH, T&D
National Association of Dental Plans	<a href="http://www.nadp.org">www.nadp.org</a>	
National Association of Health Underwriters	<a href="http://www.nahu.org">www.nahu.org</a>	
Nat. Association of Insurance Commissioners	<a href="http://www.naic.org">www.naic.org</a>	
National Association of Personnel Service	<a href="http://www.naps360.org">www.naps360.org</a>	T&D
NAPEO	<a href="http://www.napeo.org">www.napeo.org</a>	
New York University, SCPS	<a href="http://www.scps.nyu.edu">www.scps.nyu.edu</a>	T&D
NOVA Southeastern University	<a href="http://www.nova.edu">www.nova.edu</a>	T&D
PACE	<a href="http://www.pacepeo.com">www.pacepeo.com</a>	
Rice University Executive Education	<a href="http://www.rice.edu/executive">www.rice.edu/executive</a>	T&D
Risk and Insurance Management Society	<a href="http://www.rims.org">www.rims.org</a>	T&D
Simmons Executive Education	<a href="http://www.simmons.edu/som/programs/execed/index.php">www.simmons.edu/som/programs/execed/index.php</a>	T&D
Society for Human Resource Management	<a href="http://www.shrm.org">www.shrm.org</a>	
Staffing Industry Analysts	<a href="http://www.staffingindustry.com/">www.staffingindustry.com/</a>	T&D
The Delve Group	<a href="http://www.delvegroupp.com">www.delvegroupp.com</a>	FS
The Independent Insurance Agents & Brokers of America	<a href="http://www.independentagent.com">www.independentagent.com</a>	T&D
The Institute for Corporate Productivity	<a href="http://www.i4cp.com">www.i4cp.com</a>	BC, FS, HB, HRM, TECH, I, T&D
US Department of Labor	<a href="http://www.dol.gov/compliance">www.dol.gov/compliance</a>	
WorldatWork	<a href="http://www.worldatwork.org">www.worldatwork.org</a>	T&D, I
Worldwide ERC	<a href="http://www.worldwideerc.org">www.worldwideerc.org</a>	

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COMPANY	URL	OTHER SERVICES
A1HR	<a href="http://www.a1hr.com">www.a1hr.com</a>	P, HB, HRM
ACA Talent	<a href="http://www.acatalent.com">www.acatalent.com</a>	
Accolo	<a href="http://www.accolo.com">www.accolo.com</a>	TECH
Acro Service Corporation	<a href="http://www.acrocorp.com">www.acrocorp.com</a>	TECH, IT, HRM
Advance Recruiters	<a href="http://www.advancedrecruiters.com">www.advancedrecruiters.com</a>	
Advantage Resourcing	<a href="http://www.advantageresourcing.com">www.advantageresourcing.com</a>	F&A, FS, IT, EH
Advantage xPO	<a href="http://www.advantagexpo.com">www.advantagexpo.com</a>	
Aerotek	<a href="http://www.aerotek.com">www.aerotek.com</a>	
AfterCollege, Inc.	<a href="http://www.aftercollege.com">www.aftercollege.com</a>	
Agile•1	<a href="http://www.agile-1.com">www.agile-1.com</a>	
Alevistar Group	<a href="http://www.alevistar.com">www.alevistar.com</a>	
Alexander Mann Solutions	<a href="http://www.alexandermannsolutions.com">www.alexandermannsolutions.com</a>	HRM, IT
Allegis Global Solutions	<a href="http://www.allegisglobalsolutions.com">www.allegisglobalsolutions.com</a>	
AMN Healthcare, Inc.	<a href="http://www.amnhealthcare.com">www.amnhealthcare.com</a>	
AIC (Analysts International Corporation)	<a href="http://www.analysts.com">www.analysts.com</a>	IT
Analytic Recruiting	<a href="http://www.analyticrecruiting.com">www.analyticrecruiting.com</a>	IT, F&A, FS
Aon Hewitt	<a href="http://www.aon.com">www.aon.com</a>	BC, HB, HRM, EH, P

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

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.



Aquent	<a href="http://www.aquent.com">www.aquent.com</a>	TECH, T&D
Archway WorkForce Consulting	<a href="http://www.archwayconsulting.com">www.archwayconsulting.com</a>	HRM
Argus Search	<a href="http://www.argussearch.com">www.argussearch.com</a>	
Avature	<a href="http://www.avature.net">www.avature.net</a>	IT, T&D
B2B Workforce	<a href="http://b2b.randstadusa.com/">http://b2b.randstadusa.com/</a>	
Bartech	<a href="http://www.bartechgroup.com">www.bartechgroup.com</a>	
Beeline	<a href="http://www.beeline.com">www.beeline.com</a>	EH, HRM, TECH, IT, SCR, T&D
BeneTemps, Inc	<a href="http://www.BeneTemps.com">www.BeneTemps.com</a>	BC
Bond	<a href="http://www.bond-us.com">www.bond-us.com</a>	T&D, TECH, IT
Borderless	<a href="http://borderless.net">http://borderless.net</a>	
CandidMatch Inc	<a href="http://www.candidmatch.com">www.candidmatch.com</a>	IT
Career Cast	<a href="http://www.careercast.com">www.careercast.com</a>	
CareerBuilder.com	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	SCR
CCSI INC	<a href="http://www.ccsiinc.com">www.ccsiinc.com</a>	IT, P, CON
CDI Corporation	<a href="http://www.cdicorp.com">www.cdicorp.com</a>	HRM

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COMPANY	URL	OTHER SERVICES
Cielo	<a href="http://www.cielotalent.com">www.cielotalent.com</a>	
CT Partners	<a href="http://www.ctnet.com">www.ctnet.com</a>	FS, IT
CollegeRecruiter.com	<a href="http://www.collegerecruiter.com">www.collegerecruiter.com</a>	
Comforce Corporation	<a href="http://www.comforce.com">www.comforce.com</a>	IT, P
cors	<a href="http://www.cors.com">www.cors.com</a>	
CRI	<a href="http://www.cri-recruiting.com">www.cri-recruiting.com</a>	
Cross Country TravCorps	<a href="http://www.crosscountrytravcorps.com">www.crosscountrytravcorps.com</a>	I
CTG	<a href="http://www.ctg.com">www.ctg.com</a>	IT, TECH
Custer Consulting Gorup	<a href="http://www.custerconsulting.com">www.custerconsulting.com</a>	
Datawise Consultants	<a href="http://www.datawiseindia.com">www.datawiseindia.com</a>	HRM, T&D, TECH
Datrose Inc.	<a href="http://www.datrose.com">www.datrose.com</a>	
Decision Toolbox Inc.	<a href="http://www.dtoolbox.com">www.dtoolbox.com</a>	SCR
Dice Inc.	<a href="http://www.dice.com">www.dice.com</a>	
Dillistone Systems (US), Inc.	<a href="http://www.dillistone.com">www.dillistone.com</a>	T&D
DoubleStar	<a href="http://www.doublestarinc.com">www.doublestarinc.com</a>	HRM
Elixir Web Solutions	<a href="http://www.elixirwebsolutions.com">www.elixirwebsolutions.com</a>	BC, EH, HRM, I, SCR, T&D, TECH, IT
EmploymentGuide.com	<a href="http://www.employmentguide.com">www.employmentguide.com</a>	
endevis	<a href="http://www.endevis.com">www.endevis.com</a>	HRM, SCR
Eris	<a href="http://www.eriss.com">www.eriss.com</a>	SCR
ExecuNet	<a href="http://www.execunet.com">www.execunet.com</a>	
Executives Only	<a href="http://www.executivesonly.com">www.executivesonly.com</a>	
Experis	<a href="http://www.experis.com">www.experis.com</a>	HRM, TECH, IT, F&A
Fenestra, Inc.	<a href="http://www.fenestrainc.net">www.fenestrainc.net</a>	TECH, T&D, IT
Findly	<a href="http://www.findly.com">www.findly.com</a>	
FirstSource Staffing	<a href="http://www.firstsourcestaffing.com">www.firstsourcestaffing.com</a>	
FitzDrake Search	<a href="http://www.fitzdrakesearch.com">www.fitzdrakesearch.com</a>	SCR, HRM
Forsyte Assoc., Inc.	<a href="http://www.forsyte.net">www.forsyte.net</a>	
Furst Search Group	<a href="http://www.furstsearch.com">www.furstsearch.com</a>	
FurstPerson	<a href="http://www.furstperson.com">www.furstperson.com</a>	SCR
Futurestep, a Korn/Ferry Company	<a href="http://www.futurestep.com">www.futurestep.com</a>	TECH, IT
Geometric Results, Inc.	<a href="http://www.geometricresultsinc.com">www.geometricresultsinc.com</a>	HRM, SCR, CON
Guidant Group	<a href="http://www.guidantgroup.com">www.guidantgroup.com</a>	

**Guidant Group**  
[www.guidantgroup.com](http://www.guidantgroup.com)

Guidant Group is a provider of strategic workforce management solutions that create a competitive advantage for our clients by bringing simplicity and transparency to complex recruitment processes. Guidant Group's solutions include Contingent Workforce Management (MSP), Recruitment Process Outsourcing (RPO), Independent Contractor Compliance (ICC), Statement of Work (SOW) management and Payrolling.

**GUIDANT**  
GROUP

**HRO** TODAY Baker's Dozen  
Customer Satisfaction Ratings  
MANAGED SERVICE PROGRAMS

2015 Winner

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COMPANY	URL	OTHER SERVICES
Headway Workforce Solutions	<a href="http://www.headwaycorp.com">www.headwaycorp.com</a>	EH, F&A, HRM, P, REL, SCR, T&D
HealthCareerWeb.com	<a href="http://www.healthcareerweb.com">www.healthcareerweb.com</a>	
Heidrick & Struggles International, Inc.	<a href="http://www.heidrick.com">www.heidrick.com</a>	HRM
HireAbility.com LLC	<a href="http://www.hireability.com">www.hireability.com</a>	TECH
HireRight	<a href="http://www.hireright.com">www.hireright.com</a>	SCR
HireSuite	<a href="http://www.HireSuite.com">www.HireSuite.com</a>	TECH, IT
HireVision	<a href="http://www.hire-vision.com">www.hire-vision.com</a>	HRM, T&D, SCR
HireVue	<a href="http://www.hirevue.com">www.hirevue.com</a>	
Hirezone Exchange	<a href="http://www.hirezon.com">www.hirezon.com</a>	
HR Anexi Private Limited	<a href="http://www.hranexi.com">www.hranexi.com</a>	EH, HRM, I, T&D, TECH
HR Management Services	<a href="http://www.hrms.net">www.hrms.net</a>	
HRMC, Inc.	<a href="http://www.hrmc.com">www.hrmc.com</a>	TECH, SCR
HRX	<a href="http://www.hrx.com.au">www.hrx.com.au</a>	TECH
Hudson RPO	<a href="http://www.Hudson.com">www.Hudson.com</a>	
Human Resource Dimensions	<a href="http://www.hrdacc.com">www.hrdacc.com</a>	BC, HB, HRM, CON
HumCap LP	<a href="http://www.humcapinc.com">www.humcapinc.com</a>	BC, HB, HRM, I, PEO, SCR, CON, T&D
Hyrian	<a href="http://www.hyrian.com">www.hyrian.com</a>	SCR, IT
Integrated Search Solutions Group	<a href="http://www.issg.net">www.issg.net</a>	SCR
IntegrityHR, Inc.	<a href="http://www.integrityhr.com">www.integrityhr.com</a>	EH, HRM, PEO, CON, T&D
Jericho HR Group	<a href="http://www.jerichohr.com">www.jerichohr.com</a>	
Jobbex	<a href="http://www.jobbex.com">www.jobbex.com</a>	T&D, IT
Joule Inc.	<a href="http://www.jouleinc.com">www.jouleinc.com</a>	
IBM Kenexa Recruitment Services	<a href="http://www.ibm.com">www.ibm.com</a>	I, P, CON, T&D, EH, FS, HRM, HRIS, IT, SCR
KellyOCG	<a href="http://www.kellyocg.com">www.kellyocg.com</a>	BC, EH, HRM, CON
Kelly Services, Inc.	<a href="http://www.kellyservices.com">www.kellyservices.com</a>	
Kforce	<a href="http://www.kforce.com">www.kforce.com</a>	
Kinetix	<a href="http://www.kinetixhr.com">www.kinetixhr.com</a>	BC, HRM
Korn/Ferry International	<a href="http://www.kornferry.com">www.kornferry.com</a>	HRM
Labor Ready	<a href="http://www.laborready.com">www.laborready.com</a>	
LEAPJob	<a href="http://www.leapjob.com">www.leapjob.com</a>	
Llyod Staffing	<a href="http://www.lloydstaffing.com">www.lloydstaffing.com</a>	BC, EH, F&A, FS, HB, HRM, I, P, PEO, PAE, SCR, CON, T&D, WEL
Lucas Group	<a href="http://www.lucasgroup.com">www.lucasgroup.com</a>	
Lyons HR, Inc.	<a href="http://www.lyonshr.com">www.lyonshr.com</a>	BC, HB, HRM, PEO, PAE, SCR, T&D, P
MBO partners	<a href="http://www.mbopartners.com">www.mbopartners.com</a>	FS

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COMPANY	URL	OTHER SERVICES
Merit Resource Group, Inc.	<a href="http://www.merithr.com">www.merithr.com</a>	HRM, T&D, P
Millenium Software Service Solutions	<a href="http://www.mcs1.com">www.mcs1.com</a>	EH, IT
Momentum	<a href="http://www.mom-entum.com">www.mom-entum.com</a>	
Monster	<a href="http://www.monster.com">www.monster.com</a>	SCR, T&D
MrWeb	<a href="http://www.mrweb.com/usa">www.mrweb.com/usa</a>	
myHR partner	<a href="http://myhrpartnerinc.com">myhrpartnerinc.com</a>	EH
Net Temps	<a href="http://www.net-temps.com">www.net-temps.com</a>	
NetShare.com	<a href="http://www.netshare.com">www.netshare.com</a>	
Novotus	<a href="http://www.novotus.com">www.novotus.com</a>	
Objective Paradigm, Inc.	<a href="http://www.oprecruiting.com">www.oprecruiting.com</a>	
OD Consulting Services	<a href="http://www.odconsultingservices.com">www.odconsultingservices.com</a>	HRM, PEO, T&D, TECH
OnAssignment, Inc.	<a href="http://www.onassignment.com">www.onassignment.com</a>	
PeopleScout/hrX	<a href="http://www.peoplescout.com">www.peoplescout.com</a>	TECH
PeopleStrong HR Services	<a href="http://www.peoplestrong.com">www.peoplestrong.com</a>	BC, EH, HRM, TECH, I, P, CON
Pierpoint	<a href="http://www.pierpoint.com">www.pierpoint.com</a>	
Pontoon	<a href="http://www.pontoonolutions.com">www.pontoonolutions.com</a>	HRM, SCR, CON, T&D,
Pragna Technologies	<a href="http://www.pragnatech.com">www.pragnatech.com</a>	TECH
PrincetonOne	<a href="http://www.PrincetonOne.com">www.PrincetonOne.com</a>	
Professional Recruiting Offices Inc.	<a href="http://www.proinc.com">www.proinc.com</a>	
Randstad Sourceright	<a href="http://www.randstadsourceright.com">www.randstadsourceright.com</a>	
Raymond International	<a href="http://www.globalrecruiter.com">www.globalrecruiter.com</a>	
RCI Recruitment Solutions	<a href="http://www.rcirecruitmentsolutions.com">www.rcirecruitmentsolutions.com</a>	BC, HRM, TECH, SCR, T&D
Reardon Associates	<a href="http://www.reardonassociates.com">www.reardonassociates.com</a>	
Remedy Intelligent Staffing	<a href="http://www.remedystaff.com">www.remedystaff.com</a>	
Resource Solutions, Inc.	<a href="http://www.resourcesolutions.com">www.resourcesolutions.com</a>	IT, P, CON, HRM, REL
RiseSmart	<a href="http://www.risesmart.com">www.risesmart.com</a>	TECH
Russell Reynolds Associates	<a href="http://www.russellreynolds.com">www.russellreynolds.com</a>	SCR
S. R. Clarke	<a href="http://www.srclarke.com">www.srclarke.com</a>	
Search Logix Group	<a href="http://www.searchlogixgroup.com">www.searchlogixgroup.com</a>	REL
Search Wizards	<a href="http://www.searchwizards.net">www.searchwizards.net</a>	CON
Select International, Inc.	<a href="http://www.selectinternational.com">www.selectinternational.com</a>	TECH, SCR
Seven Step RPO	<a href="http://www.sevensteprpo.com">www.sevensteprpo.com</a>	T&D
Snelling	<a href="http://www.snelling.com">www.snelling.com</a>	
Solomon Page Technology Partners	<a href="http://www.sptechpartners.com">www.sptechpartners.com</a>	
Spencer Stuart	<a href="http://www.spencerstuart.com">www.spencerstuart.com</a>	
Staffback	<a href="http://www.staffback.com">www.staffback.com</a>	EH, IT

## Recruiting, Staffing, & Search

### WHAT YOU NEED TO KNOW

Divided into five types of services—online, recruitment technology, search, contingent labor 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 value for the marketplace at \$1.8 billion. According to NelsonHall's 2014 RPO market analysis and HRO forecast, RPO continues to be the fastest growing HRO service line at a mid-teens CAAGR throughout the forecast period of 2018, reaching nearly \$6.6 billion.

#### COMPANY

#### URL

#### OTHER SERVICES

Staff Management | SMX

[www.staffmanagement.com](http://www.staffmanagement.com)

### Staff Management | SMX [www.staffmanagement.com](http://www.staffmanagement.com)

Staff Management | SMX, a TrueBlue company, builds outsourcing solutions that provide best talent, drive compliance, deliver tangible savings and yield sustainable value. Our innovative “inside-out” approach, commitment to continuous improvement and award-winning business model put client needs at the center of everything we do. Staff Management | SMX ranked #1 in the 2015 Breadth of Service category on HRO Today's Baker's Dozen Customer Satisfaction for Managed Service Programs.



Strategic Advancement Inc

[www.sai-hr.com](http://www.sai-hr.com)

BC, HB, HRM, T&D

Strategic Performance Partners

[www.marketleadership.net](http://www.marketleadership.net)

T&D

Superior Group

[www.superiorgroup.com](http://www.superiorgroup.com)

### Superior Group [www.superiorgroup.com](http://www.superiorgroup.com)

Superior Group offers productivity solutions organized into complementary people, process, and outsourcing portfolios. People-focused services include contract and direct staffing, executive search, and payrolling services. Our process services include VMS-automated managed service programs, independent contractor screening, and SOW vendor management. Outsourcing solutions include CAD, risk management, and IT outsourcing.



Supplemental Health Care

[www.supplementalhealthcare.com](http://www.supplementalhealthcare.com)

Talent Connections, LLC

[www.talentconnections.net](http://www.talentconnections.net)

HRM, T&D

Talent Fusion by Monster

[www.talentfusion.com](http://www.talentfusion.com)

EH

Talent Retriever

[www.talentretriever.com](http://www.talentretriever.com)

CON

Talemetry

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

T&D

TAPFIN ManpowerGroup Solutions

[www.tapfin.com](http://www.tapfin.com)

Teamwork Associates

[www.teamworkassociates.net](http://www.teamworkassociates.net)

IT, EH



## Recruiting, Staffing, & Search

### WHAT YOU NEED TO KNOW

Divided into five types of services—online, recruitment technology, search, contingent labor 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 value for the marketplace at \$1.8 billion. According to NelsonHall's 2014 RPO market analysis and HRO forecast, RPO continues to be the fastest growing HRO service line at a mid-teens CAAGR throughout the forecast period of 2018, reaching nearly \$6.6 billion.

COMPANY	URL	OTHER SERVICES
The Boss Group	<a href="http://www.thebossgroup.com">www.thebossgroup.com</a>	
The New York Times Company	<a href="http://www.nytc.com">www.nytc.com</a>	
The Novo Group	<a href="http://www.thenovogroup.com">www.thenovogroup.com</a>	
The Panaro Group LLC	<a href="http://www.panarogroup.com">www.panarogroup.com</a>	
The Rosen Group	<a href="http://www.rosengroup.com">www.rosengroup.com</a>	TECH, HRM, P, T&D
The WorkPlace Group, Inc.	<a href="http://www.workplacegroup.com">www.workplacegroup.com</a>	
TheLadders.com	<a href="http://www.theladders.com">www.theladders.com</a>	
TMP Worldwide	<a href="http://www.tmp.com">www.tmp.com</a>	REL, SCR, T&D
Triumph Staffing	<a href="http://www.triumphstaffing.com">www.triumphstaffing.com</a>	
Vault.com	<a href="http://www.vault.com">www.vault.com</a>	
Velocity Resource Group	<a href="http://www.velocityresourcegroup.com">www.velocityresourcegroup.com</a>	SCR
Volt Consulting Group	<a href="http://www.voltconsultinggroup.com">www.voltconsultinggroup.com</a>	
WilsonHCG	<a href="http://www.wilsonhcg.com">www.wilsonhcg.com</a>	HRM, T&D

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

WilsonHCG is a global talent solutions leader that operates on the principle of providing true partnership to its clients. Delivering business-impacting talent solutions – including recruitment process outsourcing (RPO), talent consulting, contingent workforce solutions and executive search – WilsonHCG is transforming its clients' businesses through their talent. Founded in 2002, the company headquarters is located in Tampa, Florida. While optimizing clients' talent strategies is essential, WilsonHCG recognizes the relationships it develops lead to the results its clients realize. Better People, Better Business.®



Workforce Solutions Group, Incorporated	<a href="http://www.workforcesolutionsgroup.com">www.workforcesolutionsgroup.com</a>	
Xelerate LLC.	<a href="http://www.xeleratellc.com">www.xeleratellc.com</a>	SCR
ZeroChaos	<a href="http://www.zerochaos.com">www.zerochaos.com</a>	
Yello	<a href="http://yello.com">yello.com</a>	
Yoh, A Day and Zimmermann Company	<a href="http://www.yoh.com">www.yoh.com</a>	

## Relocation

WHAT YOU  
NEED TO KNOW

According to Atlas Van's *Corporate Relocation Survey 2015*, nearly half of firms saw volumes increase, and nearly half anticipate increases for next year as well. Nearly three-fourths of companies outsourced relocation services in 2014. Relocation is on a steady incline, and firms reported company growth and the lack of local talent as nearly equal drivers of relocation last year. Organizations are seeing the benefit of aligning relocation practices with talent management strategies.

COMPANY	URL	OTHER SERVICES
A. Arnold World Class Relocation	<a href="http://www.aarnoldmoving.com">www.aarnoldmoving.com</a>	
ABC Fry-Wagner/United Van Lines	<a href="http://www.unitedvanlines.com">www.unitedvanlines.com</a>	
Ace Relocation Systems, Inc.	<a href="http://www.acerelocation.com">www.acerelocation.com</a>	BC
Active Relocation (Switzerland) SA	<a href="http://www.active-relocation.com">www.active-relocation.com</a>	
Air Animal, Inc. .. t/a Air Animal Pet Movers	<a href="http://www.airanimal.com">www.airanimal.com</a>	
AIReS	<a href="http://www.aiores.com">www.aiores.com</a>	T&D
Airpets America	<a href="http://www.airpetsamerica.com">www.airpetsamerica.com</a>	
All Relocation Services, Ltd.	<a href="http://allrelocationservices.com">allrelocationservices.com</a>	T&D, P, F&A
Allied Van Lines, Inc.	<a href="http://www.allied.com">www.allied.com</a>	
Altair Global Relocation	<a href="http://www.altairglobal.com">www.altairglobal.com</a>	BC, IT
American Escrow & Closing Company	<a href="http://www.americanescrow.com">www.americanescrow.com</a>	F&A, P
American Red Ball International, Inc.	<a href="http://www.redball.com">www.redball.com</a>	
American Relocation & Storage Systems	<a href="http://www.amrelocation.com">www.amrelocation.com</a>	BC, HB
A-Mrazek Moving Systems, Inc.	<a href="http://www.a-mrazek.com">www.a-mrazek.com</a>	
Animal Land Pet Movers	<a href="http://www.petmovers.com">www.petmovers.com</a>	
Approach	<a href="http://www.atlas-expat.com">www.atlas-expat.com</a>	TECH, P, F&A
Armstrong Relocation	<a href="http://www.armstrongrelocation.com">www.armstrongrelocation.com</a>	BC, F&A
Atlas Van Lines	<a href="http://www.atlasvanlines.com">www.atlasvanlines.com</a>	F&A, IT
Bekins Van Lines LLC	<a href="http://www.bekins.com">www.bekins.com</a>	
Beltmann Group Incorporated	<a href="http://www.beltmann.com">www.beltmann.com</a>	
Bosson Consulting	<a href="http://www.ybosson.com">www.ybosson.com</a>	
BR Anchor Publishing	<a href="http://www.branchor.com">www.branchor.com</a>	
BridgeStreet Global Hospitality	<a href="http://www.bridgestreet.com">www.bridgestreet.com</a>	BC
Briggs Freeman	<a href="http://www.briggs-freeman.com">www.briggs-freeman.com</a>	
Brookfield Global Relocation Services	<a href="http://www.brookfieldgrs.com">www.brookfieldgrs.com</a>	F&A, P
Brown Harris Stevens	<a href="http://www.bhsusa.com">www.bhsusa.com</a>	
Budd Van Lines	<a href="http://www.buddvanlines.com">www.buddvanlines.com</a>	
Business Relocation Services, Inc.	<a href="http://www.brsmove.com">www.brsmove.com</a>	
Canada Wise	<a href="http://www.canadawise.com">www.canadawise.com</a>	T&D
CapRelo	<a href="http://www.caprelo.com">www.caprelo.com</a>	F&A, P, T&D, BC
CARTUS	<a href="http://www.cartus.com">www.cartus.com</a>	T&D
Century 21 Real Estate Corporation	<a href="http://www.century21.com">www.century21.com</a>	
CitiMortgage	<a href="http://www.citimortgage.com">www.citimortgage.com</a>	
Coldwell Banker Real Estate Corporation	<a href="http://www.coldwellbanker.com">www.coldwellbanker.com</a>	
Cornerstone Relocation	<a href="http://www.cornerstonerelocation.com">www.cornerstonerelocation.com</a>	FS, BC, IT
Corporate Housing by Owner	<a href="http://www.corporatehousingbyowner.com">www.corporatehousingbyowner.com</a>	
Cosmopolitan Canine Carriers, Inc.	<a href="http://www.caninecarriers.com">www.caninecarriers.com</a>	
Crown Relocations	<a href="http://www.crownrelo.com">www.crownrelo.com</a>	
Crown Worldwide Moving & Storage	<a href="http://www.crownwms.com">www.crownwms.com</a>	BC, T&D, F&A
Crye-Leike Relocation	<a href="http://www.crye-leike.com">www.crye-leike.com</a>	FS, BC

## Relocation

### WHAT YOU NEED TO KNOW

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COMPANY	URL	OTHER SERVICES
Cultural Awareness International Inc.	<a href="http://www.culturalawareness.com">www.culturalawareness.com</a>	T&D
CWS Corporate Housing	<a href="http://www.cwshousing.com">www.cwshousing.com</a>	
Daniel Bloom & Associates, Inc	<a href="http://www.dbaiconsulting.com">www.dbaiconsulting.com</a>	FS
Dependable Auto Shippers (DAS)	<a href="http://www.dependableautoshippers.com">www.dependableautoshippers.com</a>	
Donath Relocation	<a href="http://www.donath.de">www.donath.de</a>	T&D, BC, F&A
Dwellworks	<a href="http://www.dwellworks.com">www.dwellworks.com</a>	FS
E-Loan	<a href="http://www.eloan.com">www.eloan.com</a>	
ERA	<a href="http://www.era.com">www.era.com</a>	
Firstline Mobility	<a href="http://www.fmobility.com">www.fmobility.com</a>	BC, REC, F&A
France Global Relocation	<a href="http://www.fgrelocation.com">www.fgrelocation.com</a>	
Fry-Wagner	<a href="http://www.fry-wagner.com">www.fry-wagner.com</a>	
Global Mobility Solutions	<a href="http://www.gmsmobility.com">www.gmsmobility.com</a>	
Graebel Relocation	<a href="http://www.graebel.com">www.graebel.com</a>	BC, FS, HB
Halstead Property	<a href="http://www.halstead.com">www.halstead.com</a>	
Harry Norman Realtors	<a href="http://www.harrynorman.com">www.harrynorman.com</a>	
HomeBenefitIQ	<a href="http://www.HomeBenefitIQ.com">www.HomeBenefitIQ.com</a>	WEL
HomeServices of America, Inc.	<a href="http://www.homeservices.com">www.homeservices.com</a>	BC
Homewood Suites by Hilton	<a href="http://www.homewood-suites.com">www.homewood-suites.com</a>	
Imlach Group	<a href="http://www.imlachgroup.com">www.imlachgroup.com</a>	
IMPACT Group	<a href="http://www.impactgrouphr.com">www.impactgrouphr.com</a>	T&D
Interim Homes Inc.	<a href="http://www.interimhomes.net">www.interimhomes.net</a>	
JK Moving & Storage, Inc.	<a href="http://www.jkmoving.com">www.jkmoving.com</a>	BC, HB, F&A
Lexicon Relocation	<a href="http://www.lexiconrelocation.com">www.lexiconrelocation.com</a>	FS, F&A, T&D, SCR
Marriott ExecuStay	<a href="http://www.execustay.com">www.execustay.com</a>	
Mayflower	<a href="http://www.mayflower.com">www.mayflower.com</a>	FS, BC
MSI	<a href="http://www.msigsbs.com">www.msigsbs.com</a>	HRM, T&D
Moving.com	<a href="http://www.moving.com">www.moving.com</a>	
MoveCenter	<a href="http://www.movecenter.com">www.movecenter.com</a>	BD, F&A
MoveTrek	<a href="http://www.movetrek.com">www.movetrek.com</a>	BC, FS
NEI Global Relocation	<a href="http://www.neirelo.com">www.neirelo.com</a>	
Nino Properties	<a href="http://www.ninoproperties.com">www.ninoproperties.com</a>	
North American Moving Services	<a href="http://www.northamerican.com">www.northamerican.com</a>	
NRI Relocation	<a href="http://www.nrirelocation.com">www.nrirelocation.com</a>	T&D, FS, F&A, BC
NuCompass	<a href="http://www.nucompass.com">www.nucompass.com</a>	
Oakwood Corporate Housing	<a href="http://www.oakwood.com">www.oakwood.com</a>	
Omni	<a href="http://www.omnimoving.com">www.omnimoving.com</a>	

## Relocation

### WHAT YOU NEED TO KNOW

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COMPANY	URL	OTHER SERVICES
OneSource Relocation	<a href="http://www.onesourcerelocation.com">www.onesourcerelocation.com</a>	
Paragon Relocation	<a href="http://www.paragonrelocation.com">www.paragonrelocation.com</a>	F&A, FS, BC
Paxton Van Lines Inc.	<a href="http://www.paxton.com">www.paxton.com</a>	FS
PetRelocation.com	<a href="http://www.petrelocation.com">www.petrelocation.com</a>	
Plus Relocation Services, Inc.	<a href="http://www.plusrelocation.com">www.plusrelocation.com</a>	T&D, FS
RE/MAX Relocation Inc.	<a href="http://www.remax.com">www.remax.com</a>	FS, BC
Relocation America International	<a href="http://relocationamericainternational.com">relocationamericainternational.com</a>	
Rental Relocation, Inc	<a href="http://www.rentalrelocation.com">www.rentalrelocation.com</a>	
Runzheimer International Ltd.	<a href="http://www.runzheimer.com">www.runzheimer.com</a>	
Ryder Move Management	<a href="http://www.ryder.com">www.ryder.com</a>	
Saunders 1865 International	<a href="http://www.saunders1865.com">www.saunders1865.com</a>	SCR, F&A
SIRVA Worldwide Relocation & Moving	<a href="http://www.sirva.com">www.sirva.com</a>	BC, FS

### SIRVA Worldwide Relocation & Moving [www.sirva.com](http://www.sirva.com)

SIRVA is a leading partner for corporations to outsource their mobility needs, relocating and moving their executives and staff globally. SIRVA offers an extensive portfolio of mobility services across approximately 170 countries providing an end-to-end solution to deliver an enhanced mobility experience and program control and security for customers.

**SIRVA**<sup>®</sup> Worldwide  
Relocation & Moving

**HRO TODAY** Baker's Dozen  
Customer Satisfaction Ratings  
**RELOCATION**

2015 Winner

Sterling Relocation	<a href="http://www.sterlingrelocation.com">www.sterlingrelocation.com</a>	T&D, FS, F&A
Stevens Worldwide Van Lines	<a href="http://www.stevensworldwide.com">www.stevensworldwide.com</a>	
Stewart	<a href="http://www.stewart.com">www.stewart.com</a>	
SuiteAmerica	<a href="http://www.suiteamerica.com">www.suiteamerica.com</a>	
The Corky McMillin Companies	<a href="http://www.mcmillin.com">www.mcmillin.com</a>	
The Pasha Group	<a href="http://www.pashagroup.com">www.pashagroup.com</a>	
The Relocation Department, Inc.	<a href="http://www.relocationdept.com">www.relocationdept.com</a>	
The Suddath Companies	<a href="http://www.suddath.com">www.suddath.com</a>	BC

## Relocation

WHAT YOU  
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## COMPANY

## URL

## OTHER SERVICES

TheMIGroup

www.themigroup.com

BC, I, FS

**TheMIGroup**  
**www.themigroup.com**

TheMIGroup understands that relocation is a very unique process. Every corporation and relocating employee is different, requiring their own custom-tailored solution. We take the time to create partnerships with our clients that result in a deeper understanding of their needs for a more seamless integration.

TheMIGroup – just a better fit.



TRC	www.trcs.com	
Transcontainer Group	www.transcontainer-group.com	
TransferEASE Relocation	www.transrelo.com	
U-Haul International	www.uhaul.com	
UniGroup, Inc.	www.unigroupinc.com	
USA-FACT	www.usafact.com	SCR
Validity Screening Solution	www.validityscreening.com	SCR
Victory Van Corporation	www.victoryvan.com	
Visanow	www.visanow.com	TECH, IT
Weichert Workforce Mobility	www.weichertworkforcemobility.com	T&D, F&A
Wheaton World Wide Moving	www.wheatonworldwide.com	
WHR Group Inc.	www.whrg.com	BC
Xerox Relocation & Assignment Services	www.xerox.com/en-us/services/hr-outsourcing/global-mobility	
Xonex	www.xonex.com	

## Screening & Workplace Security

### WHAT YOU NEED TO KNOW

HireRight's 2015 *Employee Screening Benchmark Report* finds 93 percent of respondents report they receive benefits from conducting employment screening, and 56 percent say the top benefit is improved quality of hires. 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. Plus, integrating screening with applicant tracking systems has myriad benefits including electronic filing of candidate documents and adjudication capabilities.

COMPANY	URL	OTHER SERVICES
Accurate Background	<a href="http://www.accuratebackground.com">www.accuratebackground.com</a>	
A-Check Global	<a href="http://www.acheckglobal.com">www.acheckglobal.com</a>	
Axciom Corporation	<a href="http://www.axciom.com">www.axciom.com</a>	IT, TECH
ADP Inc.	<a href="http://www.adp.com">www.adp.com</a>	EH, TECH, P, PEO, SCR, HB, WEL
Advantage Hire, Inc.	<a href="http://www.advantagehire.com">www.advantagehire.com</a>	
AFIMAC	<a href="http://www.afimac-us.com">www.afimac-us.com</a>	T&D
Allegiant International, LLC	<a href="http://www.allegiantworks.com">www.allegiantworks.com</a>	REC
Applicant Insight Inc.	<a href="http://www.applicantinsight.com">www.applicantinsight.com</a>	
Applicant Verification Specialist (AVS)	<a href="http://www.avshire.com">www.avshire.com</a>	
Atlas Risk Management	<a href="http://www.atlasbackground.com">www.atlasbackground.com</a>	
Assessment Technologies	<a href="http://www.employeeestests.com">www.employeeestests.com</a>	TECH, T&D
Asurint	<a href="http://www.asurint.com">www.asurint.com</a>	
Aurico	<a href="http://www.aurico.com">www.aurico.com</a>	TECH
background resources, inc.	<a href="http://www.backgroundresources.com">www.backgroundresources.com</a>	
Backgrounds Online	<a href="http://www.backgroundsonline.com">www.backgroundsonline.com</a>	REC, HRM, EH
Background Profiles	<a href="http://www.backgroundprofiles.com">www.backgroundprofiles.com</a>	
BackTrack, Inc.	<a href="http://www.backtracker.com">www.backtracker.com</a>	P
Brainbench, Inc.	<a href="http://www.brainbench.com">www.brainbench.com</a>	T&D, HB, I
Branan Medical Corporation	<a href="http://www.brananmedical.com">www.brananmedical.com</a>	
Business Information Group (BIG)	<a href="http://www.bigreport.com">www.bigreport.com</a>	
CARCO Group Inc.	<a href="http://www.carcogroup.com">www.carcogroup.com</a>	TECH, REC
Career Check, Inc.	<a href="http://www.careercheck.com">www.careercheck.com</a>	
Carolina Investigative Research Inc.	<a href="http://www.cir-nc.com">www.cir-nc.com</a>	
Certifinder, LLC	<a href="http://www.certifinder.com">www.certifinder.com</a>	TECH
Certiphi Screening, Inc	<a href="http://www.certiphi.com">www.certiphi.com</a>	
COMPLY Corporation	<a href="http://www.complycorp.com">www.complycorp.com</a>	
Corporate Investigations, Inc.	<a href="http://www.ciilink.com">www.ciilink.com</a>	
Corporate Screening Services, Inc.	<a href="http://www.corporatescreening.com">www.corporatescreening.com</a>	
Critical Research, Inc.	<a href="http://www.criticalresearch.com">www.criticalresearch.com</a>	TECH
Edge Information Management, Inc.	<a href="http://www.edgeinformation.com">www.edgeinformation.com</a>	
Employer's Investigative Services	<a href="http://www.eischecks.com">www.eischecks.com</a>	
EmployeeScreenIQ	<a href="http://www.employeescreen.com">www.employeescreen.com</a>	
Employment Background Investigations	<a href="http://www.ebiinc.com">www.ebiinc.com</a>	
Employment Screening Resources (ESR)	<a href="http://www.esrcheck.com">www.esrcheck.com</a>	
EMSI Examination Management Services	<a href="http://www.emsinet.com">www.emsinet.com</a>	HB
Equifax	<a href="http://www.equifax.com">www.equifax.com</a>	
ERS Hire	<a href="http://www.ershire.com">www.ershire.com</a>	
FactsFinder.com	<a href="http://www.factsfinder.com">www.factsfinder.com</a>	
FICO	<a href="http://www.fico.com">www.fico.com</a>	T&D, HRM,
First Advantage Employer Services	<a href="http://www.fadv.com">www.fadv.com</a>	IT, REC, F&A, T&Dq
First Contact HR	<a href="http://www.firstcontactthr.com">www.firstcontactthr.com</a>	T&D, REC
FirstLab	<a href="http://www.firstlab.com">www.firstlab.com</a>	
FirstPoint Background Screening Resources	<a href="http://www.firstpointresources.com">www.firstpointresources.com</a>	
General Information Services, Inc. (GIS)	<a href="http://www.geninfo.com">www.geninfo.com</a>	HRM
Global HR Research	<a href="http://www.globalhrrresearch.com">www.globalhrrresearch.com</a>	

## Screening & Workplace Security

### WHAT YOU NEED TO KNOW

HireRight's 2015 Employee Screening Benchmark Report finds 93 percent of respondents report they receive benefits from conducting employment screening, and 56 percent say the top benefit is improved quality of hires. 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. Plus, integrating screening with applicant tracking systems has myriad benefits including electronic filing of candidate documents and adjudication capabilities.

COMPANY	URL	OTHER SERVICES
Guardsmark	<a href="http://www.guardsmark.com">www.guardsmark.com</a>	
HireSafe	<a href="http://www.hiresafe.com">www.hiresafe.com</a>	T&D, HRM, P
Hogan Assessment Systems	<a href="http://www.hoganassessments.com">www.hoganassessments.com</a>	HRM, T&D
HR ProFile Employment Screening, Inc.	<a href="http://www.hrprofile.com">www.hrprofile.com</a>	
iCredibility Inc.	<a href="http://www.icredibility.com">www.icredibility.com</a>	
InfoMart	<a href="http://www.infomart-usa.com">www.infomart-usa.com</a>	TECH
InSource Employment Screening Services	<a href="http://www.insource-usa.com">www.insource-usa.com</a>	
IntegriView	<a href="http://www.integriviewtech.com">www.integriviewtech.com</a>	
IntelliCorp	<a href="http://www.intellicorp.net">www.intellicorp.net</a>	
IRC	<a href="http://www.irverify.com">www.irverify.com</a>	
Justifacts Credential Verification, Inc	<a href="http://www.justifacts.com">www.justifacts.com</a>	
Kroll Inc.	<a href="http://www.krollbackgroundscreening.com">www.krollbackgroundscreening.com</a>	
McClain Group, LLC	<a href="http://www.pipability.com">www.pipability.com</a>	REC, T&D
MeritTrac	<a href="http://www.merittrac.com">www.merittrac.com</a>	IT
MindData Systems, Ltd	<a href="http://www.minddata.com">www.minddata.com</a>	
MyEmployment	<a href="http://www.myemployment.com">www.myemployment.com</a>	
National Employment Screening	<a href="http://www.national-employment-screening.com">www.national-employment-screening.com</a>	
NATIONAL SOURCE PUBLIC RECORDS, INC.	<a href="http://www.findtherecord.com">www.findtherecord.com</a>	
OPAC Testing Software	<a href="http://www.opac.com">www.opac.com</a>	
Orange Tree Screening	<a href="http://www.orangetreescreening.com">www.orangetreescreening.com</a>	
OraSure Technologies, Inc.	<a href="http://www.orasure.com">www.orasure.com</a>	
PeopleG2	<a href="http://www.peopleg2.com">www.peopleg2.com</a>	
Peopletrail	<a href="http://www.peopletrail.com">www.peopletrail.com</a>	

## Peopletrail® [www.peopletrail.com](http://www.peopletrail.com)

Peopletrail® is a leading provider of custom employment screening, criminal background checks, tenant screening, drug screening, ATS integration, & corporate security solutions.

Oracle validated integration. NAPBS accredited. Only Peopletrail® combines superior customer service through dedicated account managers with efficient, state-of-the-art technology integration to deliver on-demand, accurate and timely consumer reporting results.

Get your own complimentary consultation today. Call 866.223.8822 or visit [www.peopletrail.com](http://www.peopletrail.com)





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COMPANY	URL	OTHER SERVICES
Precheck	<a href="http://www.precheck.com">www.precheck.com</a>	
Pre-employ	<a href="http://www.pre-employ.com">www.pre-employ.com</a>	TECH
Pre-Employment, Inc.	<a href="http://www.pre-employment.com">www.pre-employment.com</a>	
PreemploymentDirectory.com	<a href="http://www.preemploymentdirectory.com">www.preemploymentdirectory.com</a>	
PreHire Screening Services	<a href="http://www.prehirescreening.com">www.prehirescreening.com</a>	
Presenting Solutions, Inc.	<a href="http://www.prevaluate.com">www.prevaluate.com</a>	HRM, TECH, T&D
Profiles International	<a href="http://www.profilesinternational.com">www.profilesinternational.com</a>	REC, T&D, TECH
PsyMax Solutions	<a href="http://www.psymaxsolutions.com">www.psymaxsolutions.com</a>	HRM, REC, T&D
SecurTest	<a href="http://www.securtest.com">www.securtest.com</a>	
SHL Global	<a href="http://www.shl.com/us">www.shl.com/us</a>	REC, T&D
SkillSurvey, Inc.	<a href="http://www.skillsurvey.com">www.skillsurvey.com</a>	REC, TECH
SmartStart Employment Screening	<a href="http://www.smartstartemploymentscreening.com">www.smartstartemploymentscreening.com</a>	

### SmartStart Employment Screening [www.smartstartemploymentscreening.com](http://www.smartstartemploymentscreening.com)

SmartStart Employment Screening is a multi-national organization offering worldwide solutions for employment screening. Unique in almost every aspect, SmartStart offers proprietary software that enhances our modern and personalized customer service methodology resulting in an amazing customer experience. If you're currently frustrated with your screening program, SmartStart can offer you a modern solution in an archaic industry.



Staffing Soft	<a href="http://www.staffingsoft.com">www.staffingsoft.com</a>	REC, TECH
Stealth Partners, Inc	<a href="http://www.stealthpartners.com">www.stealthpartners.com</a>	
SterlingBackcheck	<a href="http://www.sterlingbackcheck.com">www.sterlingbackcheck.com</a>	
TestExpressinc.com	<a href="http://www.testexpressinc.com">www.testexpressinc.com</a>	
The Devine Group	<a href="http://www.devinegroup.com">www.devinegroup.com</a>	REC, T&D, HB, WEL
TriCor Employment Screening	<a href="http://www.tricorinfo.com">www.tricorinfo.com</a>	
Truescreen Inc.	<a href="http://www.truescreen.com">www.truescreen.com</a>	

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#### COMPANY

#### URL

#### OTHER SERVICES

Universal Background Screening

[www.universalbackground.com](http://www.universalbackground.com)

### Universal Background Screening [www.universalbackground.com](http://www.universalbackground.com)

Universal Background Screening provides comprehensive background screening services for companies of all sizes, with a commitment to personalized, responsive service and accuracy in the information we provide. As a fully accredited screening company, we work with organizations across the country to make the background screening process easier and ensure our clients know everything they need to know about the people they hire. For more information, please visit <http://www.universalbackground.com>.



US Search

[www.ussearch.com](http://www.ussearch.com)

Validex Employment Screening Services

[www.validex.com](http://www.validex.com)

VeriCorp

[www.vericorphr.com](http://www.vericorphr.com)

VeriData Services, Inc.

[www.veridataservices.com](http://www.veridataservices.com)

Verified Credentials, Inc.

[www.verifiedcredentials.com](http://www.verifiedcredentials.com)

Verified Person Inc.

[www.verifiedperson.com](http://www.verifiedperson.com)

Vertical Screen

[www.verticalscreen.com](http://www.verticalscreen.com)

Wonderlic, Inc.

[www.wonderlic.com](http://www.wonderlic.com)

REC, T&D

## 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	OTHER SERVICES
Alsbridge	<a href="http://www.alsbridge.com">www.alsbridge.com</a>	
Alston & Bird LLP	<a href="http://www.alston.com">www.alston.com</a>	
Altman Weil, Inc.	<a href="http://www.altmanweil.com">www.altmanweil.com</a>	
Baker & McKenzie	<a href="http://www.bakermckenzie.com">www.bakermckenzie.com</a>	
Barnes & Thornburg	<a href="http://www.btlaw.com">www.btlaw.com</a>	
Bersin by Deloitte	<a href="http://home.bersin.com/">home.bersin.com/</a>	REC, HRM, TECH, EH, T&D
Bierce & Kenerson, P.C.	<a href="http://www.biercenerson.com">www.biercenerson.com</a>	
Carr, Morris & Graeff, P.C.	<a href="http://www.cmGPC.com">www.cmGPC.com</a>	
Cooley	<a href="http://www.cooley.com">www.cooley.com</a>	
Emigra Worldwide	<a href="http://www.emigra.com">www.emigra.com</a>	IT
Employment Law Alliance	<a href="http://www.employmentlawalliance.com">www.employmentlawalliance.com</a>	PAE
Everest Group	<a href="http://www.everestgrp.com">www.everestgrp.com</a>	FS
Faegre Baker Daniels	<a href="http://www.faegrebdl.com">www.faegrebdl.com</a>	
Fisher & Phillips LLP	<a href="http://www.laborlawyers.com">www.laborlawyers.com</a>	
Fragomen	<a href="http://www.fragomen.com">www.fragomen.com</a>	
Gartner	<a href="http://www.gartner.com">www.gartner.com</a>	IT
Goodwin Procter LLP	<a href="http://www.goodwinprocter.com">www.goodwinprocter.com</a>	
Gowling Lafleur Henderson LLP	<a href="http://www.gowlings.com">www.gowlings.com</a>	
Greenberg Traurig LLP	<a href="http://www.gtllaw.com">www.gtllaw.com</a>	
Hammond Law Group LLC	<a href="http://www.hammondlawgroup.com">www.hammondlawgroup.com</a>	
Harmon & Davies, P.C.	<a href="http://www.h-dlaw.com">www.h-dlaw.com</a>	
HROplus.com	<a href="http://www.hroplus.com">www.hroplus.com</a>	HRM, P, TECH
Hunton & Williams, LLP	<a href="http://www.hunton.com">www.hunton.com</a>	
ISG	<a href="http://www.isg-one.com">www.isg-one.com</a>	HRM, IT
Jackson Lewis	<a href="http://www.jacksonlewis.com">www.jacksonlewis.com</a>	
Janeeva	<a href="http://www.janeeva.com">www.janeeva.com</a>	HRM,
Jones Day	<a href="http://www.jonesday.com">www.jonesday.com</a>	
Kastner Westman & Wilkins LLC	<a href="http://www.kwwlaborlaw.com">www.kwwlaborlaw.com</a>	
Kirkland & Ellis LLP	<a href="http://www.kirkland.com">www.kirkland.com</a>	
Kramer Levin Naftalis & Frankel	<a href="http://www.kramerlevin.com">www.kramerlevin.com</a>	
Kunkel Miller & Hament	<a href="http://www.laborattys.com">www.laborattys.com</a>	
LegalShield	<a href="http://www.legalshield.com">www.legalshield.com</a>	
Littler Mendelson	<a href="http://www.littler.com">www.littler.com</a>	
Maney & Gordon, PA	<a href="http://www.maneygordon.com">www.maneygordon.com</a>	
Mayer, Brown, Rowe & Maw LLP	<a href="http://www.mayerbrownrowe.com">www.mayerbrownrowe.com</a>	
McDermott Will & Emery	<a href="http://www.mwe.com">www.mwe.com</a>	
McGinnis, Lochridge & Kilgore, LLP	<a href="http://www.mcginnislaw.com">www.mcginnislaw.com</a>	
Michael F. Corbett & Associates, Ltd.	<a href="http://www.corbettassociates.com">www.corbettassociates.com</a>	
Morgan, Lewis & Bockius LLP	<a href="http://www.morganlewis.com/go/outsourcing">www.morganlewis.com/go/outsourcing</a>	
Munsch Hardt Kopf & Harr, P.C.	<a href="http://www.munsch.com">www.munsch.com</a>	
Napierski, VanDenburgh & Napierski, L.L.P.	<a href="http://nvnolaw.com">nvnolaw.com</a>	
Neo Group	<a href="http://www.neogroup.com">www.neogroup.com</a>	BC, F&A, FS, HRM, IT

## 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	OTHER SERVICES
Ogletree Deakins	<a href="http://www.ogletreedeakins.com">www.ogletreedeakins.com</a>	
Pillsbury Winthrop Shaw Pittman LLP	<a href="http://www.pillsburylaw.com">www.pillsburylaw.com</a>	BC, HRM
Rice & Associates, P.C.	<a href="http://www.ricelawyers.com">www.ricelawyers.com</a>	
ROI Advisory Group, Ltd.	<a href="http://www.roiadvisorygroup.com">www.roiadvisorygroup.com</a>	
Scopelitis, Garvin, Light & Hanson, P.C.	<a href="http://www.scopelitis.com">www.scopelitis.com</a>	
Seyfarth Shaw	<a href="http://www.seyfarth.com">www.seyfarth.com</a>	
Shearman & Sterling LLP	<a href="http://www.shearman.com">www.shearman.com</a>	
Sourcing Interests Group	<a href="http://www.sig.org">www.sig.org</a>	PAE
TBI, Inc.	<a href="http://www.tbicentral.com">www.tbicentral.com</a>	EH, IT
The Outsourcing Institute	<a href="http://www.outsourcing.com">www.outsourcing.com</a>	PAE, REC
VisaNow.com, Inc.	<a href="http://www.visanow.com">www.visanow.com</a>	

## Training & Development

### WHAT YOU NEED TO KNOW

The United States 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. Organizations are seeing the benefit of modern learning: in a virtual Intranet; via social media networks; on smartphones and tablets; through YouTube videos.

COMPANY	URL	OTHER SERVICES
AAIM Employers' Association	<a href="http://www.aamea.com">www.aamea.com</a>	PAE, REC
Abreon	<a href="http://www.abreon.com">www.abreon.com</a>	
Accord Management Systems Inc	<a href="http://www.accordmanagementsystems.com">www.accordmanagementsystems.com</a>	
AIRS, an ADP company	<a href="http://www.airstraining.com">www.airstraining.com</a>	
Answerthink	<a href="http://www.answerthink.com">www.answerthink.com</a>	IT
Arial International	<a href="http://www.arialinternational.com">www.arialinternational.com</a>	SCR
Bashen Corporation	<a href="http://www.bashencorp.com">www.bashencorp.com</a>	TECH
Berlitz International, Inc.	<a href="http://www.berlitz.com">www.berlitz.com</a>	
Bloomberg BNA	<a href="http://www.bna.com">www.bna.com</a>	CON, FS
CAL Learning	<a href="http://www.callearning.com">www.callearning.com</a>	REL
Capella University	<a href="http://www.capella.edu">www.capella.edu</a>	
CommLab India	<a href="http://www.commlabindia.com">www.commlabindia.com</a>	
Commispond	<a href="http://www.commispond.com">www.commispond.com</a>	
Cornerstone OnDemand	<a href="http://www.cornerstoneondemand.com">www.cornerstoneondemand.com</a>	TECH
CorpU	<a href="http://www.corpu.com">www.corpu.com</a>	HRM, PAE
Cultural Vistas	<a href="http://www.culturalvistas.org">www.culturalvistas.org</a>	
Delta L Printing	<a href="http://www.deltalprinting.com">www.deltalprinting.com</a>	
DeNinno Consulting and Training	<a href="http://www.deninnoconsulting.com">www.deninnoconsulting.com</a>	HRM
Dragon Teambuilding Intl. Ltd.	<a href="http://www.dragonteambuilding.com">www.dragonteambuilding.com</a>	
Eagles Flight	<a href="http://www.eaglesflight.com">www.eaglesflight.com</a>	
Edcor	<a href="http://www.edcor.com">www.edcor.com</a>	
Emantras	<a href="http://www.emantras.com">www.emantras.com</a>	PAE, IT
Employ Solutions	<a href="http://www.esondemand.com">www.esondemand.com</a>	TECH, HRM
Employer Training LLC	<a href="http://www.employertesting.com">www.employertesting.com</a>	TECH, SCR
Enspire Learning	<a href="http://www.enspire.com">www.enspire.com</a>	
ETS	<a href="http://www.etsplc.com">www.etsplc.com</a>	HRM, TECH
Evolve Performance Group	<a href="http://www.evolvepg.com">www.evolvepg.com</a>	
Expertus Inc	<a href="http://www.expertus.com">www.expertus.com</a>	TECH, REC, CON, EH
FirstNet Learning	<a href="http://www.firstnetlearning.com">www.firstnetlearning.com</a>	
Global Collaboration Partners	<a href="http://www.gcplearning.com">www.gcplearning.com</a>	TECH
Global Learning Partners	<a href="http://www.globallearningpartners.com">www.globallearningpartners.com</a>	
GP Strategies	<a href="http://us.gpstrategies.com">http://us.gpstrategies.com</a>	
Horner & Associates, LLC	<a href="http://www.hornerassociates.biz">www.hornerassociates.biz</a>	HRM, CON
HRTrainingCenter.com	<a href="http://www.HRTrainingCenter.com">www.HRTrainingCenter.com</a>	PAE
HudsonMann	<a href="http://www.hudsonmann.com">www.hudsonmann.com</a>	REC
Human Performance Institute	<a href="http://www.hpinstitute.com">www.hpinstitute.com</a>	
IIR	<a href="http://www.informaglobalevents.com">www.informaglobalevents.com</a>	
inlingua Language Center	<a href="http://www.inlingua.com">www.inlingua.com</a>	
Innergize Training Coaching Consulting	<a href="http://www.innergizetraining.com">www.innergizetraining.com</a>	
Interaction Associates	<a href="http://www.interactionassociates.com">www.interactionassociates.com</a>	
Intrepid Learning Solutions	<a href="http://www.intrepidls.com">www.intrepidls.com</a>	HRM, IT
Jones Knowledge Group	<a href="http://www.jonesknowledge.com">www.jonesknowledge.com</a>	

## Training & Development

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COMPANY	URL	OTHER SERVICES
Ken Blanchard	<a href="http://www.kenblanchard.com">www.kenblanchard.com</a>	
Kepner-Tregoe	<a href="http://www.kepner-tregoe.com">www.kepner-tregoe.com</a>	IT
LSA Global	<a href="http://www.lsaglobal.com">www.lsaglobal.com</a>	HRM
McQuaig Institute	<a href="http://www.mcquaig.com">www.mcquaig.com</a>	HRM, TECH, SCR
MDA Training	<a href="http://www.mdatraining.com">www.mdatraining.com</a>	F&S, FS
NIIT	<a href="http://www.niit.com">www.niit.com</a>	

#### NIIT [www.niit.com](http://www.niit.com)

NIIT offers Managed Training Services to global market-leading companies. Built on the sound principles of running training like a business, our services include Custom Curriculum Design and Content Development, Learning Administration, Learning Delivery, Strategic Sourcing, Learning Technology, and Advisory Services. With a team of some of the world's finest learning professionals, NIIT is dedicated to helping customers increase the business value of L&D.



Online Employment Systems	<a href="http://www.onlineemploymentsystems.com">www.onlineemploymentsystems.com</a>	
Organization Metrics Inc.	<a href="http://www.orgmetrics.com">www.orgmetrics.com</a>	TECH, IT
Paradigm Learning	<a href="http://www.paradigmlearning.com">www.paradigmlearning.com</a>	
Pearson English	<a href="http://www.globalenglish.com">www.globalenglish.com</a>	IT
Performance Programs, Inc.	<a href="http://www.performanceprograms.com">www.performanceprograms.com</a>	HRM
Pilat	<a href="http://www.pilat.com">www.pilat.com</a>	HRM, TECH, IT
PrimeGenesis	<a href="http://www.primegenesis.com">www.primegenesis.com</a>	
Profiles International	<a href="http://www.profilesinternational.com">www.profilesinternational.com</a>	HRM, SCR, TECH
Prospero Learning Solutions	<a href="http://www.prosperolearning.com">www.prosperolearning.com</a>	
Raytheon Professional Services	<a href="http://www.rps.com">www.rps.com</a>	
Reliant Live, LLC	<a href="http://www.reliantlive.com">www.reliantlive.com</a>	HRM, TECH, SCR
Right Management	<a href="http://www.right.com">www.right.com</a>	
Root Learning	<a href="http://www.rootlearning.com">www.rootlearning.com</a>	TECH
Saba Software, Inc.	<a href="http://www.saba.com">www.saba.com</a>	IT, SCR
SIGMA Assessment Systems, Inc	<a href="http://www.sigmaassessmentsystems.com">www.sigmaassessmentsystems.com</a>	HRM, REC
Skillpath	<a href="http://www.skillpath.com">www.skillpath.com</a>	
Skillsoft	<a href="http://www.skillsoft.com">www.skillsoft.com</a>	

## Training & Development

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COMPANY	URL	OTHER SERVICES
SSA Training, Inc.	<a href="http://www.wrmtraining.com/wrm/">www.wrmtraining.com/wrm/</a>	
SumTotal Systems	<a href="http://www.sumtotalsystems.com">www.sumtotalsystems.com</a>	TECH
SurveyConnect, Inc.	<a href="http://www.surveyconnect.com">www.surveyconnect.com</a>	
Take Charge Consultants, Inc.	<a href="http://www.takechargeinc.com">www.takechargeinc.com</a>	HRM
The Training Associates	<a href="http://www.thetrainingassociates.com">www.thetrainingassociates.com</a>	
Thomson Reuters	<a href="http://www.thomsonreuters.com">www.thomsonreuters.com</a>	CON, HRM, F&A
TMA World	<a href="http://www.tmaworld.com">www.tmaworld.com</a>	REL
TPC Training Systems	<a href="http://www.tpctraining.com">www.tpctraining.com</a>	
TrainingFolks	<a href="http://www.trainingfolks.com">www.trainingfolks.com</a>	HRM, REC, CON
TrainingIndustry.com	<a href="http://www.trainingindustry.com">www.trainingindustry.com</a>	REC, PAE
viaPeople, Inc.	<a href="http://www.viapeople.com">www.viapeople.com</a>	HRM, TECH
Workplace Answers	<a href="http://www.workplaceanswers.com">www.workplaceanswers.com</a>	



## Wealth & Specialty Benefits

### WHAT YOU NEED TO KNOW

Just like the health benefits market, the wealth and specialty benefits market is diversifying rapidly, fueled by consumer-driven voluntary benefits, largely paid for by employees. The defined-contribution pension, mostly known as 401(k) plans and funded almost entirely by employees, is booming.

COMPANY	URL	OTHER SERVICES
AFLAC	<a href="http://www.aflac.com">www.aflac.com</a>	BC
AB Global	<a href="http://www.abglobal.com">www.abglobal.com</a>	
Alliance Bernstein Investments	<a href="http://www.alliancebernstein.com">www.alliancebernstein.com</a>	
Allstate Workplace Division	<a href="http://www.allstateatwork.com">www.allstateatwork.com</a>	
American Express Company	<a href="http://www.americanexpress.com">www.americanexpress.com</a>	
American Funds	<a href="http://www.americanfunds.com">www.americanfunds.com</a>	
American Insurance Association	<a href="http://www.aiadc.org">www.aiadc.org</a>	
Applied Underwriters	<a href="http://www.auw.com">www.auw.com</a>	
BB&T Corporation	<a href="http://www.bbt.com">www.bbt.com</a>	BC, HB
Bright Horizons Family Solutions	<a href="http://www.brighthousefamily.com">www.brighthousefamily.com</a>	
Campus Door	<a href="http://www.campusdoor.com">www.campusdoor.com</a>	
Charles Schwab	<a href="http://www.schwab.com">www.schwab.com</a>	
Childtime Learning Center	<a href="http://www.childtime.com">www.childtime.com</a>	
CIGNA Behavioral Health, Inc.	<a href="http://www.cignabehavioral.com">www.cignabehavioral.com</a>	
CIGNA Disability Benefits	<a href="http://www.cigna.com">www.cigna.com</a>	HB
CNA Insurance Companies	<a href="http://www.cna.com">www.cna.com</a>	BC
Colonial Life & Accident Insurance Co.	<a href="http://www.coloniallife.com">www.coloniallife.com</a>	BC
Countrywide Pre-Paid Legal Services, Inc.	<a href="http://www.countrywideppls.com">www.countrywideppls.com</a>	CON
Delaware Investments	<a href="http://www.delawareinvestments.com/default.aspx">www.delawareinvestments.com/default.aspx</a>	
eflexgroup.com	<a href="http://www.eflexgroup.com">www.eflexgroup.com</a>	
Eisner Amper	<a href="http://www.eisneramper.com">www.eisneramper.com</a>	FS, F&A
First American Funds	<a href="http://www.firstamericanfunds.com">www.firstamericanfunds.com</a>	
Goldman, Sachs & Co.	<a href="http://www.gs.com">www.gs.com</a>	
ING	<a href="http://www.ing.com">www.ing.com</a>	FS
INVESCO	<a href="http://www.invesco.com">www.invesco.com</a>	
JP Morgan Chase & Co.	<a href="http://www.jpmorganchase.com">www.jpmorganchase.com</a>	
Legal Club of America Corporation	<a href="http://www.legalclub.com">www.legalclub.com</a>	PAE
Liberty Mutual Insurance Company	<a href="http://www.libertymutual.com">www.libertymutual.com</a>	BC
Life's Solutions EAP	<a href="http://www.lifesolutionseap.com">www.lifesolutionseap.com</a>	
LifeStart Wellness Network	<a href="http://www.lifestart.net">www.lifestart.net</a>	I
Lincoln Financial Group	<a href="http://www.lfg.com">www.lfg.com</a>	
Lord Abbett	<a href="http://www.lordabbett.com">www.lordabbett.com</a>	
Manulife	<a href="http://www.manulife.com">www.manulife.com</a>	
MassMutual	<a href="http://www.massmutual.com">www.massmutual.com</a>	BC
MetLife Insurance Company	<a href="http://www.metlife.com">www.metlife.com</a>	BC
MFS	<a href="http://www.mfs.com">www.mfs.com</a>	FS
Milliman USA	<a href="http://www.milliman.com">www.milliman.com</a>	

## Wealth & Specialty Benefits

### WHAT YOU NEED TO KNOW

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COMPANY	URL	OTHER SERVICES
Oppenheimer Wolff & Donnelly LLP	<a href="http://www.oppenheimer.com">www.oppenheimer.com</a>	
Pan-American Life Insurance Company	<a href="http://www.palig.com">www.palig.com</a>	BC
Perspectives Ltd.	<a href="http://www.perspectivesltd.com">www.perspectivesltd.com</a>	
Prudential Financial, Inc.	<a href="http://www.prudential.com">www.prudential.com</a>	BC
Putnam Investments	<a href="http://www.putnam.com">www.putnam.com</a>	FS
QTB Services, Inc.	<a href="http://www.qtbservices.com">www.qtbservices.com</a>	BC
Securian	<a href="http://www.securian.com">www.securian.com</a>	
T Rowe Price	<a href="http://corporate.troweprice.com">corporate.troweprice.com</a>	
The Hartford Financial Services Group, Inc.	<a href="http://www.thehartford.com">www.thehartford.com</a>	BC, I
The Newport Group	<a href="http://www.newportgroup.com">www.newportgroup.com</a>	
The Vanguard Group	<a href="http://www.vanguard.com">www.vanguard.com</a>	
Transamerica Corporation	<a href="http://www.transamerica.com">www.transamerica.com</a>	
Travelers Companies, St. Paul	<a href="http://www.travelers.com">www.travelers.com</a>	
TutorTime Learning Center	<a href="http://www.tutortime.com">www.tutortime.com</a>	
Unum Life Insurance Company of America	<a href="http://www.unum.com">www.unum.com</a>	BC
ValueOptions	<a href="http://www.valueoptions.com">www.valueoptions.com</a>	
WageWorks, Inc.	<a href="http://www.wageworks.com">www.wageworks.com</a>	BC
Wells Fargo	<a href="http://www.wellsfargo.com">www.wellsfargo.com</a>	BC, FS, PEO