

HRO TODAY

2017 RESOURCE GUIDE

We know that the readers of *HRO Today* magazine turn to us as a go-to resource in the HR industry that delivers trends, insights, and the top resources for all of their HR operations and service needs. In our annual 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 and multi-process HRO, not to mention a treasure trove of HR technology, consulting services, and other ancillary products.

We hope that our 2017 Resource Guide will serve you well as a starting point in your search for appropriate vendors.

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Benefits Consulting

WHAT YOU NEED TO KNOW

Willis Towers Watson's 2015/2016 *Global Benefits Attitudes Survey* revealed employees want employers to take an active role in their health and in their retirement savings, and that they are less certain about involving employers in financial issues. Nearly three out of 10 prefer superior retirement or health benefits over pay and bonus benefits. This includes benefits program design, cost containment, enrollment, actuarial analysis, and full-service benefits administration—all core contributions of benefits consulting providers. Other areas of focus include healthcare strategy and plans, retirement plan design, life insurance, long-term and disability selection, employee behavior assessment, 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 Services	www.alliant.com/Pages/default.aspx	HRM, CON, WEL
Aon	www.aon.com	HB, HRM, EH, P, REC
Astral Consulting Ltd.	www.astralconsultants.com	HRM, FS, T&D
AmeriHealth Administrators	www.ahatpa.com	HB, TECH
Arthur J. Gallagher & Co.	www.ajg.com	WEL, PEO, HRM
AXA Equitable Financial Services, 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, Inc.	www.benefitfocus.com	TECH, IT
BenefitVision Inc.	www.benefitvision.com	TECH, HRM
BenefitWorks	www.benefitworks.com	WEL
Benelogic	www.benelogic.com	TECH
BenXL Technologies, Inc.	www.BenXL.com	WEL
BNP Paribas Fortis	www.bnpparibasfortis.com	F&A, TECH, T&D
Brown & Brown, Inc.	www.bbinsurance.com	HB, WEL, F&A
Brown Rudnick Berlack Israels	www.brownrudnick.com	CON
BusinessPlans, Inc.	www.mybenefitstatements.com	HB, I, WEL
CIGNA Group Insurance	www.cigna.com	HB
Combined Insurance Co. of America	www.combinedinsurance.com	HB, WEL
Curcio Webb	www.curciowebb.com	EH, HRM, CON, TECH, P
Ebix Inc.	www.bsiweb.com	HRM, TECH, HB, I
Empliant	www.empliant.com	TECH, IT
eni	www.eniweb.com	HB, T&D, WEL
FIS	www.sungard.com	IT, CON, EH, FS
FBMC Benefits Management, Inc.	www.fbmc.com	HB
Frost Brokerage Services, Inc.	www.frostbank.com	F&A, WEL, HB, TECH, HRM, T&D
HealthNow Brokerage Concepts	www.hnas.com	HB, WEL
Holmes Murphy & Associates Inc.	www.holmesmurphy.com	HB, WEL

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Willis Towers Watson's 2015/2016 *Global Benefits Attitudes Survey* revealed employees want employers to take an active role in their health and in their retirement savings, and that they are less certain about involving employers in financial issues. Nearly three out of 10 prefer superior retirement or health benefits over pay and bonus benefits. This includes benefits program design, cost containment, enrollment, actuarial analysis, and full-service benefits administration—all core contributions of benefits consulting providers. Other areas of focus include healthcare strategy and plans, retirement plan design, life insurance, long-term and disability selection, employee behavior assessment, and benchmarking.

COMPANY	URL	OTHER SERVICES
HR Best Practices	www.HRBestPractices.com	CON, IT
Hub International Ltd.	www.hubinternational.com	HB, WEL
Hylant Group	www.hylant.com	HB, WEL
iTEDIUM, Inc.	www.cobraguard.net	TECH
J. Smith Lanier & Co.	www.jsmithlanier.com	HB, WEL
Jardine Lloyd Thompson Group P.L.C.	www.jlt.com	F, I, TECH, F&A
Leavitt Group Enterprises	www.leavitt.com	HB, WEL
Lockton Companies, Inc.	www.lockton.com	HB, WEL
Marsh & McLennan Companies	www.mmc.com	HB, WEL
McGriff, Seibels & Williams, Inc	www.mcgriff.com	HB, WEL, FS
Meadowbrook Insurance Group, Inc.	www.meadowbrookinsgrp.com	HB, WEL
Mercer	www.mercer.com	EH, HB, HRM, TECH, WEL, I
myCafeteriaPlan	www.mycafeteriaplan.com	HB, WEL
NationalHR, Inc.	www.nationalhr.com	HB, WEL, HRM
Newport Group	www.newportgroup.com	WEL
New York Life Insurance Company	www.newyorklife.com	HB, WEL
Prince Insurance Agency, Inc.	www.nashvillecommercialinsurance.com	WEL
Principal Financial Group	www.principal.com	HB, WEL
Professional Benefits Services	www.professionalbenefits.net	HRM, HB, WEL
Providence Benefits Group	www.PBGdirect.com	HB, WEL
Quest Analytics, LLC	www.questanalytics.com	TECH
Secova	www.secova.com	HB, WEL, SCR
Sheakley Group	www.sheakley.com	HB, HRM, P, I
StanCorp Financial Group, Inc.	www.standard.com	HB, WEL
The Boon Group, Inc.	www.boongroup.com	HB, WEL, EH
The Loomis Company	www.loomisco.com	HB, WEL
Trion Group, a Marsh & McLennan Agency LLC	www.trion.com	HB
USI	www.usi.com	HB, WEL
Willis Towers Watson	www.towerswatson.com	EH, HB, HRM, IT, P, REC, REL, SCR, T&D, WEL, TECH, I
Willis Personal Lines, LLC	www.hrhsolutions.com	HB, WEL
Workplace Dimensions, Inc.	www.workplacedimensions.com	HRM, REC, T&D
Workscape, An ADP Company	www.workscape.com	HRM, TECH, T&D
Wortham Insurance	www.worthaminsurance.com	HB, WEL
WorkTerra	www.workterra.com	HB, TECH, P, SCR, I, REC

Enterprise/ Multi-process HRO

WHAT YOU NEED TO KNOW

The current MPHRO market continues to grow through its delivery of administrative services, including payroll and HR administration, and demand for cloud-based HR systems is expected to increase, according to the annual *Targeting Multi-Process HR Outsourcing* research by NelsonHall. Approximately 52 percent of MPHRO contracts over the last two years were focused solely on the core bundle of HR administration, payroll, and employee helpdesk services. MPHRO services include benefits consulting and administration, employee recognition and incentives, HRIS and HRIT, payroll, recruiting and staffing, relocation, screening, training, and development.

COMPANY	URL	OTHER SERVICES
Accenture	www.accenture.com/hrbpo	EH, HRM, TECH, IT, REC, CON T&D
ADP Inc.	www.adp.com	EH, TECH, P, PEO, SCR, F&A, HRM
Aditro Group	www.aditro.com	F&A, FS, TECH, IT, P, T&D
Capgemini	www.capgemini.com	F&A, IT, HRM, CON
Convergys Corporation	www.convergys.com	HRM, IT, TECH
EXL Service Company	www.exlservice.com	F&A, CON
Genpact	www.genpact.com	F&A, TECH, I, IT, P, REC, SCR, T&D
Hewlett Packard	www.hp.com	IT, P, F&A, TECH
IBM Corporation	www.ibm.com	F&A, HRM, TECH, IT, P, REL, SCR, T&D,
NGA HR	www.ngahr.com	HRM, TECH, P
Tata Consultancy Services	www.tcs.com	IT, TECH
The Plexus Groupe	www.plexusgroup.com	BC, HB, HRM, WEL, TECH
Thomsons Online Benefits	www.thomsons.com	IT, BC, TECH, WEL
W Squared	www.wsquared.com	F&A, IT, P, TECH, REC
Wipro Limited	www.wipro.com	CON, IT
Xchanging	www.xchanging.com	F&A, BC, HRM, IT, P, REC, REL, SCR, T&D, WEL
Xerox Corporation	www.xerox.com	F&A, HRM, TECH, IT, REC, REL, SCR

Finance & Accounting

WHAT YOU NEED TO KNOW

According to NelsonHall's *Finance & Accounting BPS Market Forecast: 2016-2020*, the F&A market continues to grow with larger spikes in record-to-report services compared to modest growth in purchase-to-pay. 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.

COMPANY	URL	OTHER SERVICES
Accountant Anywhere	www.accountant-anywhere.com	FS, CON
Becher, Della Torre, Gitto & Company, CPAs	www.bdgcpa.com	BC
Capita plc.	www.capita.com	TECH, HRM, T&D, SCR, P, REC, BC, CON, IT
Concur, an SAP Company	www.concur.com	TECH
Global Tax Network	www.gtn.com	
Liberata UK Limited	www.liberata.com	P, IT, T&D
Lockheed Martin	www.lockheedmartin.com	IT
Motif, Inc.	www.motifinc.com	FS, SCR
Osource India Pvt. Ltd.	www.osourceindia.com	TECH, IT, REC, I
Outsourcing CPA	www.outsourcingcpa.com	P
SAIC	www.saic.com	TECH, IT
Rehmann	www.rehmann.com	WEL, CON

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.accretivellc.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, CON
Deutsche Bank	www.db.com	WEL, F&A
First Analysis Securities Corp.	www.firstanalysis.com	
Frontenac Company	www.frontenac.com	
Green Retirement, Inc.	www.greenretirement.com	
GTCR, LLC.	www.gtcrc.com	F&A
GulfStar Group	www.gulfstargroup.com	
IDC	www.idc.com	IT
Janney Montgomery Scott	www.janney.com	
JPMorgan Chase & Co.	www.jpmorgan.com	
Lake Capital	www.lakecapital.com	
Legg Mason, Inc.	www.leggmason.com	WEL
Merrill Lynch & Co., Inc.	www.ml.com	WEL
Morgan Stanley	www.morganstanley.com	
NelsonHall	https://research.nelson-hall.com/	IT, HRM, SCR
Odyssey Investment Partners, LLC	www.odysseyinvestment.com	
Pacific Crest Securities	www.pacific-crest.com	
Piper Jaffray Companies	www.piperjaffray.com	
Raymond James Financial Services, Inc.	www.raymondjames.com	WEL, IT
Robert W. Baird & Co. Incorporated	www.rwbaird.com	WEL, F&A
Rudder Capital LLC	www.ruddercapital.com	
SunTrust Robinson Humphrey	www.suntrustrh.com	
Stifel Nicolaus Canada Inc.	www.tweisel.com	WEL
Technology Holdings	www.technology-holdings.com	EH, HRM, F&A, P, BC, WEL, HB, IT
UBS	www.ubs.com	
William Blair & Company, LLC	www.williamblair.com	WEL

Health Benefits

WHAT YOU NEED TO KNOW

According to the 2016 Aflac WorkForces Report, 60 percent of employees are likely to take a job with slightly lower pay if it has a more robust benefits package. In fact, 42 percent report that improvements to their benefits package is the top way their employer could encourage them to stay. Health benefits continue to be a competitive advantage for organizations.

COMPANY	URL	OTHER SERVICES
Affiliated Physicians	www.affiliatedphysicians.com	SCR
Alliance Workplace Solutions	www.alliancews.com	BC
American Dental Association, Dental Plan	www.ada.org	PAE
America's Choice Healthplans	www.achonline.com	BC
AmeriPlan USA	www.ameriplanusa.com	
Ameritas Mutual Holding Company	www.ameritas.com	BC, WEL
Assist America Inc.	www.assistamerica.com	
Barrow Group, LLC	www.barrowgroup.com	REC, WEL
Behavioral Health Systems, Inc.	www.behavioralhealthsystems.com/index.htm	
Morneau Shepell Limited	www.bensingerdupont.com	T&D, SCR
Berkshire Health Partners	www.bhp.org	
Blue Cross and Blue Shield Association	www.bcbs.com	
Blue Cross Blue Shield of Nebraska	www.nebraskablue.com	
Blue Shield of California	www.blueshieldca.com	
BusinessPlans	www.myCafeteriaPlan.com	WEL
CVS/Caremark	www.caremark.com	
CBIZ, Inc.	www.cbiz.com	F&A, P, HRM, CON, WEL, REC
CIGNA	www.cigna.com	BC
CobraHelp	www.mycobrahelp.com	
Comprehensive Health Services, Inc.	www.chsmedical.com	SCR
ComPsych Corporation	www.compsych.com	HRM
ConnectYourCare	www.connectyourcare.com	
Delta Dental Plans Association	www.deltadental.com	
Dental Care Plus, Inc.	www.dentalcareplus.com	
Dental Health Alliance	www.dha.com	PAE
Dental Network of America, Inc.	www.dnoa.com	
Dentistat	www.dentistat.com	
Dossia Consortium	www.dossia.org	TECH, T&D
Empire Blue Cross Blue Shield	www.empireblue.com	
EmployeeCare	www.e-dependentcare.net	FS
Empyrean Benefit Solutions	https://goempyrean.com	HRM, P, TECH, BC
Excellus BlueCross BlueShield	www.excellusbcbs.com	
Express Scripts	www.express-scripts.com	

Health Benefits

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COMPANY	URL	OTHER SERVICES
EyeMed Vision Care	www.eyemedvisioncare.com	
Fallon Health	www.fchp.org	
First Health	www.firsthealth.com	
Gilsbar, Inc	www.gilsbar.com	
GNSA, LLC	www.gnsadmin.com	P, HRM, BC, IT
Great-West Life & Annuity Insurance Co.	www.greatwest.com	WEL
Harris Rothenberg International (HRI)	www.hriworld.com	BC, T&D, WEL, IT, HRM
Health Management Systems of America	www.hmsanet.com	CON, SCR, T&D, HRM
Healthcare Horizons Consulting Group Inc.	www.healthcarehorizons.com	F&A
HighRoads	www.highroads.com	TECH
Humana	www.humana.com	
Independent Health	www.independenthealth.com	
Kaiser Permanente	www.kaiserpermanente.org	
LifeCare, Inc.	www.lifecare.com	BC, CON, T&D, WEL
Magellan Health, Inc.	www.magellanhealth.com	BC, T&D
Managed Health Network, Inc.	www.mhn.com	T&D
Morneau Shepell	www.morneaushepell.com	T&D, TECH, F&A, BC
Mutual of Omaha Insurance Company	www.mutualofomaha.com	BC, WEL
National Vision Administrators (NVA)	www.e-nva.com	
Nationwide Mutual Insurance Company	www.nationwide.com	BC, WEL
Paychex Benefit Technologies, Inc.	www.benetrac.com	IT, TECH, BC
Premise Health	www.premisehealth.com	
OptumRX	www.optumrx.com	
The Guardian Life Insurance Company of America	www.guardianlife.com	BC, WEL
The IHC Group	www.myihcgroup.com	
UnitedHealthcare	www.uhcwest.com	
Vision Service Plan (VSP)	www.vsp.com	
Vitality	www.thevitalitygroup.com	
WEX Health, Inc.	www.wexhealthinc.com	BC, TECH
Workplace Options	www.workplaceoptions.com	T&D, BC, F&A, CON
Zelis Healthcare	www.stratose.com	

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	www.achillesgroup.com	REC, T&D
Astron Solutions	www.astronsolutions.net	BC, TECH, I
Berkshire Associates Inc.	www.berkshireassociates.com	TECH, T&D, REC, BC
Biddle Consulting Group Inc.	www.biddle.com	T&D, IT
Bloom & Wallace	www.infullbloom.us	PAE
Career Management International, Inc.	www.careermanagement.com	T&D,
CGI Group, Inc.	www.cgi.com	IT, EH, F&A
Challenger, Gray & Christmas, Inc.	www.challengergray.com	REC, T&D
CherryRoad Technologies Inc.	www.cherryroad.com	F&A, TECH, REC
Cloud Eleven	www.cloud11hr.com	CON, T&D, REC
Coleman Consulting Group	www.coleman-consulting.com	
CoreCentive	www.corecentive.com	I, REC
CorVirtus	www.corvirtus.com	REC
CPS HR Consulting	www.cpsshr.us	REC, SCR, CON, T&D
Crowe Horwath, LLP	www.crowehorwath.com	F&A, FS
Cushion Employer Services	www.cushioncorp.com	BC, I, EH, T&D, SCR
Deloitte Consulting LLP	www.deloitte.com	BC, TECH, IT, CON, F&A
Development Dimensions International	www.ddiworld.com	REC, T&D
EEO Consultants, Inc.	www.eeoconsultants.com	T&D
Employers Rx LLC	www.employers-Rx.com	BC, I, PEO, P, WEL
ERI Economic Research Institute	www.erieri.com	PAE
GA Human Resources	www.gahumanresources.co.uk	REC, CON
Gallagher, Flynn & Company LLP	www.gfc.com	WEL, F&A, FS, REC, BC
Gartner, Inc.	www.gartner.com	FS, CON, IT
Gerstco, Inc.	www.gerstco.com	TECH, T&D
Glass Bead Consulting	www.glassbeadconsulting.com	CON, T&D
HR Solutions, Inc.	www.hrsolutions-inc.com	REC, T&D

HR Management Consultants

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COMPANY	URL	OTHER SERVICES
HR Works, Inc.	www.hrworks-inc.com	TECH, REC, T&D, BC
Human-Net Outsourcing Ltd.	www.human-net.cl	REC, REL, T&D
ihouse.com	www.ihouse.com	BC, TECH, REC, P
JAT Computer Consulting, Inc.	www.jatnet.com	IT
Keystone Human Resources	www.keystonehumanservices.org	HB, T&D
KPMG LLP	www.kpmg.com	T&D, REC, BC, F&A, TECH, CON, FS
Laurdan Associates, Inc.	www.laurdan.com	T&D, CON
Lee Hecht Harrison	www.lhh.com	REC, T&D
LSA Global	www.lsa-global.com	T&D
M Squared	www.msquared.com	F&A, CON
PA Knowledge Limited	www.paconsulting.com	T&D, IT, CON, FS
PeopleSystems	www.peoplesystems.com	SCR, BC, REC, T&D, F&A, CON
PwC	www.pwc.com	F&A, T&D, WEL, P, I, BC
Right Management	www.right.com	REC, T&D
San Diego Human Resources Consulting	www.sdhrc consulting.com	CON, REC, T&D
Shared Time Human Resources Mgmt.	www.sthrm.com	BC, I, REC, SCR, T&D,
Shore	www.shore.com.mx	CON, REC
Smahrt Solutions	www.smahrtsolutions.com	T&D, REC
TalentGuard	www.talentguard.com	
TalentKeepers, Inc.	www.talentkeepers.com	I, REC, T&D
TalentWave	www.talentwave.com	EH, TECH, REC, P
TalentWise	www.talentwise.com	
The Benchmark Partners	www.TheBenchmarkPartners.com	EH, IT, TECH, REC,
The HR Team, Inc.	www.thehrteam.com	EH, REC, CON, T&D, BC
The Newman Group	www.thenewmangroup.com	EH, REC, CON, T&D, BC
TRC-The Resource Connection LLC	www.resourceconnection.com	T&D
Ulibarri-Mason Global HR LP	www.umglobalhr.com	BC, CON, TECH
WorkXO	www.workxo.com	T&D
YRCI	www.yrci.com	EH, REC, CON, F&A

HR Technology, Social, and Mobile (Tech)

WHAT YOU NEED TO KNOW

More and more organizations are moving their business processes to the cloud. According to Gartner, cloud-based HR software is slated to be 50 percent or more of total HR technology spending by 2017. 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	www.1-page.com	Talent Management
Absentys, LLC	www.absentys.com	Absence Management
Acculogix Software Solutions Pvt. Ltd.	www.acculogix.com	Talent Management
AcquireTM	www.acquireTM.com	Talent Management
Administrative Business Resources	www.ABResourceshr.com	Human Capital Management
ADP Inc.	www.adp.com	Payroll, Human Capital Mgmt
Appcast.io	www.appcast.io	Talent Management
Ascentis Software Corporation	www.ascentis.com	Human Capital Management
Async Interview	www.asyncinterview.com	Video Interviewing
Auxillium West HR Software	www.auxillium.com	Human Capital Management
Bowland Solutions	www.bowlandsolutions.com	Performance Management
Brainhunter	www.brainhunter.com	Talent Management
BrightMove, Inc.	www.brightmove.com	Talent Management
Broadbean	www.broadbean.com	Talent Management
bswift	www.bswift.com	Benefits Administration
Caliper	www.calipercorp.com	Talent Management
Cangrade	www.cangrade.com	Talent Management
CEBISHL Talent Measurement	www.cebglobal.com/shl/us	Talent Management
Ceridian	www.ceridian.com	Human Capital Management
Cezanne HR	www.cezannehr.com	Human Capital Management
cfactor	www.vibeHCM.com	Human Capital Management
Checkpoint HR	www.checkpointhr.com	Benefits, Payroll & HR Mgmt
Chronus	www.chronus.com	Talent Management
CIPHR	www.ciphr.com	Human Capital Management
Criterion	www.criterionhcm.com	Human Capital Management
CrossKnowledge	www.crossknowledge.com	Learning
DCR Workforce	www.dcrworkforce.com	Contingent Workforce Mgmt
emPerform	www.employee-performance.com	Performance Management
eNoah iSolution Inc	www.enoah.in	Business Process Outsourcing
Epicor	www.epicor.com	Human Capital Management
Eploy	www.eploy.co.uk	Talent Management
Ernst & Young	www.ey.com	Human Capital Management
eQuest	www.equest.com	Talent Management
Equifax Workforce Solutions	www.equifax.com/home/en_us	Background Screening
Fieldglass	www.fieldglass.com	Vendor Management System
Glassdoor	www.glassdoor.com	Talent Management

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COMPANY	URL	TECH CAPABILITY
Greenhouse.io	www.greenhouse.io	Talent Management
GuideSpark	www.guidespark.com	Employee Engagement
Halogen Software Inc.	www.halogensoftware.com	Talent Management
Hirebridge LLC	www.hirebridge.com	Talent Management
HealthcareSource	www.healthcaresource.com	Talent Management
Hexaware Technologies	www.hexaware.com	Human Capital Management
HireMojo	www.hiremojo.com	Talent Management
Hireology	www.hireology.com	Talent Management
hiQlabs	www.hiqlabs.com	Predictive Analytics
HRsmart, Inc.	www.hrsmart.com	Talent Management
HRSoft	www.hrsoft.com	Talent Management
HR Software Solutions	www.hrssolutions.com	HRMS
iCIMS	www.icims.com	Talent Management
Ignite Technologies	www.ignitetechnology.com	Human Capital Management
Infor	www.infor.com	Human Capital Management
Jibe	www.jibe.com	Talent Management
Joberate	www.joberate.com	Data Analytics
Jobjet	www.jobjet.com	Sourcing, Talent Management
Jobvite	www.jobvite.com	Talent Management
Kronos Incorporated	www.kronos.com	Human Capital Management
LaborSoft, Inc.	www.laborsoft.com	Learning
Latitude Learning	www.latitudelearning.com	Learning
LawLogix	www.lawlogix.com	Background Screening
Loop	www.loopworks.com	Talent Management
Lumesse	www.lumesse.com	Talent Management
Montage	www.montagetalent.com	Video Interviewing
Moresource, Inc.	www.moresource-inc.com	Human Capital Management
myStaffingPro	www.mystaffingpro.com	Talent Management
Nakisa Inc.	www.nakisa.com	Human Capital Management
Neeyamo	www.neeyamo.com	Human Capital Management
Newton Software	www.newtonsoftware.com	Talent Management
nextSource Inc.	www.nextsource.com	Contingent Workforce Mgmt
NOVAtime Technology, Inc.	www.NOVAtime.com	Workforce Management
NOW Solutions, Inc.	www.now-solutions.com	HRMS
Oracle Corporation	www.oracle.com	Human Capital Management
Outmatch	www.outmatch.com	Candidate Screening
PayScale	www.payscale.com	Payroll
Peoplefluent	www.peoplefluent.com	Human Capital Management
PeopleStreme	www.peoplestreme.com	Human Capital Management

HR Technology, Social, and Mobile (Tech)

WHAT YOU NEED TO KNOW

More and more organizations are moving their business processes to the cloud. According to Gartner, cloud-based HR software is slated to be 50 percent or more of total HR technology spending by 2017. 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
Phenom People	www.phenompeople.com	Talent Management
Provade VMS	www.provade.com	Vendor Management System
Qcera Inc.	www.qcera.com	Leave Management
Recruitifi	www.recruitifi.com	Talent Management
Recruitics	www.recruitics.com	Talent Management
ReviewSNAP	www.reviewsnap.com	Performance Management
RiseSmart	www.risesmart.com	Talent Management
Sage	www.sage.com	Human Capital Management
SAP	www.sap.com	Human Capital Management
SAS Institute Inc.	www.sas.com	Performance Management
Sentric, Inc.	www.sentric.net	Human Capital Management
SilkRoad Technology, inc.	www.silkroad.com	Talent Management
SkillSurvey	www.skillsurvey.com	Candidate Screening
SmartRecruiters	www.smartrecruiters.com	Talent Management
SmartSearch	www.aps2k.com	Talent Management
SmashFly Technologies	www.smashfly.com	Talent Management
Sparc	www.sparcstart.com	Talent Management
StaffingSoft	www.staffingsoft.com	Talent Management
Sumtotal	www.sumtotalsystems.com	Human Capital Management
Talemetry	www.talemetry.com	Talent Management
TalentBin	www.talentbin.com	Sourcing/Talent Management
Talent Brew	www.tmp.com	Talent Management
Talentoday	www.talentoday.com	Candidate Screening
Technomedia	www.technomedia.com	Talent Management
TemboSocial	www.tembosocial.com	Recognition
The Good Jobs	www.thegoodjobs.com	Talent Management
TribeHR	www.tribehr.com	Talent Management
Ultimate Software	www.ultimatesoftware.com	HRMS
Thymometrics	https://thymometrics.com	Employee Engagement
Univsum	www.universumglobal.com	Employer Branding
VerifyX	www.verifyx.com	Employee Screening
Visibility Software, LLC	www.visibilitysoftware.com	Talent Management
WeSpire	www.wespire.com	Employee Engagement
WorkiQ by Open Connect	www.oc.com/workiq	Recognition
Workiva	www.workiva.com	Data Analytics
Workday	www.workday.com	Human Capital Management
Zapoint, Inc.	www.skillsmapper.com	Talent Management

Incentives and Recognition

WHAT YOU NEED TO KNOW

According to Globoforce's *ROI of Recognition* study, acts of recognition make 92 percent of employees feel appreciated. It also increases satisfaction—86 percent of employees report being happier at work and 85 percent more satisfied with their jobs. Increased engagement was an outcome for 82 percent, and 79 percent of workers say they work harder when recognized, with 78 percent citing rises in their productivity.

COMPANY	URL	OTHER SERVICES
Achievers	www.achievers.com	
All Aboard Cruises Corp.	www.allaboardcruisescorp.com	
Barnes & Noble Booksellers	www.barnesandnoble.com/b/gift-cards/_/N-8rg	
Bass Pro Shops/Outdoor World Incentives	www.owincentives.com	
Bath & Body Works	www.bathandbodyworks.com	
Bennett Brothers, Inc.	www.bennettbrothers.com	
Best Buy	www.bestbuy.com	
Best Workplaces for Commuters	www.bestworkplaces.org	
BI Worldwide	www.biworldwide.com	T&D
Bose	www.bose.com	
C.A. Short	www.cashort.com	
CARLISLE SALES & MARKETING	www.carlisle-sales.com	
Carlson	www.carlson.com	
CSI International	www.csiinternational.com	
CVS/pharmacy	www.giftcardpartners.com/order-cvs-pharmacy-gift-cards	
Darden Restaurants, Inc.	www.darden.com	
Eddie Bauer	www.eddiebauer.com	
Engage2Excel	engage2excel.com	

Engage2Excel engage2excel.com

Engage2Excel provides HR solutions to help organizations increase engagement and performance throughout the talent lifecycle. Its employee recognition solutions help customers improve engagement enterprise-wide with performance, social, and service recognition programs. It also offers talent acquisition solutions that infuse highly engaged employees into the workforce and improve productivity from day one. Its employee surveys solutions help customers discover what employees really want with industry-leading engagement surveys. To learn more visit engage2excel.com.

Engage²Excel™

HRO TODAY Baker's Dozen
Customer Satisfaction Ratings
RECOGNITION PROVIDERS
2016 Winner

Evergreen Corporate Gifts & Promotions	www.evergreennyc.com
GalaxSea Cruises & Travel	www.galaxseanj.com
Gap, Inc.	www.galaxseaonline.com
GiftCertificates.com	www.giftcertificates.com
Globoforce	www.globoforce.com
Golf America Group	www.giftcardpartners.com/golfamerica
Hammacher Schlemmer	www.hammacher.com
Harry and David	www.harryanddavid.com
Health Fitness Corporation (HFC)	www.healthfitnesscorp.com
Herff Jones Corporate Awards Group	www.herffjones.com

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COMPANY	URL	OTHER SERVICES
Howard Miller	www.howardmiller.com	
Impact Health, Inc.	www.impacthealth.com	HB
Incentive America	www.incentiveamerica.com	
Incentive Group	www.incentivegroup.com	
Award of Choice	www.awardofchoice.com	
InMarketing	www.inmarketinggroup.com	
International SOS, An AEA Company	www.internationalsos.com	HB
Inspirus	www.inspirus.com	
JCPenney Incentive Sales	www.jcpgiftcard.com	
Jordan Worldwide, Inc.	www.jordanworldwide.com	
L.L. Bean Corporate Sales	www.llbean.com/corporatesales	
Lands' End Business Outfitters	business.landsend.com	
Lane Award Manufacturing	www.laneaward.com	
Levenger	www.levenger.com	
Macy's	www.macys.com	
Madison Performance Group	www.madisonpg.com	HRM, T&D
Maritz Motivation Solutions	www.maritzmotivation.com/culturenext	HRM, TECH
Marketing Innovators	www.marketinginnovators.com	IT, BC
Marriott International	www.marriott.com/meeting-event-hotel/rewards.mi	
Mayo Clinic Executive Health Program	www.mayoclinic.org	HB
Medieval Times Dinner & Tournament	www.medievaltimes.com	
Men's Wearhouse	www.menswearhouse.com	
Michael C. Fina Recognition	www.mcfrecognition.com	
Montblanc North America	www.montblanc.com	
Motivation Excellence, Inc.	www.motivationexcellence.com	
Motivo Performance Group	www.motivoperformance.com	T&D
Mrs. Fields Original Cookies	www.mrsfields.com	
MTM Recognition	www.mtmrecognition.com	
O.C. Tanner	www.octanner.com	
Online Rewards	www.online-rewards.com	TECH, IT
Open Universal Software	www.universal.com	TECH
Paramax	www.pmx.com	
PeerNet Group	www.peernetgroup.com	
Pennsylvania Promotions, Inc.	papromo.geiger.com	
Perks	www.perks.com	
Plus One Health Management	www.plusone.com	HB, IT
Point Recognition	www.pointrecognition.com	
Power2Motivate	http://power2motivate.com	
Prestige Glass International Inc.	www.prestigeglass.com	

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COMPANY	URL	OTHER SERVICES
Rideau Recognition Solutions	www.Rideau.com	
<div> <div> Rideau Recognition Solutions www.rideau.com </div> <div> <p>Rideau is North America's leading source for web-based incentive management solutions. Their expertise helps their clients build positive relationships with people to reflect the company's values, increase revenues and exceed customer expectations. They strive to create better workplaces, better businesses, and ultimately, a better world.</p> </div> <div> </div> </div>		
Royal Recognition, Inc.	www.royalrec.com	
Russell Stover Candies	www.russellstover.com	
Rymax Marketing Services, Inc.	www.rymaxinc.com	
Select-Your-Gift	www.select-your-gift.com	
Sierra Mills	www.sierramills.com	
SJS Specialty Company, Inc.	www.sjsspecialty.com	
Spiegel, Inc.	www.spiegel.com	
Starbucks Coffee Company	www.starbucks.com	
SteelBerry Recognition	www.SteelBerry.com	
Stored Value Marketing (SVM)	www.svmcards.com	
Summit Marketing	www.summitmarketing.com	
Symbolist	www.symbolist.com	HRM, T&D, BC
Synogy, Inc.	www.synogy.com	TECH, HRM
Terryberry Company	www.terryberry.com	T&D
The Cawley Company	www.thecawleyco.com	
The HoneyBaked Ham Company	www.honeybaked.com	
The Peavey Corporation	www.safetyjackpot.com	
Tiffany & Company	www.tiffany.com	
Totally Chocolate	www.totallychocolate.com	
Travel Awards Online	www.travelawardsonline.com	
USAopoly	www.usaopoly.com	
USMotivation	www.usmotivation.com	
Virtual Rewards 365	www.virtualrewards365.com	
Welltok	http://welltok.com	
World Incentives, Inc.	www.worldincentives.com	

Information Technology

WHAT YOU NEED TO KNOW

According to KMPG, the drivers for IT outsourcing include cost savings (26 percent), quality improvement (21 percent), and skills access (19 percent.) 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

COMPANY	URL	OTHER SERVICES
Atos Origin	www.atos.net	
Bond Talent US	www.bond-us.com	REC
CIBER Inc.	www.ciber.com	
CompuCom Systems, Inc.	www.compucom.com	
Computer Sciences Corporation	www.csc.com	F&A, TECH, P
Count Me In, LLC	www.countmeinllc.com	F&A, TECH, SCR, P
eQuest	www.equest.com	EH, TECH, REC
E-Value Serve	www.evalueserve.com	F&A, FS, HB
Getronics	www.getronics.com	
Hexaware Technologies	www.hexaware.com	TECH, P, EH
HS2 Solutions, Inc.	www.hs2solutions.com	BC, TECH
ITA Group	www.itagroup.com	
Level 3 Communications, Inc.	www.level3.com	TECH, SCR, F&A
MalikCo	www.MalikCo.com	HRM, REC
NIIT Technologies	www.niit.com	T&D
NTT Data	www.nttdata.com/global/en/	TECH, EH, REC, HRM
Replicon Inc	www.replicon.com	
Science Applications International Corp.	www.saic.com	T&D
Searce LLC	www.searce.com	F&A, REC
Sigma Software Solutions Private Limited	www.sigma-solutions.com	TECH
SourceHOV	www.sourcecorp.com/splash	F&A, CON, HRM, HB, FS
SS&C Technologies, Inc.	www.ssctech.com	BC, T&D, SCR, EH
Syntel, Inc.	www.syntelinc.com	FS
Unisys	www.unisys.com	TECH, FS, HRM, EH
Wow Global Corporation	www.wowglobal.com	REC, T&D, HB

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
ADP Inc.	www.adp.com	EH, TECH, P, SCR
AHEAD Human Resources, Inc.	www.aheadhr.com	REC
Alcott HR	www.alcottgroup.com	P, F&A, BC
AlphaStaff	www.alphastaff.com	P, REC, T&D
ALTRES Global Business Services	www.altres.com	BC, REC, T&D, P
Butler America	www.butler.com	REC, IT, HB, BPO
Carolina HR Partners, Inc.	www.carolinahrpartners.com	BC, HRM, P, REC
CHOICE HR	www.choicehr.com	P, BC, F&A
CoAdvantage	www.coadvantage.com	P, HRM, HB
CogNet HRO	www.cognethro.com	BC, REC, P
Concept H.R.	www.concepthr.com	P, BC
Corporate Business Solutions	www.cbshro.com	BC, HB, TECH,
CPEhr	www.cpehr.com	P, REC, T&D
DecisionHR USA, Inc.	www.decisionhr.com	EH, TECH, P, HB, BC
DHR	www.dhr.net	HRM, P, SCR, T&D
Doherty Employer Services	www.dohertyemployment.com	P, BC
DynamicHR	www.dynamichr.com	BC, P, REC, HRM, SCR
E2 Resources, Inc	www.e2resources.com	BC
Elite Business Solutions	www.yourebs.com	
Emplicity	www.emplicity.com	EH, HRM
Employer Services Corporation	www.myesc.com	BC, P
Employer Support Services	www.employersupport.com	BC, WEL, REC, P
EMPO Corporation	www.empocorp.com	P, SCR
e-VentExe	www.e-ventexe.com	REC, T&D
Extensis Group	www.extensisgroup.com	HB, P
G&A Partners	www.gnapartners.com	P, BC, F&A
Hilan	www.hilan.co.il	IT, P
HR Outsourcing, Inc.	www.hroi.net	P, REC, SCR
HR Solutions, LLC	www.hrsolutions.net	HB, P, BC, T&D
HR to Go, Inc.	www.hrtogo.com	HRM, REC, SCR, P, I
iHouse	www.ihouse.com	EH, HRM, TECH, IT, P
Inflection HR	www.inflectionhr.com	BC, EH, TECH, P
Insperty	www.insperty.com	BC, T&D, P, I
Landrum Professional Employer Services	www.landrumprofessional.com	P, SCR, REC, HRM, T&D
MMC	www.mmchr.com	BC, EH, TECH, P, T&D

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COMPANY	URL	OTHER SERVICES
Nelco	www.nelcosolutions.com	P, SCR, FS
NetPEO	www.netpeo.com	
Oasis Outsourcing, Inc.	www.oasisadvantage.com	HB, FS, P
PayPlus Software, Inc.	www.payplus.com	TECH, IT, P
PEO Brokers Group	www.peobrokersgroup.com	
PEO Canada	www.peocanada.com	BC, P, WEL
PEO Network, Inc	www.peonetwork.com	HRM, T&D
PEOPLE	http://peoplehro.com	
Pinnacle Business Solutions, Inc.	www.PinnacleHR.com	EH, TECH
Pivotal Integrated HR Solutions	www.pivotalolutions.com	HRM, P, REC, T&D, SCR
PlatformOne	www.platformone.com	
Professional Services Group Ltd LLC	www.psgltd.org	BC, HB, HRM, P, WEL, FS
PSM	www.psm.in.com	BC, I, P
Purpose Employer Solutions	www.PurposeASO.com	BC, HRM, P
Staff Management, Inc.	www.staffmgmt.com	HRM
Staff One, Inc.	www.staffone.com	REC
Synergy	www.mysynergy.com	T&D
Tandem HR	www.tandemhr.com	
The Bowles Group, Inc.	www.thebowlesgroup.com	P, BC, REC, FS
The Employer Group	www.theemployergroup.com	BC, P
Tilson HR, Inc.	www.tilsonhr.com	
TriCore, Inc.	http://tricorehcm.com	
TriNet Group, Inc.	www.trinet.com	BC, EH, HB, HRM, TECH, P
Valiant Solutions	www.valiant.com	F&A, HRM, P,
Vision HR, Inc	www.vision-hr.com	HRM, REC, SCR, T&D
Vsource, Inc.	www.vsource.io	REC
Windsor HR Services, Inc.	www.windsorhr.com	BC, P
XcelHR	www.xcelhr.com	
Xenium Resources	www.xeniumhr.com	T&D, BC, I
Your People Professionals	www.ypp.com	

Payroll Software & Services

WHAT YOU NEED TO KNOW

According to NelsonHall, the payroll services market remains strong. In 2015, the market experienced nearly 5.5 percent growth and an expected 5.8 percent CAAGR, reaching \$21.8 billion by 2020. 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.	www.accountix.com	TECH, PEO
ACH OF AMERICA, LLC	www.achcorp.com	PEO, FS
ADP Inc.	www.adp.com	EH, TECH, PEO, SCR, IT
AdvantEdge HR	www.advantedgehr.com	BC, HRM, TECH, REC, PEO
Avionte	www.avionte.com	TECH, REC
BearingPoint	www.bearingpoint.com	IT
BenefitHub	www.motivano.com	I, WEL, BC
BenefitMall	www.benefitmall.com	BC
Bond International Software	www.bondinternationalsoftware.com	REC, TECH
BSI (Business Software, Inc.)	www.bsi.com	FS
Ceridian Canada	www.ceridian.ca	EH, HRM, TECH, T&D, IT, BC
Ceridian	www.ceridian.com/hro	EH, TECH, BC, WEL, REC, SCR
CertiPay	www.certipay.com	TECH, BC
CheckMark Inc.	www.checkmark.com	TECH
Clockware	www.clockware.com	T&D
CloudPay	www.cloudpay.net	
Cognet HR Solutions	www.cognethro.com	BC, EH, F&A, FS, TECH, I, IT, PEO, REC
Collabrus, Inc.	www.collabrus.com	
ConseilRH	www.conseil-rh.com	EH, HRM
DRG Outsourcing	www.drgoutsourcing.com	EH, HB, HRM, PEO, T&D, CON
FIS	www.fisglobal.com	T&D, HRM
FMP Global	www.fmpglobal.com	HRM
Greatland Corporation	www.greatland.com	
High Line Corporation	www.highlinecorp.com	TECH
HR Technology Partners	www.hrtechpartners.com	
Humanic Design	www.HUMANIC.com	HRM, TECH, IT, T&D
InfoTronics	www.infotronics.com	
Infinisource	www.infinisource.com	BC

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COMPANY	URL	OTHER SERVICES
Insperity	www.insperity.com	BC, T&D, I
Key Bank Payroll Services	www.key.com/payroll	SCR
MasterTax	www.mastertax.net	
MPAY	www.mpay.com	HCM
NOW Solutions Inc.	www.nowsolutions.com	TECH, F&A, HRM
Paychex	www.paychex.com	BC, EH, F&A, FS, HB, HRM, TECH, PEO
Paycor, Inc.	www.paycor.com	TECH, BC
Payroll People Inc. Business Services	www.payrollpeople.com	
Payroll Tax People, LLC	www.payrolltaxpeople.com	
PDS	www.pdssoftware.com	TECH, T&D
Primepoint, LLC	www.primepoint.com	HRM
PrismHR	www.prismhr.com	TECH, BC
Ramco Systems	www.ramco.com	T&D, HRM
Replicon	www.replicon.com	
SaaS.com	www.saas.com	TECH
Sage Abra HRMS	www.sageabra.com	TECH, T&D
Samco Software	www.samco.com	
Skylight Financial	www.skylightfinancial.com	
Smart Time	www.smarttimeapps.com	
Sutherland Global Services	www.sutherlandglobal.com	EH, F&A
ThinkWare Inc.	www.thinkwareinc.com	TECH, T&D
TimePlus® Systems, LLC	www.timeplus.com	TECH
Tyco SimplexGrinnell	www.simplexgrinnell.com	TECH, T&D
UnicornHRO	www.unicornhro.com	TECH ,BC, BH
WorkForce Software, Inc.	www.workforcesoftware.com	IT, FTECH, 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
American Academy of Actuaries	www.actuary.org	
American Management Association	www.amanet.org	T&D
American Payroll Association	www.americanpayroll.org	
Am. Society for Healthcare HR Ad.	www.ashhra.org	
Association for Talent Development	www.td.org	T&D
American Staffing Association	www.americanstaffing.net	T&D, REC
America's Health Insurance Plans	www.ahip.org	HB
Bureau of Labor Statistics	www.bls.gov	
Employee Benefit Research Institute	www.ebri.org	
HRAnswerLink	www.hranswerlink.com	CON, TECH
HRmarketer.com	www.HRmarketer.com	TECH
HR Open Standards	www.hropenstandards.org	
Human Capital Institute	www.humancapitalinstitute.org	
HR Benchmarking Association	www.hrba.org	
Incentive Marketing Association	www.incentivemarketing.org	I
IHRIM	www.ihrim.org	T&D
ISA	www.isaconnection.org	
Keller Graduate School of Management	www.keller.edu	
Nat. Association of Colleges and Employers	www.naceweb.org/	TECH, T&D
National Association of Dental Plans	www.nadp.org	
National Association of Health Underwriters	www.nahu.org	
Nat. Association of Insurance Commissioners	www.naic.org	
National Association of Personnel Service	www.naps360.org	T&D
NAPEO	www.napeo.org	
New York University, SCPS	www.scps.nyu.edu	T&D
NOVA Southeastern University	www.nova.edu	T&D
PACE	www.pacepeo.com	
Rice University Executive Education	business.rice.edu/academic-program/mba-executives	T&D
Simmons Executive Education	www.simmons.edu/som/programs/execed/index.php	T&D
Society for Human Resource Management	www.shrm.org	
Staffing Industry Analysts	www.staffingindustry.com/	T&D
The Delve Group	www.delvegroupp.com	FS
The Independent Insurance Agents & Brokers of America	www.independentagent.com	T&D
The Institute for Corporate Productivity	www.i4cp.com	BC, FS, HB, HRM, TECH, I, T&D
The Risk Management Society	www.rims.org	T&D
US Department of Labor	www.dol.gov	
Wolters Kluwer Law & Business	www.hr.cch.com	CON
WorldatWork	www.worldatwork.org	T&D, I
Worldwide ERC	www.worldwideerc.org	

Recruiting, Staffing, & Search

WHAT YOU NEED TO KNOW

This category is divided into five types of services—online, recruitment technology, search, contingent labor management, and full-service recruitment process outsourcing (RPO). The global RPO market is growing at a rapid pace. It is projected to expand with a compound annual growth rate of 14.4 percent during the forecast period from 2015 to 2022, according to Credence Research's *RPO Growth, Share, Opportunities & Competitive Analysis*.

COMPANY	URL	OTHER SERVICES
A1HR	www.a1hr.com	P, HB, HRM
ACA Talent	www.acatalent.com	
Accolo	www.accolo.com	TECH
Acro Service Corporation	www.acrocorp.com	TECH, IT, HRM
Advance Recruiters	www.advancedrecruiters.com	
Advantage Resourcing	www.advantageresourcing.com	F&A, FS, IT, EH
Advantage xPO	www.advantagexpo.com	

Advantage xPO www.advantagexpo.com

Advantage xPO,® a division of Advantage Resourcing,®, which is one of the largest staffing firms in the world, delivers best-in-class solutions in managed services programs (MSP), recruitment process outsourcing (RPO), and business process outsourcing (BPO) to global clients across a variety of industries. A trusted partner to organizations seeking industry-leading workforce strategies, Advantage xPO has been recognized in both the MSP and RPO categories in *HRO Today's* Baker's Dozen top provider rankings. To learn more about its approach to strategic workforce management, visit www.advantagexpo.com.



Aerotek	www.aerotek.com	
AfterCollege, Inc.	www.aftercollege.com	
Agile 1	www.agile-1.com	
Alevistar Group	www.alevistar.com	
Alexander Mann Solutions	www.alexandermannsolutions.com	HRM, IT
Allegis Global Solutions	www.allegisglobalsolutions.com	
AMN Healthcare	www.amnhealthcare.com	
AIC (Analysts International Corporation)	analysts.acsicorp.com	IT
Analytic Recruiting	www.analyticrecruiting.com	IT, F&A, FS
Aon Hewitt	www.aon.com	BC, HB, HRM, EH, P
Aquent	www.aquent.com	TECH, T&D
Archway WorkForce Consulting	www.archwayconsulting.com	HRM
Argus Search	www.argus-search.com	
Avature	www.avature.net	IT, T&D
B2B Workforce	http://b2b.randstadusa.com/	
Beeline	www.beeline.com	EH, HRM, TECH, IT, SCR, T&D
BTHR Solutions	www.BeneTemps.com	BC
Bond	www.bond-us.com	T&D, TECH, IT
Borderless	http://borderless.net	
CandidMatch Inc	www.candidmatch.com	IT
Career Cast	www.careercast.com	
CareerBuilder.com	www.careerbuilder.com	SCR
CCSI INC	www.ccsiinc.com	IT, P, CON
CDI Corporation	www.cdicorp.com	HRM

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This category is divided into five types of services—online, recruitment technology, search, contingent labor management, and full-service recruitment process outsourcing (RPO). The global RPO market is growing at a rapid pace. It is projected to expand with a compound annual growth rate of 14.4 percent during the forecast period from 2015 to 2022, according to Credence Research's *RPO Growth, Share, Opportunities & Competitive Analysis*.

COMPANY	URL	OTHER SERVICES
Cielo	www.cielotalent.com	
CollegeRecruiter.com	www.collegerecruiter.com	
cors	www.cors.com	
CRI & Associates	www.cri-recruiting.com	
Cross Country TravCorps	www.crosscountrytravcorps.com	
CTG	www.ctg.com	IT, TECH
Custer Consulting Gorup	www.custerconsulting.com	
Datawise Consultants	www.datawiseindia.com	HRM, T&D, TECH
Datrose Inc.	www.datrose.com	
Decision Toolbox Inc.	www.dtoolbox.com	SCR
Dice Inc.	www.dice.com	
DoubleStar, Inc.	www.doublestarinc.com	HRM
EG Workforce Solutions	www.egnow.com	
Elixir Web Solutions	www.elixirwebsolutions.com	BC, EH, HRM, I, SCR, T&D, TECH, IT
EmploymentGuide.com	www.employmentguide.com	
endevis	www.endevis.com	HRM, SCR
ExecuNet	www.execunet.com	
Executives Only	www.executivesonly.com	
Experis	www.experis.com	HRM, TECH, IT, F&A
Fenestra, Inc.	www.fenestrainc.net	TECH, T&D, IT
FirstSource Staffing	www.firstsourcestaff.com	
FitzDrake Search	www.fitzdrakesearch.com	SCR, HRM
Furst Search Group	www.furstsearch.com	
FurstPerson	www.furstperson.com	SCR
Geometric Results, Inc.	www.geometricresultsinc.com	HRM, SCR, CON
Guidant Group/Bartech	www.guidantgroup.com	
Headway Workforce Solutions	www.headwaycorp.com	EH, F&A, HRM, P, REL, SCR, T&D
HealthCareerWeb.com	www.healthcareerweb.com	
Heidrick & Struggles International, Inc.	www.heidrick.com	HRM
HireAbility.com LLC	www.hireability.com	TECH
HireRight	www.hireright.com	SCR
HireSuite	www.HireSuite.com	TECH, IT
HireVue	www.hirevue.com	
Hirezon Exchange	www.hirezon.com	
HR Anexi Private Limited	www.hranexi.com	EH, HRM, I, T&D, TECH
HR Management Services	www.hrms.net	
HRMC, Inc.	www.hrmc.com	TECH, SCR
Hudson RPO	us.hudson.com	

Recruiting, Staffing, & Search

WHAT YOU NEED TO KNOW

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COMPANY	URL	OTHER SERVICES
Human Resource Dimensions	www.hrdracc.com	BC, HB, HRM, CON
HumCap LP	www.humcapinc.com	BC, HB, HRM, I, PEO, SCR, CON, T&D
Hyrian	www.hyrianondemand.com	SCR, IT
Integrated Search Solutions Group	www.issg.net	SCR
IntegrityHR, Inc.	www.integrityhr.com	EH, HRM, PEO, CON, T&D
Jericho HR Group	www.jerichohr.com	
Jobbex	www.jobbex.com	T&D, IT
Joule Inc.	www.jouleinc.com	
IBM Kenexa Recruitment Services	www.ibm.com	I, P, CON, T&D, EH, FS, HRM, HRIS, IT, SCR
KellyOCG	www.kellyocg.com	BC, EH, HRM, CON
Kelly Services, Inc.	www.kellyservices.com	
Kforce	www.kforce.com	
Kinetix	www.kinetixhr.com	BC, HRM
Korn Ferry Futurestep	www.kornferry.com/futurestep	TECH, IT
Korn Ferry	www.kornferry.com	HRM
Ladders, Inc.	www.theladders.com	
Labor Ready	www.laborready.com	
Lloyd Staffing	www.lloydstaffing.com	BC, EH, F&A, FS, HB, HRM, I, P, PEO, PAE, SCR, CON, T&D, WEL
Lucas Group	www.lucasgroup.com	
Lyons HR, Inc.	www.lyonshr.com	BC, HB, HRM, PEO, PAE, SCR, T&D, P
MBO partners	www.mbopartners.com	FS
Merit Resource Group, Inc.	www.merithr.com	HRM, T&D, P
Millennium Software Service & Solutions	www.mcsl.com	EH, IT
Monster Worldwide	www.monster.com	SCR, T&D
MrWeb	www.mrweb.com/usa	
myHR partner	myhrpartnerinc.com	EH
NetShare Inc.	www.netshare.com	
Novo Group	www.thenovogroup.com	
Noyotus	www.noyotus.com	
Objective Paradigm, Inc.	www.oprecruiting.com	

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COMPANY	URL	OTHER SERVICES
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OD Consulting Services	www.odconsultingservices.com	HRM, PEO, T&D, TECH
OnAssignment, Inc.	www.onassignment.com	
PeopleScout, A TrueBlue Company	www.peoplescout.com	TECH

PeopleScout www.peoplescout.com

PeopleScout, a TrueBlue company, is a trusted global recruitment process outsourcing (RPO) provider offering full-service support in nearly every industry and skill vertical. PeopleScout's highly customized and scalable RPO solutions combine revolutionary technology and process innovation to save customers money and deliver top talent that will drive business forward.

PeopleScout has repeatedly been honored as an RPO industry leader, including 10 straight years on *HRO Today's* RPO Baker's Dozen List. Visit us at www.peoplescout.com



PeopleStrong HR Services	www.peoplestrong.com	BC, EH, HRM, TECH, I, P, CON
Pierpoint	www.pierpoint.com	
Pontoon	www.pontoonsolutions.com	HRM, SCR, CON, T&D,
Pragna Solutions, Inc.	www.pragnatech.com	TECH
PrincetonOne	www.PrincetonOne.com	
Professional Recruiting Offices Inc.	www.proinc.com	
Randstad Sourceright	www.randstadsourceright.com	
Raymond International	www.globalrecruiter.com	
RCI Recruitment Solutions	www.rcirecruitmentsolutions.com	BC, HRM, TECH, SCR, T&D
Reardon Associates	www.reardonassociates.com	
Remedy Staffing	www.remedystaff.com	
Resource Solutions, Inc.	www.resourcesolutions.com	IT, P, CON, HRM, REL
RiseSmart	www.risesmart.com	TECH
Russell Reynolds Associates	www.russellreynolds.com	SCR
Search Wizards	www.searchwizards.net	CON
Select International, Inc.	www.selectinternational.com	TECH, SCR
Seven Step RPO	www.sevensteprpo.com	T&D
Snelling	www.snelling.com	
Solomon Page Group	www.sptechpartners.com	
Spencer Stuart	www.spencerstuart.com	

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COMPANY

URL

OTHER SERVICES

Staff Management | SMX

www.staffmanagement.com

Staff Management | SMX www.staffmanagement.com

Founded in 1988, Staff Management | SMX, a TrueBlue company, is a recognized leader in comprehensive staffing and contingent workforce solutions. It partners with Fortune 500 and mid-sized companies to deliver innovative staffing solutions across a multitude of industries and geographies. Staff Management | SMX has been ranked a top managed service provider for seven years straight by buyers on *HRO Today's* MSP Baker's Dozen and also received Inavero's 2016 Best of Staffing Client Satisfaction Award.



Strategic Advancement Inc	www.sai-hr.com	BC, HB, HRM, T&D
Strategic Performance Partners	www.marketleadership.net	T&D
Superior Group	www.superiorgroup.com	
Supplemental Health Care	www.supplementalhealthcare.com	
Symphony Talent	www.symphonytalent.com	
Talent Connections, LLC	www.talentconnections.net	HRM, T&D
Talent Fusion by Monster	www.talentfusion.com	EH
Talent Retriever	www.talentretriever.com	CON
Talemetry	www.talemetry.com	T&D
TAPFIN ManpowerGroup Solutions	www.tapfin.com	
Teamwork Associates	www.teamworkassociates.net	IT, EH
The Boss Group	www.thebossgroup.com	
The New York Times Company	www.nytc.com	
The Panaro Group LLC	www.panarogroup.com	
The Rosen Group	www.rosengroup.com	TECH, HRM, P, T&D
The Search Logix Group	www.searchlogixgroup.com	REL
The WorkPlace Group, Inc.	www.workplacegroup.com	
TMP Worldwide	www.tmp.com	REL, SCR, T&D
Triumph Staffing	www.triumphstaffing.com	
Vault.com	www.vault.com	
Velocity Resource Group	www.velocityresourcegroup.com	SCR
Volt Consulting Group	www.voltconsultinggroup.com	
WilsonHCG	www.wilsonhcg.com	HRM, T&D
Workforce Solutions Group, Incorporated	www.workforcesolutionsgroup.com	
Xelerate LLC.	www.xeleratellc.com	SCR
ZeroChaos	www.zerochaos.com	
Yoh Services LLC	www.yoh.com	

Relocation

WHAT YOU NEED TO KNOW

As companies grow globally by relocating employees, talent mobility has to grow as well. The role of HR has become more challenging across a global landscape. According to Brookfield Global Relocation Services, 10 percent of global mobility professionals report close alignment to their company's talent agenda, and 61 percent of respondents say their company communicated the importance of assignments to employees' careers.

COMPANY	URL	OTHER SERVICES
A. Arnold World Class Relocation	www.aarnoldmoving.com	
ABC Fry-Wagner/United Van Lines	www.unitedvanlines.com	
Ace Relocation Systems, Inc.	www.acerelocation.com	BC
Active Relocation (Switzerland) SA	www.active-relocation.com	
Air Animal, Inc. .. t/a Air Animal Pet Movers	www.airanimal.com	
AIReS	www.aiores.com	T&D
Airpets America	www.airpetsamerica.com	
All Relocation Services, Ltd.	allrelocationservices.com	T&D, P, F&A
Allied Van Lines, Inc.	www.allied.com	
Altair Global Relocation	www.altairglobal.com	BC, IT
American Escrow & Closing Company (AECC)	www.americanescrow.com	F&A, P
American Red Ball International, Inc.	www.redball.com	
American Relocation & Storage Systems	www.amrelocation.com	BC, HB
A-Mrazek Moving Systems, Inc.	www.a-mrazek.com	
Animal Land Pet Movers	www.petmovers.com	
Approach	www.atlas-expat.com	TECH, P, F&A
Armstrong Relocation	www.armstrongrelocation.com	BC, F&A
Atlas Van Lines	www.atlasvanlines.com	F&A, IT
Bekins Van Lines LLC	www.bekins.com	
Beltmann Relocation Group	www.beltmann.com	
Bosson Consulting	www.ybosson.com	
BR Anchor Publishing	www.branchor.com	
BridgeStreet Global Hospitality	www.bridgestreet.com	BC
Briggs Freeman Sotheby's International Realty	www.briggsfreeman.com	
Brookfield Global Relocation Services	www.brookfieldgrs.com	F&A, P
Brown Harris Stevens	www.bhsusa.com	
Budd Van Lines	www.buddvanlines.com	
Business Relocation Services, Inc.	www.brsmove.com	
Canada Wise	www.canadawise.com	T&D
CapRelo	www.caprelo.com	F&A, P, T&D, BC
CARTUS	www.cartus.com	T&D
Century 21 Real Estate Corporation	www.century21.com	
CitiMortgage	www.citimortgage.com	
Coldwell Banker Real Estate Corporation	www.coldwellbanker.com	
Cornerstone Relocation Group	www.cornerstonerelocation.com	FS, BC, IT
Corporate Housing by Owner (CHBO)	www.corporatehousingbyowner.com	
Cosmopolitan Canine Carriers, Inc.	www.caninecarriers.com	

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COMPANY	URL	OTHER SERVICES
Crown Relocations	www.crownrelo.com	
Crown Worldwide Moving & Storage	www.crownwms.com	BC, T&D, F&A
Crye-Leike Relocation	www.crye-leike.com	FS, BC
Cultural Awareness International Inc.	www.culturalawareness.com	T&D
CWS Corporate Housing	www.cwshousing.com	
Daniel Bloom & Associates, Inc.	www.dbaiconsulting.com	FS
Dependable Auto Shippers (DAS)	www.dependableautoshippers.com	
Donath Relocation	www.donath.de	T&D, BC, F&A
Dwellworks	www.dwellworks.com	FS
E-Loan	www.eloan.com	
ExecuStay	www.execustay.com	
ERA	www.era.com	
Firstline Mobility	www.fmobility.com	BC, REC, F&A
France Global Relocation	www.fgrelocation.com	
Fry-Wagner	www.fry-wagner.com	
Global Mobility Solutions	www.gmsmobility.com	
Graebel Companies, Inc.	www.graebel.com	BC, FS, T&D
Halstead Property	www.halstead.com	
Harry Norman Realtors	www.harrynorman.com	
HomeBenefitIQ	www.HomeBenefitIQ.com	WEL
HomeServices of America, Inc.	www.homeservices.com	BC
Homewood Suites by Hilton	www.homewood-suites.com	
Imlach Group	www.imlachgroup.com	
IMPACT Group	www.impactgrouphr.com	T&D
Interim Homes Inc.	www.interimhomes.net	
JK Moving & Storage, Inc.	www.jkmoving.com	BC, HB, F&A
Lexicon Relocation	www.lexiconrelocation.com	FS, F&A, T&D, SCR
Mayflower	www.mayflower.com	FS, BC
MSI Global Business Solutions	www.msigsbs.com	HRM, T&D
Moving.com	www.moving.com	
MoveCenter	www.MoveCenter.com	
MoveTrek Mobility	www.movetrek.com	BC, FS

Relocation

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COMPANY

URL

OTHER SERVICES

NEI Global Relocation (NEI) www.neirelo.com

As a full-service relocation and global assignment management company, NEI provides comprehensive relocation services around the world. But it's not *what* services it provides as much as *how* it provides them that sets the company apart.

In a six-year average of the *HRO Today* Baker's Dozen Relocation surveys, NEI ranks #1 in Quality of Service and Overall Score.



NEI Relocation	http://neirelo.com	BC, FS, HRM, IT, P, T&D
Nino Properties	www.ninoproperties.com	
North American Moving Services	www.northamerican.com	
NRI Relocation	www.nrirelocation.com	T&D, FS, F&A, BC
NuCompass Mobility	www.nucompass.com	
Oakwood Corporate Housing	www.oakwood.com	
Omni Moving Network International	www.omnimoving.com	
OneSource Relocation	www.onesourcerelocation.com	

Paragon Relocation www.paragonrelocation.com

Paragon Relocation is the premier partner of choice in the global relocation management industry. By providing thought leadership, innovative programs, value-added support, and superior customer service to its clients and the families it relocates, the company truly assists with making life decisions. True to its consulting origins, Paragon distinguishes itself by leveraging policy and program design to achieve cost savings, increased management capability, and higher employee satisfaction. For more information, please visit www.paragonrelocation.com.



Paragon	www.paragonrelocation.com	
PetRelocation.com	www.petrelocation.com	
Plus Relocation Services, Inc.	www.plusrelocation.com	T&D, FS
RE/MAX Relocation Inc.	www.remax.com	FS, BC
RELO Direct	www.reloirect.com/	
Relocation America International	relocationamericainternational.com	

Relocation

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COMPANY	URL	OTHER SERVICES
Rental Relocation, Inc	www.rentalrelocation.com	
Runzheimer	www.runzheimer.com	
Ryder Move Management	www.ryder.com	
Saunders 1865 International	www.saunders1865.com	SCR, F&A
SIRVA Worldwide Relocation & Moving	www.sirva.com	BC, FS
Sterling	www.sterling.com	T&D, FS, F&A
Stevens Worldwide Van Lines	www.stevensworldwide.com	
Stewart	www.stewart.com	
Suddath	www.suddath.com	BC
SuiteAmerica	www.suiteamerica.com	
The Corky McMillin Companies	www.mcmillin.com	
The Pasha Group	www.pashagroup.com	
The Paxton Companies	www.paxton.com	FS
The Relocation Department, Inc.	www.relocationdept.com	

TheMIGroup www.themigroup.com

Why choose off-the rack mobility solutions when they can be made to-measure? When it comes to relocation, TheMIGroup recognizes that every move and every mobility program is different. That's why we ensure customized mobility solutions that deliver the right fit, every time.

Established in 1978, TheMIGroup, is a leading provider of global relocation management solutions offering a full range of Domestic Relocation and International Assignment Management services, including Global Compensation and Consulting, worldwide. TheMIGroup – just a better fit.

TheMIGroup
Relocation Solutions - Bridging Continents & Cultures

HRO TODAY Baker's Dozen
Customer Satisfaction Ratings
RELOCATION
2016 Winner

TheMIGroup	www.themigroup.com	BC, I, FS
TRC Global Mobility	http://trcglobalmobility.com	
Transcontainer Group	www.transcontainer-group.com	
TransferEASE Relocation Inc.	www.transrelo.com	
U-Haul International	www.uhaul.com	
UniGroup, Inc.	www.unigroupinc.com	
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
XONEX Relocation, LLC	www.xonex.com	
Xerox Relocation & Assignment Services	www.xerox.com/en-us/services/hr-outsourcing/global-mobility	

Screening & Workplace Security

WHAT YOU NEED TO KNOW

According to HireRight's 2016 Employee Screening Benchmark Report, 84 percent of respondents report employment screening finds issues that would not have been otherwise found, and 88 percent say screening finds critical experience misrepresentations. 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. Integrating screening with applicant tracking systems also provides a myriad benefits including electronic filing of candidate documents and adjudication capabilities.

COMPANY	URL	OTHER SERVICES
Accurate Background	www.accuratebackground.com	
A-Check Global	www.acheckglobal.com	
Acxiom	www.acxiom.com	IT, TECH
ADP Inc.	www.adp.com	EH, TECH, P, PEO, SCR, HB, WEL
Advantage Hire, Inc.	www.advantagehire.com	
AFIMAC	http://afimacglobal.com	T&D
Allegiant International, LLC	www.allegiantworks.com	REC
Allied Universal	www.aus.com	REC
Applicant Insight Inc.	www.applicantinsight.com	
Atlas Risk Management	www.atlasbackground.com	
Assessment Technologies	www.employeeetests.com	TECH, T&D
Asurint	www.asurint.com	
Aurico Reports, LLC	www.aurico.com	TECH

Aurico Reports, LLC www.aurico.com

Aurico, a CareerBuilder company, is an NAPBS accredited and ISO 9001:2008 certified background screening and drug testing company. Founded in 1991, Aurico delivers unmatched quality and support for all of your screening and compliance needs. Ranked #1 two years in a row for customer satisfaction, our award-winning and efficient WebACE™ screening platform is pre-integrated with premier applicant tracking systems across the industry.



HRO TODAY Baker's Dozen
Customer Satisfaction Ratings
EMPLOYEE SCREENING
2015 Winner

Background Resources, Inc.	www.backgroundresources.com	
Backgrounds Online	www.backgroundsonline.com	REC, HRM, EH
Background Profiles	www.backgroundprofiles.com	
BackTrack, Inc.	www.backtracker.com	P
Brainbench, Inc.	www.brainbench.com	T&D, HB, I
Business Information Group (BIG)	www.bigreport.com	
CARCO Group Inc.	www.carcogroup.com	TECH, REC
Career Check, Inc.	www.careercheck.com	
Carolina Investigative Research Inc.	www.cir-nc.com	
CEB Global	www.cebglobal.com	REC, T&D
Certifinder, LLC	www.certifinder.com	TECH
Certiphi Screening, Inc	www.certiphi.com	
COMPLY Corporation	www.complycorp.com	
Corporate Investigations, Inc.	www.ciilink.com	
Corporate Screening Services, Inc.	www.corporatescreening.com	
Critical Research, Inc.	www.criticalresearch.com	TECH
CSS	www.csscheck360.com	
Edge Information Management, Inc.	www.edgeinformation.com	

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COMPANY	URL	OTHER SERVICES
Employer's Investigative Services	www.eischecs.com	
Employment Background Investigations, Inc. (EBI)	www.ebiinc.com	
Employment Record Service LLC (ERS)	www.ershire.com	
Employment Screening Resources (ESR)	www.esrcheck.com	
EMSI Examination Management Services	www.emsinet.com	HB
Equifax	www.equifax.com	
FICO	www.fico.com	T&D, HRM,
First Advantage	www.fadv.com	IT, REC, F&A, T&D
First Choice Research Screening	firstchoiceresearch.com	
First Contact HR	www.firstcontacthr.com	T&D, REC
FirstLab	www.firstlab.com	
FirstPoint, Inc.	www.firstpointresources.com	IT
General Information Services, Inc. (GIS)	www.geninfo.com	HRM
Global HR Research	www.ghrr.com	
Good Hire	www.goodhire.com	

Good Hire www.goodhire.com

GoodHire is the background screening company for people who care about people. More than 35,000 employers rely on its in-house compliance experts, US-based customer service, and customizable technology. Job candidates love its award-winning True Me candidate experience. Owned by Silicon Valley-based Inflection, a Certified B Corp, GoodHire is committed to background checks clients can feel good about.

GoodHire.

HireSafe	www.hiresafe.com	T&D, HRM, P
Hogan Assessment Systems	www.hoganassessments.com	HRM, T&D
HR ProFile Employment Screening, Inc.	www.hrprofile.com	
iCredibility Inc.	www.icredibility.com	
Info Cubic, LLC	www.infocubic.com	
InfoMart	www.infomart-usa.com	TECH
InSource Employment Screening Services	www.insource-usa.com	
Integriview Technologies	www.integriviewtech.com	
IntelliCorp Records, Inc.	www.intellicorp.net	
IRC	www.irverify.com	
Justifacts Credential Verification, Inc	www.justifacts.com	
McClain Group, LLC	www.pipability.com	REC, T&D
MeritTrac	www.merittrac.com	IT
MindData Systems, Ltd	www.minddata.com	

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COMPANY	URL	OTHER SERVICES
MyEmployment	www.myemployment.com	
National Employment Screening	www.national-employment-screening.com	
NATIONAL SOURCE PUBLIC RECORDS, INC.	www.findtherecord.com	
OPAC Testing Software	www.opac.com	
Orange Tree Employment Screening	www.orangetreescreening.com	
OraSure Technologies, Inc.	www.orasure.com	
PeopleG2	www.peopleg2.com	
Peopletrail	www.peopletrail.com	

Peopletrail® www.peopletrail.com

Peopletrail is a leading provider of custom employment screening, criminal background checks, tenant screening, drug screening, ATS integration, and corporate security solutions. It is an NAPBS-accredited, ISO9001-certified, Fortune-5000-listed Oracle Gold Partner and HRO Today Baker's Dozen winner. 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 a complimentary consultation today. Call 866.223.8822 or visit www.peopletrail.com



PreCheck	www.precheck.com	
Pre-employ	www.pre-employ.com	TECH
Pre-Employment, Inc.	www.pre-employment.com	
PreemploymentDirectory.com	www.preemploymentdirectory.com	
PreHire Screening Services	www.prehirescreening.com	
Presenting Solutions, Inc.	www.prevaluate.com	HRM, TECH, T&D
PsyMax Solutions	www.psymaxsolutions.com	HRM, REC, T&D
PXT Select	www.profilesinternational.com	REC, T&D, TECH
SecurTest	www.securtest.com	
SkillSurvey, Inc.	www.skillsurvey.com	REC, TECH
SmartStart Employment Screening Inc.	www.smartstartemploymentscreening.com	
Staffing Soft	www.staffingsoft.com	REC, TECH
Stealth Partners, Inc	www.stealthpartners.com	
Sterling Talent Solutions	www.sterlingtalentsolutions.com/	
TestExpress, Inc.	www.testexpressinc.com	
The Devine Group	www.devinegroup.com	REC, T&D, HB, WEL
TriCor Employment Screening	www.tricorinfo.com	
Truescreen Inc.	www.truescreen.com	

Screening & Workplace Security

WHAT YOU NEED TO KNOW

According to *HireRight's 2016 Employee Screening Benchmark Report*, 84 percent of respondents report employment screening finds issues that would not have been otherwise found, and 88 percent say screening finds critical experience misrepresentations. 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. Integrating screening with applicant tracking systems also provides a myriad benefits including electronic filing of candidate documents and adjudication capabilities.

COMPANY

URL

OTHER SERVICES

Universal Background Screening

www.universalbackground.com

Universal Background Screening www.universalbackground.com

Universal Background Screening provides comprehensive background screening, drug testing, and occupational health 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, it works with organizations across the country to make the background screening process easier and ensure that clients know everything they need to know about the people they hire. For more information, please visit <http://www.universalbackground.com>.



USA-FACT

www.usafact.com

SCR

US Search

www.ussearch.com

Validex Employment Screening Services

www.validex.com

Validity Screening Solution

www.validityscreening.com

SCR

VeriCORP

www.vericorphr.com

VeriData Services, Inc.

www.veridataservices.com

Verified Credentials, Inc.

www.verifiedcredentials.com

Verified Person

www.verifiedperson.com

Vertical Screen

www.verticalscreen.com

Wonderlic, Inc.

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
Kunkel Miller & Hament	www.kmhlaborlaw.com	
LegalShield	www.legalshield.com	
Littler Mendelson	www.littler.com	
Maney & Gordon, PA	www.maneygordon.com	
Mayer Brown	www.mayerbrown.com	
McDermott Will & Emery	www.mwe.com	
McGinnis Lochridge	www.mcginnislaw.com	
Morgan, Lewis & Bockius LLP	www.morganlewis.com	
Munsch Hardt Kopf & Harr, P.C.	www.munsch.com	
Napierski, VanDenburgh & Napierski, L.L.P.	nvnolaw.com	
Neo Group	www.neogroup.com	BC, F&A, FS, HRM, IT
Ogletree Deakins	www.ogletreedeakins.com	
Pillsbury Winthrop Shaw Pittman LLP	www.pillsburylaw.com	BC, HRM
Rice & Associates, P.C.	www.ricelawyers.com	
ROI Advisory Group, Ltd.	www.roiadvisorygroup.com	
Scopelitis, Garvin, Light, Hanson & Feary	www.scopelitis.com	
Seyfarth Shaw	www.seyfarth.com	
Shearman & Sterling LLP	www.shearman.com	
SIG (Sourcing Industry Group)	www.sig.org	PAE
TBI, Inc.	www.tbicentral.com	EH, IT, F
The Outsourcing Institute	www.outsourcing.com	PAE, REC
VISANOW	www.visanow.com	

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COMPANY	URL	OTHER SERVICES
Alsbridge	www.alsbridge.com	
Alston & Bird LLP	www.alston.com	
Altman Weil, Inc.	www.altmanweil.com	
Baker & McKenzie	www.bakermckenzie.com	
Barnes & Thornburg	www.btlaw.com	
Bersin by Deloitte	home.bersin.com/	REC, HRM, TECH, EH, T&D
Bierce & Kenerson, P.C.	www.biercenerson.com	
Carr, Morris & Graeff, P.C.	www.cmGPC.com	
Cooley	www.cooley.com	
Emigra Worldwide	www.emigra.com	IT
Employment Law Alliance	www.employmentlawalliance.com	PAE
Everest Group	www.everestgrp.com	FS
Faegre Baker Daniels	www.faegrebd.com	
Fisher & Phillips LLP	www.fisherphillips.com	
Fragomen	www.fragomen.com	
Gartner	www.gartner.com	IT
Goodwin	www.goodwinlaw.com	
Gowling Lafleur Henderson LLP	https://gowlingwlg.com/en/global/global-reach	
Greenberg Traurig LLP	www.gtlaw.com	
Hammond Law Group LLC	www.hammondlawgroup.com	
Harmon & Davies, P.C.	www.h-dlaw.com	
HROplus.com	www.hroplus.com	HRM, P, TECH
Hunton & Williams, LLP	www.hunton.com	
IAOP	www.iaop.org	
ISG	www.isg-one.com	HRM, IT
Jackson Lewis	www.jacksonlewis.com	
Jones Day	www.jonesday.com	
Kastner Westman & Wilkins LLC	www.kwwlaborlaw.com	
Kirkland & Ellis LLP	www.kirkland.com	
Kramer Levin Naftalis & Frankel	www.kramerlevin.com	

Training & Development

WHAT YOU NEED TO KNOW

Chartered Institute of Personnel and Development's annual learning and development study reveals that training is usually incorporated within the HR department and is broadly aligned with business strategy. The study also finds learning technologies, including e-learning, webinars, and mobile apps, are more common in larger organizations.

COMPANY	URL	OTHER SERVICES
AAIM Employers' Association	www.aaimea.com	PAE, SCR, REC, P, BC
Abreon	www.abreon.com	HRM
Accord Management Systems Inc	www.accordmanagementsystems.com	HRM
AIRS, an ADP company	www.aistraining.com	
Answerthink	www.answerthink.com	IT
Arial International	www.arialinternational.com	CON, SCR
Bashen Corporation	www.bashencorp.com	TECH
Berlitz Languages, Inc.	www.berlitz.com	
Bloomberg BNA	www.bna.com	CON, FS, P
CAL Learning	www.callearning.com	REL
Capella University	www.capella.edu	
CommLab India	www.commlabindia.com	
Communispond	www.communispond.com	
Cornerstone OnDemand	www.cornerstoneondemand.com	TECH, REC, P
Corpu	www.corpu.com	HRM, PAE
Cultural Vistas	www.culturalvistas.org	
Delta L Printing	www.deltalprinting.com	
DeNinno Consulting and Training	www.deninnoconsulting.com	HRM
Dragon Teambuilding Intl. Ltd.	www.dragonteambuilding.com	
Eagles Flight	www.eaglesflight.com	
Eddor	www.edcor.com	
Emantras	www.emantras.com	IT, TECH
Employ Solutions	www.esondemand.com	TECH, HRM
Employer Training LLC	www.employertraining.com	TECH, SCR
Enspire Learning	www.enspire.com	
ETS	www.etsplc.com	HRM, TECH
Evolve Performance Group	www.evolvepg.com	HRM
Expertus Inc	www.expertus.com	TECH, EH
FirstNet Learning	www.firstnetlearning.com	
Global Collaboration Partners	www.gcplearning.com	TECH
Global Learning Partners	www.globallearningpartners.com	
GP Strategies	www.gpstrategies.com	
Horner & Associates, LLC	www.hornerassociates.biz	HRM, SCR
HRTTrainingCenter.com	www.HRTTrainingCenter.com	PAE
HudsonMann	www.hudsonmann.com	REC
Johnson & Johnson Human Performance Institute	www.jjhpi.com	
IIR USA	www.iirusa.com	
inlingua International	www.inlingua.com	
Innergize Training Coaching Consulting	www.innergizetraining.com	
Interaction Associates	www.interactionassociates.com	
Intrepid Learning, Inc.	www.intrepidls.com	HRM, IT

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COMPANY	URL	OTHER SERVICES
Kepner-Tregoe	www.kepner-tregoe.com	IT
LSA Global	www.lsaglobal.com	HRM
MDA Training	www.mdatraining.com	
NIIT Limited	www.niit.com	
Online Employment Systems	www.onlineemploymentsystems.com	
Organization Metrics Inc.	www.orgmetrics.com	TECH, IT
Paradigm Learning	www.paradigmlearning.com	
Pearson English	www.globalenglish.com	IT
Performance Programs, Inc.	www.performanceprograms.com	HRM
Pilat	www.pilat.com	HRM, TECH, IT
PrimeGenesis	www.primegenesis.com	
Profiles International	www.profilesinternational.com	HRM, SCR, TECH
Prospero Learning Solutions	www.prosperolearning.com	
Raytheon Professional Services	www.rps.com	
Reliant	www.reliantlive.com	HRM, TECH, SCR
Right Management	www.right.com	
Root Inc.	www.rootinc.com	TECH
Saba Software, Inc.	www.saba.com	IT, SCR
SIGMA Assessment Systems, Inc	www.sigmaassessmentsystems.com	HRM, REC
Skillpath	www.skillpath.com	
Skillsoft	www.skillsoft.com	
SSA Training, Inc.	www.wrmtraining.com/wrm/	
SumTotal Systems	www.sumtotalsystems.com	TECH
SurveyConnect, Inc.	www.surveyconnect.com	IT
Take Charge Consultants, Inc.	www.takechargeinc.com	HRM
The Ken Blanchard Companies	www.kenblanchard.com	
The McQuaig Institute of Executive Development	www.mcquaig.com	HRM, TECH, SCR
The Training Associates	www.thetrainingassociates.com	
Thomson Reuters	www.thomsonreuters.com	CON, HRM, F&A
TMA World	www.tmaworld.com	REL
TPC Training Systems	www.tpctraining.com	
TrainingFolks	www.trainingfolks.com	HRM, REC, CON
Training Industry, Inc.	www.trainingindustry.com	PAE
viaPeople, Inc.	www.viapeople.com	HRM, TECH
Workplace Answers	www.workplaceanswers.com	

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 that are largely paid for by employees. The defined-contribution pension, commonly known as 401(k) plans and funded almost entirely by employees, is booming.

COMPANY	URL	OTHER SERVICES
AFLAC	www.aflac.com	BC
AB Global	www.abglobal.com	
Alliance Bernstein Investments	www.abglobal.com/investments/us/home.htm	
Allstate Benefits	www.allstateatwork.com	
American Express Company	www.americanexpress.com	
American Funds	www.americanfunds.com	
American Insurance Association (AIA)	www.aiadc.org	
Applied Underwriters	www.auw.com	
BB&T Corporation	www.bbt.com	BC, HB
Beacon Health Options, Inc.	www.valueoptions.com	
Bright Horizons Family Solutions	www.brighthorizons.com	
CampusDoor	www.campusdoor.com	
Charles Schwab	www.schwab.com	
Childtime Learning Center	www.childtime.com	
CIGNA Behavioral Health, Inc.	www.cignabehavioral.com	
CIGNA Disability Benefits	www.cigna.com	HB
CNA Insurance Companies	www.cna.com	BC, CAN
Colonial Life & Accident Insurance Co.	www.coloniallife.com	BC
Countrywide Pre-Paid Legal Services, Inc.	www.countrywideppls.com	CON
Delaware Investments	www.delawareinvestments.com/default.aspx	
eflexgroup.com	www.eflexgroup.com	
Eisner Amper	www.eisneramper.com	FS, F&A
First American Funds	www.firstamericanfunds.com	
Fox Rothschild LLP	http://www.foxrothschild.com/	
Goldman, Sachs & Co.	www.goldmansachs.com	
ING	www.ing.com	FS
Invesco	www.invesco.com	
JPMorgan Chase & Co.	www.jpmorganchase.com	
Legal Club of America	www.legalclub.com	PAE
Liberty Mutual Insurance Company	www.libertymutual.com	BC
Life's Solutions	www.lifessolutionseap.com	
LifeStart Wellness Network	www.lifestart.net	I
Lincoln Financial Group	www.lfg.com	

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COMPANY	URL	OTHER SERVICES
Lord Abbett	www.lordabbett.com	
Manulife	www.manulife.com	
MassMutual	www.massmutual.com	BC
MetLife	www.metlife.com	BC
MFS	www.mfs.com	FS
Milliman	http://us.milliman.com/	
Newport Group	www.newportgroup.com	
Pan-American Life Insurance Group	www.palig.com	BC
Perspectives Ltd.	www.perspectivesltd.com	
Prudential Financial, Inc.	www.prudential.com	BC
Putnam Investments	www.putnam.com	FS
QTB Services, Inc.	www.qtb services.com	BC
Securian	www.securian.com	
T. Rowe Price	www3.troweprice.com/us/corporate/en/home.html	
The Hartford Financial Services Group, Inc.	www.thehartford.com	BC, I
The Vanguard Group	www.vanguard.com	
Transamerica Corporation	www.transamerica.com	
Travelers	www.travelers.com	
Tutor Time Learning Centers, LLC	www.tutortime.com	
Unum Group	www.unum.com	BC
WageWorks, Inc.	www.wageworks.com	BC
Wells Fargo	www.wellsfargo.com	BC, FS, PEO